

MARN

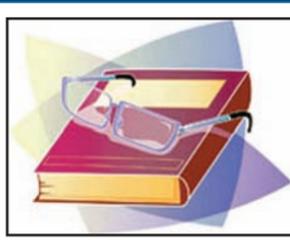
MAssachusetts Report on Nursing

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MARN
 Provider Forum
 Page 5



Living Nursing
 Legend & Award
 Winners
 Pages 10, 11

Team MARN Volunteers: Medical Tent B Boston Marathon



Team MARN Getting ready to go...

It was a cold wet day, but that didn't dampen the spirit of the MARN Nurses who volunteered at the Boston Marathon. We saw hypothermia, blisters, and exhaustion...we met so many dedicated athletes from around the world; men and women who challenged their bodies to perform extraordinary feats for so many reasons besides being the first to cross the finish line. Some did not speak English but there was no doubt about what they needed or what they felt as they expressed their gratitude for the care we provided.



My back was sore for days after the experience but I know that I will be back next year because I met so many great nurses and other health care professionals and I want to be a part of the Team! I hope to see the new friends I made and YOU next year!



Getting Directions



Barbra Gray, our IV Certified Nurse



The calm before the storm

current resident or

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SAVE the DATE Friday, October 30, 2009
 MARN Fall Conference
**Transforming Nursing Practice:
 Improving Care through Technology**
 Lombardo's - Randolph, MA
 More information will be available on the MARN website
www.MARNonline.org and in the September issue.

**Change is in the air!
New Dates to Submit Articles and
Announcements:**

March Edition	July Edition
1/5	5/1
September Edition	December Edition
7/1	10/1

Letter to the Editor

Mourning the Death of Marie Snyder, J.D.

I cannot tell you how saddened I was to hear of the November death of Marie Snyder, J.D. Marie and I were roommates at Boston University where we both earned our MSNs in Psychiatric/Mental Health Nursing. She was a special friend, colleague, and expert clinician in her mental health practice and her law practice. Marie and I were in touch every Christmas where we would catch up on each other's lives in our holiday card and letter. If we were lucky, we would see each other at a national meeting and have a chance to share a hug and conversation. Not only will the professional world of nursing miss her warm smile, sense of humor and intelligence, her personal friends will always have her in their hearts.

Lucille C. Gambardella,
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Policy for Accepting Announcements for the Newsletter

MARN encourages organizations and educational institutions to submit announcements about continuing education opportunities and upcoming events that are of interest to nurses.

Please note: The announcement can not exceed 75 words.

Fees must be included with submissions.

The Fee Schedule is as follows:

MARN Approved Providers/Sponsors—\$25

Non MARN Approved Providers/Sponsors—\$50

Payment can be mailed to MARN, PO Box 285, Milton, MA 02186. Please include a copy of the announcement and contact information (name, address, telephone, Email) with the check. Please email copy to www.MARNonline.org.

For more information, contact info@MARNonline.org.

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President's Message

Toni Abraham MSN, APRN-BC

I am excited to be completing my first year as your MARN president. Upon reflection, it now seems to have gone by very quickly. I would like to sincerely thank the MARN Board of Directors and all the extremely dedicated Committee members for their patience and guidance as I attempted to represent and serve the MARN membership as well as all nurses in Massachusetts. The organization wouldn't function without our quality staff. Mary Manning has been both my right and left arm during my novice year as your president. She has been both educator and supporter and I graciously thank her. I also want to thank Cammie Townsend and Heather Plumb for their dedication to detail and commitment to MARN.



Toni Abraham

A special thank you to the MARN members and students who contributed to our quarterly newsletter this past year. Every insight and poem brought us all closer to the essence of nursing and I thank you.

Volunteerism

I believe that most of us don't realize we volunteer in many ways throughout our lives. I wanted to bring that part of nursing more into focus, both as a commitment to serve and as a means for us to share in a worthwhile effort while getting to know one another. On April 20, 2009, Team MARN volunteered to use their nursing expertise in one of the Medical tents at the Boston Marathon. I think all the members of Team MARN had a great day!

Recipients of the President's Award exemplify the meaning of volunteerism. Both Jeanne Gibbs and Sandra Reissour have dedicated immeasurable hours to the CE Committee. They were the leaders who developed the MARN Approver unit and were successful in achieving accreditation from the American Nurses Credentialing Center. To date, the MARN CE Committee has reviewed over 100 provider applications and more than 300 single applications. We are so eternally grateful to them and to the Committee members who supported their efforts.

MARN Sponsored Events

The fall Simulation Conference proved to be a big success. The conference planning committee did an outstanding job in presenting a timely and extremely worthwhile event. The evaluations of that program were outstanding.

In February MARN hosted a Health Policy Forum entitled "Advocacy Beyond the Bedside: Nurses Influencing Health Care Policy in Massachusetts." We were privileged to have as panel speakers State Representatives Christine Canavan RN, Mary Grant RN and Kay Khan RN. The panel discussion was enlightening and stimulated members to consider joining our Health

Policy Committee. Many students and faculty members attended the program.

The Spring Convention Committee once again provided extraordinary topics and speakers. MARN continues to support the Massachusetts Student Nurse Association and place great value in holding our annual meetings together. Many MARN members provided scholarships for students and new graduates to join us at this event and all the students agreed that this was a great introduction to volunteering to join a professional organization. Thanks to each and every one of you who has supported our future nurse colleagues.

Nurse Advocacy

As nursing's representative, I have been participating on the Massachusetts Health Council Board of Directors. In October, I was asked to submit my application to serve as a member of the Governors Health Care Advisory Council.

During the last legislative session MARN had advocated for a revised Safe Staffing bill that would incorporate the critical elements for an effective staffing bill as determined after a MARN extensive analysis of both the House and Senate Safe staffing bills. Although there had been considerable change to the original Senate version of the staffing bill, the legislative session again ended in stalemate between the proponents of the two different bills. MARN expressed its gratitude to the senators who supported the revised Senate staffing bill. In January 2009, two safe staffing bills were filed again and reflect the bills that died at the end of the 2008 legislative session. MARN will continue to advocate for safe staffing legislation that will insure patient safety and the safe practice of nursing.

The Health Policy Committee continues to review and prioritize the bills that have been filed for this legislative session. We look forward to increased MARN presence at the State House this coming year.

Mentoring Matters: A Pilot Program for Novice Nurses

MARN is very proud to be the recipient of a grant from the Center for American Nurses to conduct a pilot mentoring program entitled, "Mentoring Matters: A Pilot Program for Novice Nurses." The pilot program was developed by the MARN Mentoring Task Force. MARN has hired a Mentoring Program Coordinator Lynne Wagner, EdD, RN, MSN to guide the selected mentor/mentee pairs during the upcoming year. Stay tuned as we move forward with this exciting new program this coming year.

National Involvement

In June 2008, MARN sent a delegation of MARN members to the ANA biennial House of Delegates (HOD) in Washington DC. It was a lively exchange with more than 600 delegates from across the

country participating. MARN Executive Director Mary Manning and I also attended the Constituent Assembly held in the fall and again in May 2009 to discuss proposed ANA bylaws prior to their consideration at the next House of Delegates in June 2010.

Later this year, members will be given the opportunity to submit their names to the ballot for election as a MARN delegate to the ANA House of Delegates. MARN provides a stipend to elected members to represent MARN at ANA. I urge members to run for MARN delegate and join nurses from across the United States as we work together to shape the future of nursing.

Several MARN members have been appointed to ANA positions. Karen Daley was elected to the ANA Board of Directors. She also serves on the ANCC Board. Dr. Rachel Spector was appointed to a two year term on the Subcommittee of the Pearl McIver Public Health Nurse Award. Cidalia Vital was appointed to a two year term on the ANA Delegate Credentials Committee. Congratulations to them all.

Strategic Planning

MARN's Continuing Education Committee, for 6 years, met monthly at MARN member Jeanne Gibbs' home. They not only provided MARN with excellent work, but had the most fun of any committee I know. It was a time for social as well as very professional exchange. MARN has now hired Judy Sheehan, MSN, RN as the new Nurse Peer Review Leader. Jeanne Gibbs will share the position of Nurse Peer Review Leader with Judy until we have our accreditation site visit with ANCC this spring.

We are moving to expanding our web-based capabilities. Starting with the 2009 election, MARN members can vote and register for MARN conferences online. Most of the Award applications are now received via the internet. As well as being more user friendly, this update enables MARN to be Green and more fiscally responsible to its members. Emails are regularly sent to members informing them of available employment opportunities throughout the state. Legislative issues are posted as well as links to ANA. If you haven't checked it out recently, please do so. It is interactive and informative (www.MARNonline.org).

Financial

Looking to our coming year, the economy is on everyone's mind. We ended the last fiscal year in the black and the FY 2009 budget continues this positive trend. The Board will continue to work hard to keep our organization fiscally sound.

The coming year will continue to bring new opportunities, challenges and changes. I encourage everyone to become part of the process. There are so many avenues available where your contribution is needed. All nurses are welcome... all you have to do is join!

Editorial

STEP Forward: The Volunteer Commitment

 Myra F. Cacace, GNP-BC

Summer time...summer time...sum, sum summertime...

This is my favorite season of the year! Summer is the time to sit back and relax...to take a well deserved break from the frenzy and to rejuvenate body and soul. There is nothing better than sitting in a refreshing body of water (my favorite is the ocean), drinking your beverage of choice (I have two: margaritas & mojitos), reflecting on your successes of the past few months and thinking about how you plan to survive the hectic sprint to the end of the year. There is still time to STEP Forward and join the growing number of nurses who make a **commitment** to volunteer in order to make a difference in the lives of others.

Every time I agree to volunteer I understand that I am making a commitment and that I cannot change my mind later and decide NOT to show up. This is what makes the role of 'volunteer' unique. I know that although I am not a paid employee, I have entered into an agreement and people are counting on me to live up to my *commitment*...backing out at the last minute is

NOT an option. For example, Monday, April 20th was a gray, cold and drizzly day. I could have easily pulled the blankets back over my head, rather than force myself to get up and take the two hour trip to Boston to volunteer in the medical tent at the Boston Marathon. But if I decided to bag the day I would have missed a great time, would not have made new friends and would have missed the opportunity to strengthen my friendships with other members of Team MARN. Besides, we were really busy and needed every nurse, physical therapist and doctor to do the work that needed to be done. Be sure to catch the story and pictures about Team MARN on page 1.

Part of the pleasure of working with volunteers is the knowledge that volunteers are making a choice to be present and are motivated to do a good job. Are there any Volunteer Coordinators who can relate their experiences about managing a volunteer group? What are your thoughts about motivating an unpaid workforce? How important is it to you that the volunteers honor their commitments? What do you do if there are volunteers who are lax in their responsibilities? Please consider writing an article for the next issue of the MAssachusetts Report on Nursing. Send your article to me at newsletter@MARNonline.org or contact the MARN office at info@MARNonline.org or send mail to PO Box 285, Milton, MA 02186.

For the next two editions in 2009, the newsletter team is looking for articles about your thoughts and experiences as volunteers. I invite you to make us aware of volunteer opportunities in your area where nurses can help make a difference. We are interested in knowing how nurses use their unique skills to work outside their work place. I have used my nursing skills at Girl Scout Camps/Campouts, on High School Band trips, as a school volunteer and as a member of my town's Board of Health. For the most part all of these experiences have brought me great enjoyment and changed my life.

Opportunities to be a volunteer are countless and only you can decide how much of a commitment you can make. You can contribute your time and talent right in your workplace by volunteering as a member of a patient care committee, or by helping to plan a party for the nurses or families of the patients on your unit. The possibilities to do a little extra are endless; the work does NOT have to be hard and the satisfaction you derive from helping out is hard to beat!

Remember, in these tough fiscal times, organizations must rely more heavily on volunteers to provide crucial services. There is so much work to be done to enhance our workplace, to improve the way we care for vulnerable people who need our help. So *step forward* and make the commitment to give some extra time to others in need.

When you decide to do something extra, it does not have to be a lengthy commitment. You can volunteer to participate in a small time limited activity such as planning one unit event or working on one part of a larger project. Many hands make short work and any commitment is a worthy endeavor.

Achieving balance in your life is important and it is absolutely necessary in order to prevent burnout, so feel free to set limits in order to feel good about helping others while protecting your sanity.

Read about how other nurses are finding the time to volunteer in the Featured Article Section; "STEP Forward MARN Volunteers, Make a Difference" on pages 6-8. There are so many options to choose from...you can join a MARN Committee! This is a great way for members to meet other nurses who are committed to MARN and ANA's success. Supporting a professional organization allows every nurse to feel secure that there is someone at work in the national and international arenas promoting nursing, while we do what we do every day! Become a part of MARN (see the membership application on page 19.)

Do It!! Take that step and make a commitment. Tell your story! Take some pictures! Voice your opinions! Start slow and soon you will feel that sense of gratification that comes from knowing that YOU make a difference.

We publish quarterly newsletters and there are many ways for you to contact members of the newsletter team. You can write to me at:

- newsletter@MARNonline.org
- info@MARNonline.org
- PO Box 285, Milton, MA 02186.

Please remember that it is our stated policy that we welcome all opinions. The Newsletter Committee wants to let the voices of every nurse in the Commonwealth be heard. However we do require that letters to the editor be signed in full in order for them to be included in the newsletter.

Please note that we are changing our deadline dates for you to submit articles, pictures, announcements and advertisements!
The new dates to get your contribution to the Newsletter team are
July 1, October 1, January 5, and April 1

We look forward to hearing from you!

Massachusetts Nurse Awarded Prestigious Fellowship... Voice for 12 Million Nurses

John Shaw
Marketing & Communications Manager

To some, being the lone voice representing 12 million professionals would be a daunting challenge.

Not to Dr. Sheila A. Davis.

Dr. Davis, an assistant professor of nursing at MGH Institute of Health Professions, (and a MARN member) recently was tapped to be in the initial class of just 20 individuals—and the only nurse professional—awarded a Charles Wilkens Fellowship from the Washington, DC-based Genocide Intervention Network.

The fellowship award will help train emerging leaders to build lasting networks of citizens who believe that protecting men, women and children from the slaughter of genocide is a world-wide societal responsibility.

“Nurses have the professional responsibility to become engaged in the anti-genocide movement by viewing health as a human right and seeing genocide as a force preventing that right for many in the world today,” said Dr. Davis. “I am excited to be the voice for the country’s 12 million nurses and I plan to work hard at bringing this huge issue to a wider audience.”

This is just the latest in a series of causes Dr. Davis has championed, having been actively involved in human rights, social justice, and global issues for more than 20 years. She also is the co-founder and current board member of *Sibusiso*, a Boston-based, non-governmental organization (NGO) working in South Africa and the Boston area.

Additionally, Dr. Davis is an adult nurse practitioner at Mass General, where she specializes in HIV/AIDS and infectious diseases. She also has an active clinical practice in the MGH Infectious Diseases outpatient clinic, where she is the program director for The Women’s Place, the HIV+ Women’s clinic. She was one of the first graduates from the MGH Institute’s initial Doctor of Nursing Practice program last fall.

The fellowship is named in honor of Carl Wilkens, the only American to remain in Rwanda during the 1994 genocide. This selective year-long, part-time program is designed to fit the schedules of busy people with full-time personal and professional commitments.

“This prestigious fellowship is recognition of Dr. Davis’s strong commitment to and advocacy of human rights, and reflects positively on the entire Institute,” said MGH Institute President Dr. Janis P. Bellack. “Her connection with the program will no doubt benefit her students and colleagues here, and we look forward to supporting her participation in the program.”

Davis began her fellowship in February.



Sheila Davis



Save the Date

The 7th annual Provider Forum sponsored by the MARN Continuing Education Committee will be held on **October 21, 2009** at the
Wellesley Gateway Building
Harvard Pilgrim Community Health Care Offices
Wellesley, MA

Main topic will be the new 2009 ANCC Criteria

NEW: A session for applicants new to the process will be provided.

All current and potential providers of ANCC approved continuing nursing education credit would benefit from attending.

More information will be available in the MARN web site at MARNonline.org

Massachusetts Association of Registered Nurses, Inc, is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation



Step Forward:

MARN Committees: Working for You!

VOLUNTEERISM

Kathleen Janssen, RN, MS

When I was a teenager deciding what career I wished to pursue, I quickly gravitated to the idea of nursing. My mother, smart woman that she was, introduced me to the daughter of a friend who happened to be the director of nursing at our local hospital. This DON encouraged me to volunteer at the hospital in order to learn if I "was cut out for" working with people who were ill. So, I became a Nightingale (the Valley Hospital, Ridgewood, NJ, version of a Candy Striper). That was my first taste of both health care service delivery and volunteering—a few hours every Saturday morning for 2+ years until I graduated from high school. Somewhere along the way, with the encouragement of people I met at the hospital, I decided that my high school needed a Future Nurses Club and, no, I did NOT just want to join the already established Future Physicians' Club, thank you very much...so I started this club under the mentorship of the school nurse!

This was the start of my commitment to volunteering. I gave a few hours on Saturday morning and I found a lifetime career, meeting many inspiring people along the way.

Over the years, I have felt privileged to have been able to use my basic education as a nurse and parlay that into many re-inventions of myself as I grew professionally. From a staff nurse in a hospital setting, to staff and management roles in community health, to health care marketing, on to consulting and then to quality management to ensure that the people receiving services are being helped to achieve their health and recovery goals. So, to balance what I have been given I have chosen to continue to give back to the community which has enabled me to have such a satisfying life work. It's one of the circles of life!

I began with working with the cancer society to provide the public with education on prevention and early detection of cancer. Following this I joined the Professional Advisory Committee of a small home health agency. A few years later I

developed a Health Ministry at my parish, with the support of a great pastor. I am currently on the executive committee of my local Medical Reserve Corps (MRC). In this role I work with my town to ensure that all our citizens will be prepared in the case of a public health emergency such as a pandemic, a "Katrina," a major industrial accident etc.

The Medical Reserve Corps (MRC) Mission is:

To provide support services to public safety departments and town officials in the event of an emergency or disaster situation for the betterment of the town's citizenry, through a citizen volunteer corps of medical and lay residents, delivering emergency preparedness education and general disaster support and awareness.

Over the past 2 years I have devoted a few hours each month and received so much personal gratification in return:

- I met neighbors I never knew, since I work outside of town
- I had the opportunity to teach people how to prepare for emergencies by developing a Family Plan and putting together a 72 Hour Emergency Kit
- I participated in a drill to test our fire department's ability to respond to a major accident
- I led the clinical effort at a town-wide flu clinic, where almost 400 people received flu shots in a three hour span of time. (I never knew I could work so fast!)

But for all the fun and personal rewards I have received through my volunteer work I have had one major disappointment...so few of the nurses in my town have joined in our efforts. It doesn't take much time—if I can do it in addition to a more than full-time job, a long commute and a household to run, then anyone can. I'm not special. I'm a nurse who thinks her community and the people in her town deserve to be educated and safe.

Please consider joining the MRC in your community. You can get more information by contacting your local Board of Health or log onto this website - www.medicalreservecorps.gov

Kathleen Janssen, RN, MS is the Director of Quality Management at Riverside Community Care in Dedham.

Nurse-Managed Health Services for Seniors: Volunteerism and Interdisciplinary Health Professionals

Ellie Venezian, RN, BS, MS, PhD

Population forecasters predicted a sharp increase in the number of aging Americans for the better part of the twentieth century. Health care providers responded in a variety of ways to the anticipated explosion in the number of over 65 year olds requiring access to care. Standards for care were developed by nursing organizations and embraced by educators and the groups that accredited programs of study. The preparation of nurses with advanced degrees in gerontology proceeded with learning experiences in community, acute and long-term care settings. Across the country the need for highly specialized elder care was met by nurses with advanced degrees in gerontology, many of whom practiced independently.

This is the story of how one nurse-managed health center was established in a college town in Western Massachusetts. The initiative for this voluntary endeavor resulted from the experience of a retired Geriatric Nurse Practitioner whose commitment to the care of seniors was embodied in the belief that **helping seniors help themselves stay healthy** enriched their lives and allowed for extended years of worth-while independent living. This insightful nurse sought the assistance of a faculty member who taught graduate nursing students about nursing gerontology at a neighboring university. Together they developed and implemented a plan to provide nursing services, based on ANA's Scope and Standards of Practice, to resident seniors visiting the town's Senior Center on a no-fee basis.

Planning began by identifying a voluntary multidisciplinary advisory group of nurses, physicians, a psychologist and other health care providers. All resided in the town and shared a long-standing interest in expanding and making more relevant the health-related activities offered at the town's Senior Center. With the consent of the Council on Aging, a series of steps were taken to develop policies and procedures for offering health services to seniors with chronic health conditions that required on-going monitoring. Knowing that chronic illness interferes with a person's ability to function independently, the expected outcome of such services was to ensure the likelihood that seniors remained in their homes and continued their chosen lifestyles without interruption.

A call for applications was made to recruit and hire a registered nurse with advanced preparation in gerontology. Funds for the RN were provided anonymously by a retired couple who resided in the town and were committed to the delivery of the not-for-fee services to town residents. This voluntary support continues since the opening of the nursing center eleven years ago.

The Advisory Group, whose volunteer efforts established the Nursing Center, continue to provide advice and support to the nurse who manages Senior Health Services. Their role includes advice on clinical policies, scope and standards of practice, as well as an annual evaluation of the services provided. Made up of community members, the voluntary Advisory Group also serves as a liaison to community health organizations. The co-chairs of the Advisory Group convene monthly meetings, set agendas, and review established policies of the nursing center. Members of the group serve as long as their interests and the needs of the nursing center coincide.

Step Forward continued on page 7

MARN Vision Statement

MARN is committed to the advancement of nursing standards and practice, and to continuing professional development of registered nurses across the Commonwealth who share the belief that greater achievement occurs in an environment that embraces mutual respect of diverse perspectives, a spirit of collegiality, and the advocacy role of the nurse to individually and collectively shape quality health care.

This contemporary organization provides a virtual home for the nurturing and development of its membership. As a constituent member of ANA, the membership proactively responds to regional and national issues in ways that produce rippling outcomes in larger communities of professional nurses, health care decision makers, and citizens. Membership initiatives serve to strengthen enduring partnerships with other stakeholders in health care.

MARN Volunteers



Step Forward continued from page 6

Finance Committee/ Treasurer's Report

Trish Bowe, RN, MS, Chair

MARN continues to grow and remains fiscally sound and ended the FY 2008 fiscal year with a profit. As the current economic climate brings finances to the forefront, MARN continues to look for ways in which we can continue fiscal stability while making wise investments that help our money to grow.

During this past year, the MARN Finance Committee met several times to research sound investments, create a balanced budget for FY 2010, and help to brainstorm new revenue streams for the organization. Our first annual live online voting helped to save MARN printing, time and postage costs. MARN joined Commonwealth Purchasing Group to become a part of a larger group purchasing network. Our website has enabled our organization to increase our income in a variety of ways.

The Finance Committee members, Patricia Bowe MARN Treasurer, Theresa Spinelli, Susan Conrad and Mary Manning will continue to identify strategies to reduce cost and increase savings, identify areas to increase non-dues related income to lessen our reliance of membership based revenue, and move MARN in a fiscally sound direction.

Bylaws Committee

Camie Townsend, MS/MBA, RN, Chair

This committee reviews MARN Bylaws annually to create and propose changes and additions as suggested by the membership and/or Board of Directors and to maintain compliance with ANA Bylaws.

Committee members, Claudia R. Ellis, RN, BSN, CRNO, Mary J. McKenzie, EdM, MS, RN, Theresa M. Spinelli, RN, ANP and Rachel E. Tierney, PhD, RN/PC, BC, successfully proposed changes to the Mission statement and associated functions which were debated and passed at the 2008 annual meeting. Those bylaws changes allowed electronic voting and meeting notices and was successfully implemented this year with an online ballot. An electronic meeting was held and the MARN bylaws were reviewed for congruence with ANA's bylaws. The committee reports no changes are currently necessary to meet this requirement. No member inquiries were made or changes requested. We will continue to monitor MARN bylaws for congruence with American Nurses Association (ANA) bylaws, and respond to Board of Director and member inquiries. The committee welcomes new member input and participation.

We meet in person as necessary (usually once per year) and by teleconference and email as necessary to prepare for the Annual Meeting. Members are expected to attend the Annual Meeting held during the Spring Convention. For more information, please contact Camie Townsend at CTownsend@mghihp.edu or 617-990-2856.

Spring Convention Planning Committee

Peggie Griffin Bretz, MSN, RN, CNA, Chair

The Spring Convention Planning Committee plans and executes the Annual Spring Convention and Business Meeting. The committee includes the very active members who are already hard at work planning for next year's Spring Convention. They are Cathleen Bergeron, Maura Fitzgerald, Elizabeth Grady, Mary Hanley, Cynthia Lasala, and Mary Manning. The speakers, the Jean Steel Lectureship, the Awards Gala Celebration, the physical location and the smooth running of each

event speaks volumes about the dedication of this committee to keep members and non-members involved in the decisions around improving all aspects of our profession.

New members and ideas are always welcome. Responsibilities include site selection, speaker selection, developing contact hour application, assisting with marketing and on-site registration. The Committee meets monthly by teleconference and/or email to plan. For more information, please contact MARN at info@MARNonline.org or 617-990-2856.

Continuing Education Committee/ Accredited Approver Unit

Sandra Reissour, BS, RN, Chair

This has been a busy year for Continuing Education committee members Jeanne Gibbs, MS, RN (Nurse Peer Review Leader), Patricia Bowe, MS, RN, Peggie Bretz, MSN, RN, CNA, Deborah Cieboter, MS, RN, Barbara Gardner, MS, RN, Mary Ann Kieran, MSN, RN, and Andrea Stanley, MS, RN, BC, and for Camie Townsend, MS/MBA, RN, (MARN staff). Our accomplishments reflect MARN's commitment to providing excellence in nursing continuing education in the Commonwealth.

First and most important, MARN continues to be the only American Nurses Credentialing Center (ANCC) Accredited Approver Unit in MA. The committee also hired a CE Unit Director/Nurse Peer Review Leader, hosted the 6th Annual Provider Forum for approved providers of nursing continuing education and potential providers of nursing continuing education (on May 21, 2008), reviewed Activity Applications and Provider Applications in Fiscal Year 2009, began exploration of using an electronic activity application process, conducted annual evaluation of Approver Unit including an annual review of entire Approver Unit, Manual, submitted Annual Accredited Approver Report to ANCC as requested, generated revenue for the association (\$29,145 to date in FY 2008-09 and \$201,128 since inception). Requested, collected, collated and performed QI of annual report data from current MARN Approved Providers, and finally, collected, summarized and reviewed Consumer Evaluation Feedback related to the MARN Provider Application process twice in 6-month blocks for the purpose of self-assessment.

Sadly we said "good-bye" to Kathleen Finn, MEd, MS, EdD, RN and Maryjoan Ladden, PhD, RN (who re-located to another state). Fortunately Patricia Bowe, MS, RN; Barbara Gardner, MS, RN and Mary Anne Kieran, MSN, RN joined our ranks and promise to bring many talents to our committee. We also welcome a new Nurse Peer Review Leader/CE Unit Director, Judy Sheehan, MSN, RN.

We are looking forward to achieving the following goals for the coming year, including:

- Modify the activity and provider applications based upon 2009 ANCC Manual for Accredited Approvers and Providers
- Create and post samples of completed activity and provider applications on the MARN website
- Host the Site visit, a component of the re-application process for ANCC accredited approver status
- Offer an interactive on-line activity application on the MARN website
- Identify a mechanism to insure compliance of all approved providers to current ANCC criteria
- Continue to offer the Annual Provider Forum
- Continue to market the Approver Unit to potential customers
- Support future educational endeavors of the association.

The MARN Continuing Education Committee meets monthly in Milton, MA on the first Wednesday morning of each month (9am-12pm). We are always looking for new committee members and program reviewers!

Contact MARN today (info@MARNonline.org) if you are interested in *stepping forward* to become part of the team!

Health Policy Committee

Angela Nannini, PhD, FNP, Chair

This year's Health Policy Committee has been busier than ever, reviewing and discussing legislation and nursing and healthcare delivery policy initiatives at both the state and federal levels. Members of the committee include Margaret Blum, MA, RNC, Karen Daley, RN, MPH, MS, PhD(c), Gayle Peterson, RN, Patricia Ruggles, RN, BSC, CRNO, Maureen McLaughlin, MSN, RN, CPAN, Linda Pitler, MSN, RN, and Frances Sculley, MSN, RN. Throughout the year, they have researched and analyzed pending legislation and policy and made recommendations for action to the MARN Board of Directors. Members actively represent MARN at public hearings, conferences, collaborative health care forums and presentations. Maureen McLaughlin was sponsored to attend the annual ANA Lobbyist meeting in Washington DC.

On February 6, 2009 the committee hosted a successful event entitled "Political Advocacy beyond the Bedside". Three Massachusetts legislators including Christine Canavan, Mary Grant, and Kay Kahn discussed their experiences as nurses who advocate for nurses in the political arena. Numerous nurses, including 70 MARN members, students, faculty and nonmembers attended this presentation.

The committee continues to track the Senate and House Staffing Bills (S. 1244 and HB 2059) and other key issues affecting our profession using a framework created in 2008. The Committee members continue to provide input about using the new MARN web page to communicate and educate and provide opportunities for MARN members to weigh in about key policy and legislative issues.

Our strategic plan for 2009-10 includes hosting another continuing education political forum, and continued tracking and analysis of all high priority bills using our established legislative framework. Specific members will be assigned to track bills. With Board of Director approval the Health Policy Committee will continue to build partnerships, educate nurses and the public, and maintain an active network with legislators,

Step Forward continued on page 8



Step Forward: MARN Volunteers



Step Forward continued from page 7

and articulate endorsement or opposition to particular legislation that directly impacts nursing, healthcare delivery and health policy in the Commonwealth. The committee will facilitate its on-going work and efforts through telephone contact, written communication, informational packets and testimony at public hearings.

The Health Policy Committee meets monthly on the first Tuesday evening of each month by teleconference (7-8pm) and plans to meet quarterly in person. For more information, please contact MARN: info@MARNonline.org or 617-990-2856.

Membership Committee

Cidalia J. Vital, RN, MS, CNL, Chair

Since its creation MARN has had a steady climb in membership. The Membership Committee, Karen A. Cervizzi, MSN, RN, CRRN, CAN, Joanne H. Evans, EdD, RN, CRRN, FAHA, Barbra J. Gray, BS RN, Justine Mize, BS, RN and Margie L. Sipe, MS, RN, continues to solicit membership at different events including conferences and volunteer opportunities. Emails, letters and personal phone calls are made to increase retention. The MARN Board of Directors continues to call and welcome our new members.

During the 2008-2009 academic year MARN presentations were made at Boston College, Holyoke Community College, Springfield Technical Community College, University of Massachusetts-Amherst, Elms College, Curry College, Northeastern University, and Middlesex Community College. Members share information and discuss the benefits of joining a professional nursing organization. An annual "Free MARN Membership Raffle" for graduating students was established in 2007. This year's winner is Carolyn Murphy. We welcome Justine Mize new graduate Board member to our committee.

The new MARN website was redesigned including the new member benefits page and membership information. In MARN's effort to "Go Green" new member packets are condensed to decrease paper and mailing costs. New members all receive MARN "Go Green" bags as a welcome packet.

Our future goals include recruiting additional committee members, increase the number of

speaking engagements at schools of nursing across the state, look for additional opportunities and other venues to promote MARN, and continue to provide unique member programs in an effort to increase nursing faculty involvement. In the future, new members can look for their names in future editions of the **MAssachusetts Report on Nursing**.

The Membership Committee develops new membership initiatives, reviews membership statistics, and contacts new members to welcome them to the Association, visits schools and colleges of nursing, attends other professional organizational programs and meetings to promote MARN and the importance of professional organizational membership. Meetings are monthly by teleconference (5:30-6:30pm) and quarterly in person. For more information, please contact Cidalia Vital at info@MARNonline.org or 617-990-2856.

Nominating and Elections Committee

Karen Manning, MSN, RN, CRRN, CNA, Chair

Once again the Nominating and Elections Committee members, Maura Fitzgerald, MS, RN, Patricia A. Edwards, EdD, RN, CNAA, and Judith Sweeney, RN, MS, GNP, successfully recruited eligible candidates for the open positions through email, phone calls, the MARN website and direct MARN mailings. The Committee worked diligently to present a ballot that was representative of both the current MARN agenda as well as that of ANA. On April 4, 2009 a new Board of Directors was elected. They are (* indicates newly elected):

President:	Toni Abraham, MS, APRN-C
Vice President:	Anne Manton, PhD, APRN, RN, FAAN *
Treasurer:	Trish Bowe, RN, MS
Secretary:	Lindsay Gainer, RN, MSN, CPON
Directors:	Susan Conrad, RN, PhD Barbra Gray, RN, BSN Kathryn McNamara, RN, BSN Theresa Spinelli, RN, ANP Yolanda Starling, BS, RN

The implementation of Online Voting was this year's challenge and the committee is proud of all their efforts to provide a smooth transition into a new paperless era. Postcards were mailed to every MARN Member in January announcing the new plan to vote online, with an invitation to request a paper ballot from MARN if they preferred to vote in the traditional manner. Several email alerts were sent out to all members providing clear instructions about accessing the online ballot through the Member Login, as well as the steps on how to request a paper ballot if preferred. Our online election was conducted on March 1 through March 25, 2009.

MARN Awards Committee

Maura Fitzgerald, Chair

The Awards Committee develops criteria for and selects winners for three annual nursing excellence awards, two scholarship awards and the Living Legend awards. The committee meets quarterly by teleconference and email and once/year in person to prepare for the Awards Luncheon/Dinner. Members are expected to attend the Annual Meeting and Awards Gala Celebration during the Annual Spring Convention.

For more information, please contact MARN at info@MARNonline.org or 617-990-2856: Attention: Maura Fitzgerald, Chair.

MARN Fall Clinical Conference Planning Committee

This committee plans and executes an annual Fall Conference focused on topics of clinical relevance. Responsibilities include site selection, speaker selection, developing contact hour application, assisting with marketing and on-site registration. The committee meets monthly by teleconference and/or email to plan. For more information, please contact MARN at info@MARNonline.org or 617-990-2856.

Celebration of Nursing

Excellence in Nursing Education

Susan Emery, CRNA, MS

Susan Emery is Clinical Associate Professor and the founding Director of the Nurse Anesthesia Program at the William F. Connell School of Nursing at Boston College. Her clear thinking, planning ability, enthusiasm, and superb negotiation skills, along with her talents in curriculum design led to the development and implementation of a state of the art program for nurse anesthetists (jointly offered by Boston College and *Anaesthesia Associates of Massachusetts*).

Sue is committed to a high standard of excellence while enhancing the personal and professional development of each student. She is a creative classroom teacher, engaging her students using a variety of methods. One example of her creative techniques is using an adaptation of the game Jeopardy as a way to engage students in learning certain key anesthesia concepts. Her use of Simulation Management techniques provides the nurse anesthesia students with realistic practice before contact with actual patients.

Susan Emery is an excellent clinician. As the Chief Nurse Anesthetist for *Anaesthesia Associates of Massachusetts*, she has educated and mentored several nurse anesthetists during her career. In addition Sue mentors the clinical faculty who provide the direct supervision of the nurse anesthesia students in the various clinical sites. It is obvious that they respect her expertise and guidance as an educator.



Joan Vitello celebrates with her family.



Living Nursing Legend Barbara Blakeney, RN, MS receives her award from Toni Abraham.

Scholarship Award

Rebecca Leach

Each year the Arthur L. Davis Scholarship is provided by the Arthur L. Davis Publishing Agency, Inc. (the publishers of the *MAssachusetts Report on Nursing*) and is given to a MARN member or a relative of a MARN member who plans to pursue a degree in nursing. This year's recipient, Rebecca Leach, comes from a family of nurses. Her two great-grandmothers and one of her grandmothers were nurses and her mother, Lorrain Loretz, is a nurse practitioner.

Rebecca wrote that she "liked to play hospital in preschool and to watch her mom at work." When Rebecca was a high school freshman she cut her foot and her mom, "brought me to her clinic, numbed my foot and gave me eight stitches. Mom knew exactly what to do and I knew being a nurse was exactly what I wanted to do when I grew up."

Rebecca is currently a senior at Shrewsbury High School. She is a member of the National Honor Society with a 4.9 grade point average. She is finishing AP Calculus and psychology courses. Her guidance counselor Gerald O'Connor writes "Miss Leach would thrive in any nursing program and contribute to the classroom in a positive way. She has passion to help others and the intelligence to master the skills and knowledge content needed for the nursing profession."

Rebecca is a well rounded young woman who has many talents and a variety of interests. She is the lead soloist with the Youth Ballet of Worcester. She is a Girl Scout who has earned her Bronze and Silver Awards and is currently finishing her Gold Award project (the highest award in Girl Scouting). In her spare time she volunteers at UMass/Memorial Hospital. Jody Stark-Cornetta, Director of Volunteers writes "Rebecca understands protocol and is very caring, conscientious and dedicated to the volunteer commitment to the hospital, volunteering over 67 hours of her precious time".

Rebecca has been accepted at Northeastern University, UMass/Amherst and Pace University. MARN wishes her luck in her endeavors.

2009 Ruth Lang Fitzgerald Memorial Scholarship

Georgia P. Ameia Yen-Patton, RN, CS, MS, GNP

This year's recipient of the Fitzgerald Scholarship definitely carries on Ruth's work of advocating for elders. Georgia Ameia Yen Patton is a Geriatric Nurse Practitioner who has practiced in a wide variety of settings and as a nurse researcher with the University of Lowell Geriatric Nurse Practitioner Program.

Currently Georgia is a Doctoral candidate at the University of Lowell in the Nursing Health Promotion Program and wants to address the "present care gap crisis in long term care here in the United States" (Stone 2007, 2008). "Care practices have frequently been identified as a primary factor in the quality of life of the long term resident & resident care (Castle & Engberg", 2008). Georgia plans to use the Fitzgerald scholarship to help her develop & validate the dimensions of the Nurse-Caregiver Reciprocity Scale (N-CRS). Georgia hopes that use of the Nurse-Caregiver Reciprocity Scale will provide the information and insight for interventional strategies to understand the nature, the issues and challenges of professional long term care giving. Thus nursing can be proactive in addressing the elements of retention, reduction of turnover, work place health promotion and consistency of care giving & receiving.

The Fitzgerald Scholarship was established in 2005 by the Fitzgerald family in memory of Ruth Lang Fitzgerald, a long time member of the American Nurses Association and a founding member of the Massachusetts Association of Registered Nurses. Ruth was proud of her 62 yrs as a Registered Nurse & her service to her country as a 1st Lieutenant in the Army Nurse Corps in the South Pacific during War World II. Later in her career Ruth worked as a Health Care Quality inspector of long term care facilities for the Massachusetts Department of Public Health. During her retirement Ruth was an advocate for seniors as a member of the Silver Haired Legislature.



Mary A Manning Mentoring Award

Ed Coakley, RN, MSN, MA, MEd

The Massachusetts Association of Registered Nurses Mary A. Manning Mentoring Award was established by MARN member and past president Karen Daley to support and encourage mentoring activities. This monetary award in the amount of \$500 is given annually to a nurse who exemplifies the ideal image of a mentor and has established a record of consistent outreach to nurses either in practice or in the pursuit of advanced education.

Throughout his long and distinguished career at Massachusetts General Hospital—as a staff nurse to middle manager to executive nurse leader to director emeritus—this year's Mentoring award recipient has impacted countless lives and careers. He is the quintessential mentor but also a coach, sponsor, teacher, culture broker, truth teller, transformer, preceptor, theorist, innovator, bridge spanner, visionary and network weaver. He inspires new thinking, fosters a culture of professional development and advances nursing practice.

Ed Coakley inspires others to challenge themselves as a means to advance patient care and nursing practice. For example, a particular nursing director once mentioned to him that she had the opportunity to write an innovation grant with a physician. Without specific training in this area, she felt this was something she was incapable of doing. "Of course you'll do it," Ed advised with full confidence. Subsequently, he coached her through the process, set up weekly check-in meetings, assembled key people at the table, and sustained the momentum. The nursing director recalls, "Ed was the glue, more than a mentor. I never would have attempted that innovation grant or so many other initiatives since without his mentorship." This one example, resulted in 70 ICU nurses receiving training in palliative care, and subsequently transformed the culture of a unit and improved end-of-life care to countless patients and families.

Ed is consistently open to people and possibilities...on *their* terms. He naturally offers mentoring to all but he does not judge when nurses are not receptive or ready to accept new ideas or suggestions. He understands the totality and individuality of nurses' developmental trajectories. Ed has the ability to see 'next steps' for individual nurses in regard to their career development. He values diversity and is inquisitive of the uniqueness of person so that all who come in contact with him feel valued and respected. A colleague said of him, "He is a truth-teller. He uses theories such as complexity theory and network theory as ways to understand a large organization, so that his critique is never personal. Stepping back and looking at our organization from this perspective allows us all to be successful."

Ed Coakley is a mentor extraordinaire—an innovator and a visionary. His development of the mentoring program: "RN Residency: Transitioning to Geriatric and Palliative Care," represents his most recent and far-reaching mentoring initiative, and exemplifies his lifelong commitment to advancing nursing practice and individual practitioners through mentorship. The program comes at a critical time, is being held up as a model nationwide, and will continue to impact generations of providers, patients, their families, and the healthcare system as a whole for generations to come.

These are but a few examples of how Ed Coakley has impacted others by his mentoring efforts. He exemplifies the ideal image of a mentor and is a well-deserving recipient of the Mary A. Manning Mentoring Award.

2009 Living Nursing Legend and Awards



2009 Nursing Living Legend Marjorie Gordon, PhD, RN, FAAN

Dr. Marjorie Gordon has devoted her life to the advancement of nursing knowledge, language development and clinical assessment to ensure high quality patient, family and community interactions with nurses. She is known worldwide for her development, implementation and evaluation of Functional Health Pattern Assessment, a concept that continues to be used by nurses, globally. Because of Dr. Gordon's consultation and leadership in the national and international arenas nurses are able to articulate and communicate about their unique contributions to patient care. Dr. Gordon's latest book, *Assess Notes* (2008) is a manual to guide nursing assessment, clinical reasoning and decision-making in practice.

Dr. Gordon's impact on nursing language development is legendary. She was the first President of NANDA-I, the North American Nursing Diagnosis Association-International in 1982. Today, Nanda is an international organization advancing nursing language around the world. The organization is currently involved in facilitating the integration of nursing language into the Patient Electronic Medical Record, assisting information system developers to integrate nursing languages into their programs. This would not have been available without the vision and efforts of Dr. Gordon.

Dr. Gordon was an early entrant into the American Academy of Nursing. She is in the truest sense a scholar, who has a distinguished record of service as a researcher, an author, an educator and a nursing leader of distinction. Currently, Dr. Gordon is a Professor Emerita at the Boston College, William F. Connell School of Nursing. She continues to write, lecture and guide new scholars as they advance the discipline. She remains an active member of NANDA-I and serves as an advisor to those engaged in the advancement of working clinical reasoning and problem solving skills, internationally.

Dr. Gordon is a most deserving recipient of the MARN 2009 Living Legend Award in Nursing.



Dorothy A. Jones, EdD, RN, FAAN awarded the Excellence in Nursing Research award (with Sara Pasternack).

Excellence in Nursing Research Dorothy A. Jones, EdD, RN, FAAN

Dorothy A. Jones, Ed.D, RNC, FAAN has influenced countless nursing leaders, students and practicing nurses over the years through her leadership, scholarship, publications and, most especially, her research. She has done more than her share to increase our profession's understanding of the value and unique contribution made by nurses. Dr. Jones has been the principal investigator of numerous nursing research studies, including a noteworthy study supported by the National Institutes of Health/National Institute of Nursing Research to investigate

The Dedham Hilton was again the scene of the celebration of Nurses and Nursing during the Gala Award Celebration of Excellence in Nursing. Friends and colleagues came together to enjoy an evening with Living Nursing Legends (past and present), fellow nurses and nursing students... what a way to welcome novice nurses while honoring nursing professionals who have made so many important contributions to our great profession! The MARN Awards committee should be extremely proud of their efforts to recognize nurses from all areas of practice.

Efficacy of Nursing Coaching to Aid Ambulatory Surgery Patients, conducted at the Massachusetts General Hospital. Numerous significant nursing practice changes were initiated as a result of that study.

Typically, Dr. Jones' research focuses on the value and unique knowledge of *nurses* that contributes to and improves the health and well being of people. Other areas of her research include: continued testing and development of the *Functional Health Pattern Screening Assessment Tool* across populations and cultural groups, evaluation of the Professional Practice Model and impact of nurse empowerment, decision-making and satisfaction and development and testing of a practice model grounded in Margaret Newman's *Theory of Health as Expanding Consciousness*.

In her position as Director of the *Yvonne Munn Center for Nursing Research*, Dorothy leads and mentors nurses in a professional environment to conduct scholarly inquiry directed toward supporting evidenced based practice and also the development of nurse researchers' ability to develop their own research. As Professor of Nursing at BC, Dr. Jones cultivates an environment in which nurses and aspiring researchers can not only flourish, but also explore how to demonstrate qualitatively and quantitatively how nursing makes a difference in the health care of people. Because of her numerous contributions to the body of nursing knowledge and in her roles within organizations promoting nursing research, Dr. Jones is indeed a worthy recipient of the 2009 MARN Excellence in Nursing Research Award.



Living Nursing Legend Mary Ellen Doona with Maura Fitzgerald, Toni Abraham and Phyllis Moore.

Excellence in Nursing Practice Denise Braddock, RN, CPON

Denise provides amazingly skilled direct patient care to the Hematopoietic Stem Cell Transplant (HSCT) and Oncology population at Children's Hospital Boston. She is an expert in pediatric oncology and stem cell transplant as evidenced by her national CPON (Certified Pediatric Oncology Nurse) certification. Her assessments and insights into the needs of the patient and family are exceptional and enable her to make a difference in the care delivered to the patients and their families.

Denise is recognized by her nursing and medical colleagues as an excellent resource and she is a valued member of the HSCT/Oncology program. Denise has a superb ability to anticipate and respond to the patient's changing needs as they move along the care continuum. She also has a special ability to create a therapeutic environment for the patients and their families.

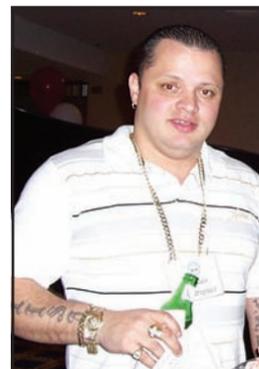
Denise proficiently integrates complementary therapies into her nursing practice and is a champion for holistic nursing care on our unit and throughout the organization. Everyone agrees that the families on our floor love Denise as she helps patients relax and puts the parents and families at ease. She is Reiki certified and uses many creative distraction techniques with the patients. She shows a strong

commitment to her primary patients which is evident in the trust her patients and families express. Denise also displays cultural competence in her work with a variety of patients from different cultural backgrounds. She is an excellent advocate for her patients, and does not let language barriers become barriers to excellent care.

As a Level III staff nurse, Denise takes on many leadership responsibilities, including serving as charge nurse, teaching discharge classes, mentoring new staff, serving on several programmatic and hospital-wide committees, and representing the pediatric oncology program at professional conferences. She is also an instructor for the Association for Pediatric Hematology/Oncology Nurses (APHON) Chemotherapy and Biotherapy certification course. She participates in our Pediatric Oncology Evidence Based Practice Nursing Fellowship and is involved in a nursing research study investigating the use of Reiki for pediatric patients undergoing stem cell transplant. Denise's latest project is working with our nurse educator and another staff nurse to create a unit-based simulation program.

Denise participates in our formal mentoring program for new graduate nurses and new staff, and also serves as an informal mentor to many staff on the unit. Denise's peers regard her as a colleague, approachable leader, an excellent listener, an expert resource and an excellent role model for all nurses on the unit. She is always available to teach newer nurses who are doing new procedures to increase their competence and confidence in their abilities. She always has a positive attitude, is approachable, a team player and has the patient and unit's best interests in mind and is incredibly supportive when making difficult decisions.

Denise represents the highest values of Children's Hospital Boston by supporting the goals of patient care, leadership, and interdisciplinary collaboration. She demonstrates a passion for nursing excellence and pediatric oncology and her commitment to the Hematopoietic Stem Cell Transplant Program and Children's Hospital Boston makes her more than worthy to be recipient of the 2009 MARN Excellence in Nursing Practice Award.



Senior Nursing Student, Lynn Anderson

2009 Spring Nursing Student

Thank

Margaret
Patricia
Peggie Gri
Myra C
Gino C
Karen
Rosanna
Jeanne
Elizabeth
Susan K
Mary M
Anne M
Massachusetts Organiza
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Denise Braddock receives Excellence in Nursing Practice Award (nominated by Lindsay Gainer on the left).

Celebration of Nursing

Award for Excellence in Nursing Research

Rorry Zahourek, PhD, APRN, BC, HNC

In thinking about this award I was reminded of a saying that was shared with me early in my nursing career: "There are three kinds of people in the world: those who make things happen; those who watch things happen; and, those who wonder what happened". Dr. Rothlyn "Rorry" Zahourek is clearly a member of the first category—she **MAKES** things happen. Dr. Zahourek is an exemplar of incorporating the research process into nursing practice, scholarship and professional service. She is a proponent, generator and practitioner of evidence-based nursing practice (long before that terminology was coined).



Student Nurse Practitioner James Rorsen

Her advanced psychiatric-mental health nursing career, which began in 1968, included participation on clinical research teams that used their findings to improve psychiatric care of patients in general hospitals with a special focus on peri-natal mental health. As a member of the Western Interstate Council for Nursing Research, Rorry and other like minded clinical research colleagues influenced that group to include studies from both clinical researchers as well as academic researchers in its national conference presentations.

In the 1970s, Rorry helped to conceive and develop one of the first private nursing practices in the country. Since that time, she has continued to maintain a private psychotherapy practice wherever she has lived.

Dr. Zahourek's doctoral dissertation at New York University was a grounded theory study on "intentionality" in healing—

because Rorry wished to increase our understanding of the process and usefulness of imagery and hypnosis in psychotherapy. Her groundbreaking work has numerous applications to clinical practice in any specialty area. Her dissertation research was acknowledged with the coveted NYU School of Nursing Martha E. Rogers award.

Dr. Zahourek is a prolific writer, and has published in 22 different national or international nursing, interdisciplinary, medical and alternative health journals. In 1989, Dr. Zahourek's book, Relaxation and Imagery Tools for Therapeutic Communication and Intervention, won an AJN Book of The Year award.



R. Gino Chisari of MGH (formerly of the Massachusetts State Board of Registration in Nursing).

She has participated in numerous presentations and consultation activities related to substance abuse, pain management, hypnosis and relaxation techniques, and has become a leader and mentor of nursing research in the American Holistic Nurses Association. In

addition to these accomplishments, Rorry is an active member and leader in several professional nursing and healthcare organizations. She has shared her clinical expertise in numerous ways, including volunteering in post-Katrina crisis intervention activities.

Still going strong, Rorry continues her own research studies while facilitating the development and mentoring of a new generation of nurse researchers. She is an expert clinician, a valued professional colleague, a role model, mentor and dear friend—one who makes things happen.

2009 President's Award

Sandra Reissour, BS, RN & Jeanne Gibbs, MSN, RN

This year MARN President Toni Abraham chose two extremely dedicated nurses whose monumental efforts created the MARN Continuing Education Approver Unit. Working in an organization with only the rudiments of a virtual central office, these two women hosted representatives from the American Nurses Credentialing Center (ANCC), twice and both times the MARN CE Approver Unit received high marks for excellence in running our unit!

Cammie Townsend notes that both Sandra and Jeanne "are very detail-oriented people. At one time, ANCC came out with changes to their accreditation manual which we were trying to incorporate into our applications. The debate turned lively, and Sandy said, "but it's right here in the manual!" and pulled out her copy of the ANCC accreditation manual—highlighted, sticky noted, and well-read. Sure enough, Jeanne pulled hers out too. And they discovered that a second version of the manual had been released with conflicting information!" Indeed, detail-oriented.

Jeanne hosted monthly meetings (which Sandy drove to from Springfield) and stored boxes of materials at her house (in fact, Jeanne's house became known as MARN's Milton Office)! It is also well known that her husband's sanctuary, his basement office, was stripped from him to become the official office while the Gibb's dining room table became the conference space.

Jeanne and Sandy had discussed turning the reins over to other people shortly after our Spring Convention last year. In so doing, they both reflected on the accomplishments of each other and of the committee. Some of the many accomplishments include:

- Heading a task force to look at the feasibility of MARN becoming an ANCC Accredited Approver and Provider
- Recommended pursuit of Accredited Approver status
- Obtained "provisional" approval from ANCC to operate an Approver Unit based upon the collective experience of the initial CE players
- Designing and creating all the necessary forms, records, etc to "open" a new approver unit
- Operating an approver unit in a "virtual" organization
- Applying for and receiving a 6-year Accredited Approver term, the highest possible outcome!
- Operating the Approver unit for the 6-year term which included providing updates to the applications according to ANCC criteria changes, attending ANCC Workshops to keep current, recruiting and orienting new committee members, and providing numerous "free" consultations to customers.

Jeanne can't be here today (she's in sunny Florida), so I hope she doesn't mind us talking about her in her absence.

Cammie Townsend reflected on the first ANCC site visit:

"When we were preparing for our first ANCC site visit six years ago, we originally thought we'd have it at the "Milton office." Then we learned that the site visitors needed space to confer and that the committee and customers would have to leave the room. We had visions of the committee huddling on the deck under



Jeanne Gibbs



Sandra Reissour, co-recipient of the 2009 President's Award. Jeanne Gibbs also received this award but was unable to attend the celebration.

umbrellas if it rained! Needless to say, we moved the site visit to a nearby hotel! However, the committee still wanted to see the "Milton office" as they couldn't quite get that MARN was a virtual organization without an office. So, the day before Jeanne went out to Staples and bought a file cabinet that LOCKED (because a locked front door doesn't meet ANCC criteria!). She stole some beat up file folders from her husband to put in the cabinet so that it looked well used!"

In addition to being professional & innovative, Jeanne and Sandy have shown an extraordinary amount of sensitivity and compassion.

Cammie wrote: "I have found both Sandy and Jeanne to be wonderful professional colleagues and incredibly supportive friends. During a difficult time, Sandy was one of the first people to call me and offer me support in a unique and beautiful way. I think that each of the committee members can share the same personal experience—they are committed not just to professional development and MARN, but to each of us individually."

Mary Manning noted that "without their 'too many to count' volunteer hours, MARN would not have a CE unit. It has been truly a work of love for them—a gift to MARN."

We all agree it was an exciting journey. Sandy and Jeanne are ready to pass their duties on to Judy Sheehan. They will each remain CEC members and peer reviewers. I think everyone hopes that the meetings will still be held in the "Milton office" but who knows. I just can say that any meeting at Jeanne's promises to be a fun time that is punctuated by her knowledge and good will. It appears that they both brought a unique blend of professionalism and joy to the very challenging roles they filled for seven years. I deeply thank them for their true expression of volunteerism and am honored to present The President's Award to Jeanne Gibbs and Sandra Reissour.



Georgia P. Ameia Yen-Patton, RN, CS, MS, GNP



Nursing students enjoy the evening.

Clio's Corner



Earning Prestige at the Beth Israel Hospital School of Nursing: 1918-1967

Mary Ellen Doona

When the BIHSON closed in 1967, primary sources were discarded or displaced. Ethel Mascioli Ryan mined the archives that alumnae held in their memories. These oral histories are recorded in Ryan's *Recaptured Memories* (2001). She and the Alumnae of the BIHSON have preserved an essential part of the profession's narrative.

By the time the Beth Israel Hospital School of Nursing opened (November 1918) the 45 bed hospital at 45 Townsend Street in the Roxbury section of Boston was almost two years old. If the hospital was new, the idea of a Jewish nurse was still more novel. In 1918 Boston had only six Jewish registered nurses. By the time the BIHSON closed in 1967, it had graduated 1264 nurses, only a sprinkle of whom were not Jewish.

The new hospital and its nurses aimed to help the sick without regard to class, color or creed. That was how Boston's poor Jews had been treated at the Massachusetts General Hospital, St. Elizabeth's Hospital and the Carney Hospital where they counted as 10% of the charity patients. The Boston City Hospital, specifically designed to care for the poor, excluded those who had not paid the poll tax which automatically excluded Jewish immigrants. Those few Jews who were treated at the BCH feared that the food compromised their dietary obligations. More worrisome was the horror of dying in a non-Jewish setting.

Lack of English was still another problem: A Yiddish-speaking Jew conveyed his problem to an English-speaking doctor who could not understand nor converse with the patient. To cite one of many consequences of such communication problems, a doctor researched a cluster of symptoms that Jews presented, namely, neurasthenia, pain, apprehension and constipation; diagnosed it as "Hebraic debility;" and, published his paper in 1907 in the forerunner of the *New England Journal of Medicine*. Such an attempt to medicalize a social problem limited debility to Jews when it must have been the situation of others who were also poor, sick, frightened and misunderstood.

Some in the Jewish community proposed that BCH should create a Jewish ward where Jewish doctors and nurses knowing the culture and speaking the language could care for Jewish patients. This proposal was rejected outright, pleasing proponents of Jews taking care of their own as Catholics did at St. Elizabeth's and Carney Hospitals, and Protestants did at the New England Deaconess and New England Baptist Hospitals. Critics of this proposal argued that this would further segregate the Jew already shunned for his "otherness" because of his religion, culture and language.

Jewish women were at the forefront of resolving this impasse when in 27 August 1911 they organized themselves into autonomous auxiliaries throughout Boston: West End, South End, Roxbury, Dorchester, East Boston, Blue Hills, North End, Men's and Juniors. Later narrators of the origins of the BIH credit these women and their fund raising prowess with bringing the hospital into existence. Ironically, this feminine activism occurred before women had the vote—they got suffrage in 1920—or had careers beyond the home. Of the 231 signers of BIH's articles of incorporation 6 December 1915, 202 were women. On the fourth of February 1917, the BIH admitted its first patient—Mrs. Fannie Levine (Linenthal, 1990, 102-127). A dream had become a reality.

The next year as influenza raged throughout the



Beth Israel Hospital. Townsend Street staff, 1921. Top row, left to right: Alice Burnstein, Anna Z. Sweet, Rose Racoff, Minnie Weiner, Anna D. Rosenblatt, Rose Miller, Lillian J. Nathanson, Bessie L. Davidoff, Dora Sundell. Second row: Emma Shiffman, Fannie Genn, Dr. Robert L. Gould, Dr. Boris E. Greenberg, Bessie D. Pisnoy, Dr. Mark Joreess, Edith McCabe. First row: Beulah C. Steinberg, Sarah Greenman, Minnie Siegal, Minnie Shapiro, Sadie Bennett, Eva Sosner. Beth Israel Archives.

world and invaded the wards at BIH, ten applicants crossed over the threshold of the BIHSON into the nursing profession. They and their successors chose the BIHSON for a variety of reasons. Some wanted to reconnect with faith and to get back to their roots. Sometimes the BIHSON was a second choice, the applicant having been rebuffed at other schools because of anti-Semitism. Boston offered a special attraction especially to girls living in rural areas. And, a few chose nursing because they lacked money for college. Parents also played a part. Some decried the choice of nursing for their daughters while other parents beamed with pride. Mrs. Berman hoped her daughter, Sheila Berman Greeley '66, would find "Mr. Right" expecting that if he were in the BIH community he would be "Mr. Jewish Right" (Ryan, 237). She did not but Elaine Fierberg Josephson '46 found a profession and a husband. "I love nursing," she said. "[BIHSON] was probably the best thing I ever did next to marrying my husband 47 years ago" (Ryan, 136).

Like other hospital programs, the BIHSON provided room, board and laundry services with the understanding that students' nursing care paid for their training. Whether care-as-tuition was equal to the labor expected is a question the profession still asks. The fact was the students were the nursing staff and also part of the domestic help. Once patients were cared for, they scrubbed bedpans, cleaned the utility room and mopped floors.

High standards and strict discipline kept a tight rein on these young women during their three years. Control of their behavior reached even to the TPR charts where students such as Selma Michelson Swartz '42 had to connect the dots with a ruler pocketed alongside her bandage scissors (Ryan, 111). Though complaints were many, they were seldom voiced though students at the BIHSON as did their counterparts at other schools did mimic the familiar litaney: "we did not ask you to come," and "the door swings both ways." Such statements of not needing students and their labor were a sham for the economy of the hospital depended on the cheap student labor and the training school's ever-renewing supply of it.

The experience of being immersed in a milieu where competence was expected was as educational as what was said in the lecture halls. Students saw nurses deal with complex clinical situations and over time gained a similar mastery. Each challenge met and then mastered added another layer of confidence. "The responsibility was scary but I rose to it and really loved what I

was doing," said Caroline Ober Kitkov '41 (Ryan, 108). Being alone on the night shift, said Doris Issokson Shumrak '48, "taught me responsibility and decision-making and to be constantly aware of what was going on around me and to be adaptable in many different situations" (Ryan, 165). Doris Bienstock Soreff '57 said with pride, "There was not a situation that happened that I could not handle" (Ryan, 215). Students were in charge on the evening and night shifts. At times they filled in for an off duty head nurse as did Jacqueline Shiffer Abrams-Lelyveld '38 (Ryan, 85). Students gained prestige at no cost to the hospital.

"We just had a good time all the time. We worked like dogs, but we were close," remembered Edith Levine Krantzman '48 (Ryan, 171). That camaraderie in the dorms also marked their time on the wards. A shift ended not after eight or ten hours but only when the work had been done. When students completed their shift, they went from floor to floor to help classmates to finish their work, said Charlotte Factor Yarrow '42 (Ryan, 113). They confided in one another, cheered successes and commiserated over difficulties. They were often exhausted but commitment to their choice of nursing bolstered their endurance. What is more, discovering powers within themselves amazed as well as invigorated them. Doris Bienstock Soreff '57 confessed, "I stumbled into something I was good at, that I had a feel for, a talent for" (Ryan, 214).

Youthful exuberance trumped fatigue as students focused on fun beyond hospital walls. Cleverly, students discovered how to evade the matron at the sign in and out desk by going out the back door. They had few dollars but had ingenuity in abundance. During the World War II era, students borrowed the uniforms of their Cadet nurse classmates. "We wanted to be in uniform like everybody else," remembered Ruth LaVine Corbert, '47 (Ryan, 144). That uniform meant free passes at the theatres where Broadway bound musicals were trying out. The ersatz Cadet nurse had to pay only the tax. Dressed in a borrowed uniform, Doris Donovitz '45 went to the Parker House roof and Doris Issokson Shumrak '48 to the Jewish Welfare Army and Navy Club near Kenmore Square to meet young men in uniform (Ryan, 124, 165). Throughout all the years the successors of the first Women's Auxiliary hosted teas with lots of pastry and treated students to other social events.

Rituals marked professional milestones: the candlelight capping ceremony ended probation. Banding ceremonies added black stripes to the cap. The day they "went into white" student days were done. They donned the starched long sleeved, multi-buttoned uniform and exchanged the thin black bands of the student cap for the one inch black band of the graduate. No longer needed, the thin black bands were given to younger students. Once this was done, the new graduates served a breakfast of bagels, cream cheese and lox to the entire school. Then they paraded through the hospital in their white glory to receive the accolades of the entire hospital community. Anne Adams Peters '66 aptly termed the maturation from probie to graduate "earned prestige" (Ryan, 244).

Down through the years from Townsend Street (1918-1928) to Brookline Avenue (1928-1967), the soul of the hospital was reflected through nurses, as Dr. Wilinsky told the BIH Nurses Alumnae Association (Ryan, 27). They shone their bright light on Jew and non-Jew alike and respected each person's culture, creed and language. Their three years together on the wards, in the dorms, during affiliations, and at play imprinted them forever as BIHSON nurses whose cap, as Adele Herwitz '40 said, was their "passport" (Ryan, 103). "Those were good days," remembered 95-year-old Anna Sidel Tofias '24. "We worked hard...but looking back on [those years] they were the best years of life" (Ryan, 330).

Down through the years from Townsend Street (1918-1928) to Brookline Avenue (1928-1967), the soul of the hospital was reflected through nurses, as Dr. Wilinsky told the BIH Nurses Alumnae Association (Ryan, 27). They shone their bright light on Jew and non-Jew alike and respected each person's culture, creed and language. Their three years together on the wards, in the dorms, during affiliations, and at play imprinted them forever as BIHSON nurses whose cap, as Adele Herwitz '40 said, was their "passport" (Ryan, 103). "Those were good days," remembered 95-year-old Anna Sidel Tofias '24. "We worked hard...but looking back on [those years] they were the best years of life" (Ryan, 330).

Sources:

Linenthal, Arthur. (1990). *First a Dream: The History of Boston's Jewish Hospitals 1896-1928*. Boston: BIH and Countway Library.

Ryan, Ethel Mascioli. (2001). *Recaptured Memories: 1918-1967*. Boston: BIHNAA, 2001.



Swine Flu Outbreak Creates Push for Pandemic Prep Legislation in Massachusetts

by Craven & Ober Policy Strategists, LLC

The swine flu outbreak has grabbed the state's attention and on April 28th it stirred the Massachusetts Senate to pass pandemic and disaster preparedness legislation. Until now, the House and Senate have been unable to find common ground on this legislation for years, despite pleas to act from public health professionals. This globally recognized public health crisis has caught the attention of many here in Massachusetts.

Pandemic influenza is classified as a global outbreak of disease that occurs when a new influenza A virus appears in humans, causes serious illness and then spreads easily from person to person. According to the Massachusetts Department of Public Health, swine flu is a respiratory infection caused by influenza type A viruses that regularly cause outbreaks of influenza in pigs, but human infections can occur and typically involve people who have had direct contact with pigs.¹ Recently however, human to human transmission is suspected among the 642 cases and two deaths reported to the federal Centers for Disease Control and Prevention (CDC), including 45 cases in Massachusetts, as of May 7, 2009.² For the latest information on the outbreak, CDC guidance on control measures to implement and actions to take, tips for communicating with local emergency response agencies and for keeping health care staff and their families informed, visit the CDC website, which is updated daily.

Although Massachusetts Health and Human Services Secretary JudyAnn Bigby noted there is no vaccine for the swine flu strain, antiviral medication can treat the symptoms. U.S. Department of Health and Human Services Secretary, Kathleen Sebelius, announced April 30th that the federal government will spend \$251 million to purchase another 13 million treatment courses of antiviral drugs to help fight the 2009 H1N1 flu

virus.³ The new treatment courses will replenish the Strategic National Stockpile, which released 11 million of its roughly 50 million treatment courses to the states and another 400,000 to Mexico during the last week of April to help stop the spread of the virus.

Most public health experts believe it is not a matter of IF a new strain of flu will begin to spread across the globe, but WHEN. For several years, Senator Richard Moore, Senate Chair of the Joint Health Care Financing Committee, has sponsored legislation to update the Massachusetts laws in the event of just such a pandemic outbreak and public health emergency. According to Moore's office, Massachusetts has experienced several serious flu outbreaks, most notably in 1957 and 1968. However, the most infamous was the 1918-1919 Influenza Epidemic, which killed over 45,000 Commonwealth residents. Many of our state laws that govern public health emergencies have not been updated since 1950 and are in dire need of modernization.

Sen. Moore's legislation provides for, and revamps the outdated laws to include some of the following changes:

- Authorizing the Commissioner of the Department of Public Health to do what is necessary to protect public health after the Governor has declared an emergency. Such actions may include: closing or evacuating buildings and facilities; decontamination of property and materials; procuring, storing and distributing any anti-toxins, serums, vaccines, immunizing agents, antibiotics, and the isolation or quarantine of individuals;
- Authorizing the Department of Public Health to specify responsibilities of health care providers, medical examiners, local public health authorities and others to report diseases, injuries, health conditions and threats to the Department;

- Requiring the Department of Public Health to establish a registry of volunteer personnel, the Massachusetts System for Advance Registration, to be activated during an emergency;
- Offer liability protections to physicians, pharmacists, nurses, dentists and other health care providers in the event of a public health emergency. This protection would extend to include their volunteer time, expertise and property in response to any such emergency;
- Allows for health insurance to waive administrative requirements and other protocols during a public health emergency, implementing a 180 day reconciliation period for charges and reimbursements after the declared end of a public health emergency.

The bill text of S. 2028 can be reviewed at www.mass.gov/legis. It now proceeds to the House of Representatives for their consideration. When asked if the House had plans to take up the Senate bill, a spokesman for House Speaker Robert DeLeo, said in an e-mailed statement to the State House News Service: "The House recognizes the importance of this legislation and pandemic preparation, especially in light of the swine flu outbreak. While Commissioner Auerbach has cautioned against being overly alarmed, we are relieved by DPH's efforts to minimize illness and harm to the public. The House plans to have the bill under review as soon as possible."

Any nurse interested in advocating for the passage of this legislation should contact their own state representative as a next step. To identify your state lawmakers, please utilize the state website at www.mass.gov/legis and select "legislators by city/town"

Craven & Ober Policy Strategists, LLC is a full service Massachusetts-based government relations firm dedicated to credible, assertive advocacy and to the dissemination of reliable public policy information.

Weston Named Chief Executive Officer for American Nurses Association

SILVER SPRING, MD—

The Board of Directors of the American Nurses Association (ANA) takes great pride in announcing that Marla J. Weston, PhD, RN has been named chief executive officer (CEO), effective June 14, 2009. As CEO, Weston will be responsible for providing visionary, strategic, and progressive leadership for the ANA enterprise. In her new role, Weston will also serve as CEO of the American Nurses Foundation, the research, education, and charitable arm of ANA.



Marla J. Weston

"In making the selection of Marla J. Weston, PhD, RN as ANA CEO, the board has provided ANA's diverse membership with a proven visionary nurse leader with stellar experience as a critical care nurse, hospital administrator, educator Constituent Member Association (CMA) executive director, and—most recently—a federal government official who possesses a unique mix of in-depth knowledge both of the nursing profession and of the association," said ANA President Rebecca M. Patton, MSN, RN, CNOR. "I am confident that Weston's impressive professional experience and dedication will be invaluable assets not only to ANA and the members we serve, but to the nursing profession as a whole."

Prior to joining ANA, Weston gained extensive senior management experience in both large and small health care organizations. Since September 2008, she has served as deputy chief officer of the Workforce Management and Consulting Office at the Department of Veterans Affairs in Washington, D.C. Weston brought innovative leadership to the policies, programs, and initiatives that supported the employees who provide high-quality health care to veterans in all Veterans Healthcare Administration (VHA) facilities across the country.

Additionally, Weston's background includes being named as program director, workforce development, Office of Nursing Services, also at the Department

of Veterans Affairs. In this key leadership role, she was responsible for improving the overall work environment for VA nurses, retaining and rewarding a skilled workforce, and improving the image of nursing while promoting nursing as an attractive career choice through collaboration with external partners.

"For nearly 30 years, I have had the honor of successfully working in leadership positions with boards, committees, and volunteers at the national, international, and local levels. It has been possible to build long-term, collegial relationships with many nursing leaders, government officials, and hospital, university, and community college administrators to advocate for programs and practices that support recruitment and retention, leadership development, diversity, quality improvement and program development. I look forward to bringing these skills to bear as CEO at ANA on behalf of the profession and the public we serve," said Weston.

Weston held the position of executive director at the Arizona Nurses Association, a constituent member association of ANA located in Tempe, Arizona. For over four years, she led the statewide professional association for registered nurses, with duties that included managing and coordinating staff and volunteer programs to promote and advocate for professional nursing practice on a state and national level. During her tenure, the organization's membership and revenues dramatically increased, including increased contributions to the Arizona Nurses Foundation.

In addition to her membership in ANA, the Center for American Nurses, and the Arizona and Virginia nurses associations, Weston is a member of the American Colleges of Healthcare Executives, the American Organization for Nurse Executives, and Sigma Theta Tau.

Weston earned a bachelor of science in nursing from the Indiana University of Pennsylvania, a master of science in Nursing from Arizona State University, and a doctorate in Nursing from the University of Arizona.

¹ J. O'Sullivan, "Two Mild Swine Flue Cases Identified in Mass.," State House News Service, April 29, 2009.

² H1N1 Flu (Swine Flu), Centers for Disease Control and Prevention accessed at <http://www.cdc.gov/h1n1flu/> on May 6, 2009.

³ U.S. Department of Health & Human Services News Release, "Secretary Sebelius Takes Two Key Actions on Strategic National Stockpile," accessed at <http://www.hhs.gov/news/press/2009pres/04/20090430a.html> on May 6, 2009.

Bulletin Board

Announcements

Gov. Patrick appoints MARN President

MARN is Proud to announce that MARN President Toni Abraham has been appointed by Governor Deval Patrick to the *Commonwealth of Massachusetts Healthcare Workforce Advisory Council*



Need Sleep? Web site LIVE and available to the public!

MARN's own Barbara Gray from MARN Board of Director's participates.

Go to the URL: <http://understandingsleep.org>. Also available at http://healthysleep.med.harvard.edu/need_sleep

"Dear Barbara, Your segment will be a valuable resource and inspiration to others with sleep related issues. Thank you for all of your warm hospitality and time you have given to make the videotaping and this project successful."



Jayne Sportelli
Associate Producer



**Check MARN Out
On Facebook**

New CEO for ANA

The Board of Directors of the American Nurses Association (ANA) takes great pride in announcing that Marla J. Weston, PhD, RN has been named chief executive officer (CEO), effective June 14, 2009. As CEO, Weston will be responsible for providing visionary, strategic, and progressive leadership for the ANA enterprise. In her new role, Weston will also serve as CEO of the American Nurses Foundation, the research, education, and charitable arm of ANA.

ATTENTION ALL GRADUATES OF ST ELIZABETH'S HOSPITAL SON BRIGHTON, MASSACHUSETTS!

As you know, our school of nursing closed its doors in 2000, after 105 years of education and service to the nursing profession. In 2008, your Alumni Association Board brought you our own website; a place for our graduates to "connect" with other alumni, explore available resources, share ideas and learn about upcoming social events.

Please join/rejoin and see the site.
<http://www.stelizabethsalumni.org>

Mark Your Calendar



This program has sought approval by the Massachusetts Association of Registered Nurses, an accredited approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

These programs have not sought approval by the Massachusetts Association of Registered Nurses, an accredited approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.



MINDFULNESS-BASED STRESS REDUCTION PROGRAM

The internationally recognized MBSR program will help you **CREATE CALM WITHIN CRISIS**, something we can all use in these challenging times! The MBSR program consists of 8 weekly 2-hour classes, taught by stress management expert and board-certified holistic nurse, **Pamela Katz Ressler, RN, BSN, HN-BC**

Fall 2009 classes begin on September 17 in Concord, MA. Thursday p.m. or Friday a.m. classes are available.

CE: 16 contact hours. This continuing nursing education activity was approved by the Massachusetts Association of Registered Nurses, Inc., an accredited approver of the American Nurses Credentialing Center's Commission on Accreditation.

Tuition: \$350 (includes CDs, manual, and text), BCBS discount available

Contact: Stress Resources
(www.stressresources.com) or 978-369-5243

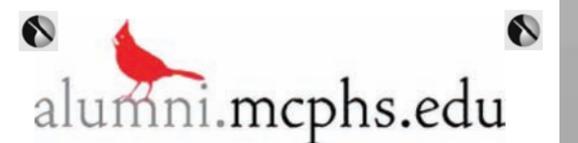


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Cedar Rapids, Iowa 52410



Massachusetts College of Pharmacy and Health Sciences
Nursing Continuing Education Activity
Date: Thursday, September 24, 2009
Location: MCPHS-Worcester
19 Foster Street, Worcester, MA

Schedule:
8:00 a.m. Registration and continental breakfast

9:00 a.m.-12:15 p.m. CE sessions

12:15-1:00 p.m. Lunch buffet and networking

Continuing Education: Three contact hours (3 CEUs)

How to Register: Program descriptions and registration flyer available online at <http://alumni.mcphs.edu/ContinuingEducation>

Policy for Accepting Announcements for the Newsletter:

MARN encourages organizations of higher education to submit announcements about continuing education opportunities and upcoming events that are of interest to nurses. Fees must be included with submissions.

The Fee Schedule is as follows:
Non-MARN Approved Providers/Sponsors—\$50
MARN Approved Providers/Sponsors—\$25

Payment can be mailed to MARN, PO Box 285, Milton, MA 02186. Please include a copy of the announcement and contact information (name, address, telephone, Email) with the check. Please email copy to www.MARNonline.org.

Announcements are limited to 75 words.

ATTENTION POTENTIAL PROGRAM ADVERTISERS

Please be sure to clearly state if your educational program is approved by the MARN Approver Unit in all program submissions!



Visit MARN Website
www.MARNonline.org

Bulletin Board

MEMBER BENEFITS

Your guide to the benefits of ANA/MARN membership...
It pays for itself

- **Dell Computers**—MARN and ANA ANA are pleased to announce a new member benefit. MARN and ANA members can now receive 5%-10% off purchases of Dell Computers. To take advantage of this valuable offer, or for more details, call 1-800-695-8133 or Visit Dell's Web Site at www.Dell.com
 - **Walt Disney World Swan and Dolphin Hotel**
 - **Professional Liability Insurance**—a must have for every nurse, offered at a special member price.
 - **Nurses Banking Center**—free checking, online bill paying and high yield savings all available to you 24/7 to fit any shift or schedule at an affordable price—Liability/Malpractice, Health Insurance, Dental and Vision.
 - **CBCA Life and Health Insurance Plans**—Disability Income, Long Term Care, Medical Catastrophe, Medicare Supplement, Cancer Insurance and Life Insurance Plans provided by CBCA Insurance Services.
 - Discounts on auto rental through Avis and Budget.
 - Save on your hotel stays at Days Inn, Ramada Inn, Howard Johnson and more.
 - **Online discounts on all your floral needs through KaBloom.**
- **Promote yourself: professional development tools and opportunities**
 - Members save up to \$140 on certification through ANCC.
 - Online continuing education available at a discount or free to members.
 - Conferences and educational events at the national and local level offered at a discount to members.
 - Member discounts on nursesbooks.org—ANA's publications arm.
 - Find a new job on Nurse's Career Center—developed in cooperation with Monster.com.
 - **Stay informed: publications that keep you current**
 - Free subscription to The American Nurse—a \$20 Value.
 - Free online access to OJIN—the Online Journal of Issues in Nursing.
 - Free subscription to the MAssachusetts Report on Nursing—a \$20 value
 - Free access to ANA's Informative listserves including—Capitol Update and Members Insider.
 - Access to the new Members Only web site of NursingWorld.org.
 - Free access to MARN's Member-Only Listserve

MARN News is an up to date information service about a variety of issues important to nurses in Massachusetts. You must be a MARN member to be included, so join today!

MARN member: Have you gotten your **MARN Update News** message? If not, then we don't have your correct email address. If you want to begin receiving this important information, just send an email to: info@MARNonline.org with "ADD" and your name on the subject line.

We also welcome any pictures that show MARN members in action...at work or at play. Interested persons, please contact Myra Cacace at myra@net1plus.com.

The MARN Approver Unit

The only Professional Nursing Organization ANCC Approver Unit in the Commonwealth

Program reviewers: available to review your nursing education programs any time.

For up to date information about how to become an approved provider (for a single activity or as an organization) please visit the MARN Website www.MARNonline.org

Attention Current ANCC/MARN Approved Providers and potential applicants to become an Approved Provider of ANCC/MARN Approved Continuing Nursing Education credit:

The 2009 Accreditation Manual has arrived!

The MARN Continuing Education Committee/ Accredited Approver Unit has begun to review new criteria set forth in the 2009 manual. There are many changes that will be incorporated into an updated application. Changes in criteria will be shared with you on an ongoing basis: e.g. new Activity and Provider applications and at the fall Provider Forum scheduled for October 21st.

There are two new issues regarding eligibility that are important to share with you now. This information is adapted from the "Frequently asked questions on the 2009 Manual" located on the ANCC website: <http://www.nursecredentialing.org>

1. Effective August 1, 2009 a commercial interest company can no longer apply for accreditation or approval either as a provider unit or a provider of an individual activity. Currently approved applications will maintain approval status until **August 1, 2010**.

Commercial product companies include:

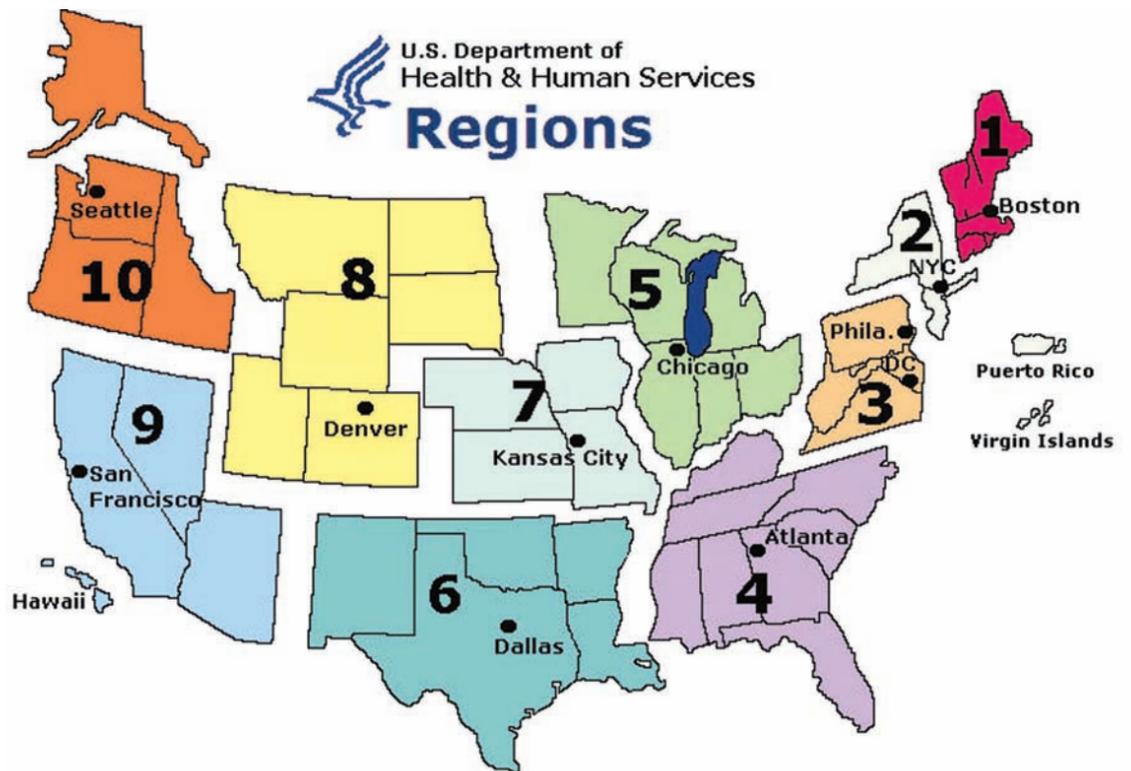
*any entity either producing, marketing, re-selling, or distributing health care goods or services consumed by, or used on, patients or

*an entity that is owned or controlled by an entity that produces, markets, re-sells, or distributes health care goods or services consumed by, or used on patients.

Exceptions are made for non-profit or government organizations and non-health care related companies.

2. Effective August 1, 2009, an organization with a **majority** of CE activities targeted to an audience of nurses from outside the states of their HHS region (see map) or states contiguous to that region **MUST** apply to become an **accredited** provider through ANCC directly. Currently, these groups have had the option of *either* being approved through a state approver unit or accredited through ANCC. There is no option now to be approved through the state for those who fall into this category.

Approved providers who fall into this category will maintain their approval status throughout the current term of that approval.



We will continue to keep you updated as we implement these new criteria. Questions may be directed to: infoce@MARNonline.org.

Massachusetts Association of Registered Nurses, Inc. is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

NAMASTE

Joe Niemczura, RN, MS

In summer 2007 I received enough funding through the University of Hawaii, Office of International Health to visit Nepal. I had three months off, so I figured “why not?” My search of the World-Wide Web led me to the United Missions to Nepal (UMN), which operates several hospitals and nursing schools in that country. I arrived in Tansen, a city in a rural area in May.

The UMN hospital in Tansen, includes a Nursing School that has a three-year program with forty students in each class. Because of its missionary history, the language of instruction is English. The hospital serves a catchment area of about 750,000 people. Tansen is on the edge of the vast, remote area of Nepal where hundreds of thousands of people live without many paved roads or electricity. On a clear day we could see the Himalayas which were seventy miles away.

Nursing care in the hospital is provided in open wards with eleven patients to a room. When there was an overflow, patients are admitted to low-lying pallets in the corridors, often as many as twenty or thirty such patients. There was no air conditioning and the daytime temperature was around 95 degrees.

One of the highlights of my experience is that I was widely credited with saving the life of a young man who had been bitten by a poisonous snake. Without proper treatment, the victim can become paralyzed and suffocate. The hospital owned a simple mechanical ventilator but the doctors did not use it because they said “even though we are trained to write vent orders in the USA, it is the nurses who take over.” The doctors never took the time to train the nurses on the machine so I provided the in-service for the local nursing staff. When the boy was ex-tubated after three days, I became a local hero. While some people who volunteer to practice nursing in an impoverished area might fantasize about ‘rescuing’ the natives, their fantasies rarely become reality. And yet, after the incident with the snakebite victim I found myself in this circumstance...a very singular experience. Life steps off into surrealism sometimes.

I spent much of that summer caring for pediatric victims with burn injuries. Though I was not visiting the country as a Christian missionary, my experiences caring for young people in a burn care unit made me re-examine my faith. I think it helped me to strengthen my commitment to nursing as a necessary function of humanity. I have written a book about the experience, titled “The Hospital at the End of the World” which is now being edited and will be in print in summer



Snakebite victim, whose brother was taught to use an ambu bag during an electrical malfunction of the electrical ventilator. He posed for a picture at 3 o'clock in the morning.

2009. It is “narrative nonfiction;” and is the book I wish I had in my possession for my own first trip to Nepal.

I am planning my third trip to Nepal for summer 2009. This time I will take other University of Hawaii faculty with me, and some students. Stay tuned for the next installment!



Tansen Nursing School Students

Joe Niemczura, RN, MS is a former President of ANA-Maine. His Nepal photos and videos can be found on Facebook. To access them, go to the Facebook search function and type in “The Hospital at the End of the World.” Add yourself as a “fan.” The book will be published by Plain View Press in Austin, Texas in 2009. It will be available on Amazon.com and fine bookstores coast to coast. Email Joe at josephn@prexar.com.

The Dedicated Educational Experience, A Student's Perspective

By Christie Dwyer

I am currently a second semester junior in the nursing program at UMASS Boston. In the fall semester 2008, I was presented with a wonderful learning opportunity. I was chosen to be a part of a new clinical learning initiative. This initiative which originated in Australia is called the Dedicated Education Unit (DEU).

This amazing opportunity is led by the Lecturer and Course Coordinator of Adult Health 1 at the College of Nursing and Health Science; Katie Williams Kafel, RN., MS.

As Professor Kafel (2008) notes "The purpose of this innovative method of clinical instruction is to bridge the gap between education and practice. The University of Massachusetts College of Nursing and Health Sciences currently has a partnership with both Massachusetts General Hospital and Brigham and Women's Hospital; in providing a clinical experience utilizing experienced baccalaureate prepared RNs on specific units at these institutions to educate and supervise junior level nursing students in their Adult Health 1 clinical rotation"(p.1). In my opinion, this new initiative is special because it boasts an unparalleled learning environment for the Adult Health 1 clinical rotation. What does this mean for the junior level nursing student in the DEU? It means instead of the traditional six to eight students to one clinical instructor, the ratio is two students to one instructor, thus allowing for a closer student to faculty relationship, more attention to the individual learning needs of the student and more opportunities for practice and involvement in clinical skills and decisions making.

Lisa Caravaggio, RN, BS An experienced clinical

faculty member from the College directly oversaw the nurse preceptors and students at the Brigham where five other students and I were placed for a 14 week clinical experience. There, we were assigned to tower 14 A/B which is an intermediate medicine floor headed by nurse manager Patricia Brita Rossi, RN, MS.

I was assigned a wonderful nurse preceptor/mentor who worked side by side with me; her name is Laura Palmieri, RN, BS. I worked alongside Laura during her assigned twelve hour shifts. During these shifts I was immediately introduced to all of the computer programs, the medication system, as well as the philosophy and culture of the floor. Laura was instrumental in assisting me in perfecting my technical skills, critical thinking strategies and in overseeing my patient care. Laura always welcomed questions, gave wonderful advice and challenged myself and other classmate to use our critical thinking skills. There was never an opportunity missed to learn or see something new. Laura made sure we were always included in every aspect of patient care. Under these quite capable RN Instructors we were able to perform admission assessments, accurately care for patients during their stay and educate and evaluate their readiness for discharge. In post clinical conferences we were given feedback about our performances during the day and had the opportunity to ask questions and receive clarification on the many questions and issues that were presented during our day.

I would also like to mention that the staff on 14 A/B from the nurses to the unit coordinators was always willing to help and answer our questions as well. It was the total unit involvement that made our rotation on 14AB such a success. It was truly a unit dedicated to our learning, and because it was a unit dedicated to learning at the

end of the semester my clinical group gave the unit a presentation, which included hand-outs and visual aids about the new Medicare changes that had recently gone into effect. The presentation went well and as students we were all proud of the support, encouragement and feedback we received from the nurses attending the presentation.

This amazing opportunity has allowed me to grow as a student nurse in the hospital that I can only dream of working in someday. My critical thinking skills were sharpened and my performance on exams was strengthened by this experience and has allowed me to I feel perform with more confidence in my upcoming clinical rotations.

It is my hope that this opportunity will exist for future students as it is clear to me that not only the nursing students benefit from this experience but ultimately that patients will benefit, and really that it what it's all about is the care of our patients.

For myself as a student I would do it all over again in a heartbeat!

Reference:

Kafel, K. (2008). Implementing Quality and Safety at the Unit Level in an Innovative Clinical Education Model. *Leader to Leader*, Fall, 1-2.

Kristy Dwyer—UMASS Boston College of Nursing and Health Sciences nursing student Junior; Employed at Beth Israel Deaconess Medical Center Boston, MA; Member of Golden Key Honor Society International; Member of UMASS Boston's Nursing Scholars Program; Member of the National Scholars Honor Society; Currently Resides in Marshfield, MA.

Take a Break! Find time to relax this summer . . .



The Continuing Education Unit will return in the Fall!

Notes From The Nursing Archives

Drs. Muriel A. Poulin and Margaret L. McClure Magnet Hospitals: Attraction and Retention of Professional Nurses

Mary Ellen Doona, RN, EdD

The Nursing Archives Associates (NAA) gathered at Boston University on a rainy spring evening 21 April 2009. Sean Noel, Associate Director of the Howard Gotlieb Archival Research Center brought greetings from Director Vita Paladino who was unable to attend. After giving details on the collections that have been used over the past year, Noel turned the meeting over to the President of the Nursing Archives Associates, Sarah Pasternak. She extended a warm welcome to the attendees. Pasternak then introduced the Board of the Nursing Archives Associates and the staff of the Howard Gotlieb Archival Research Center. The President reported on her activities and gave a special thank you to the Massachusetts Association of Registered Nurses for providing a table at its recent convention. She also thanked the nurse executives who did the same at their meeting. Before opening the program, Pasternak mentioned that MARN had given its Living Legend Award to Mary Ellen Doona and Marjory Gordon. Gordon is donating her papers to the History of Nursing Archives.

Then Pasternak introduced Drs. Muriel A. Poulin and Margaret L. McClure, the featured speakers of the Annual Meeting. Serving as moderator the President ensured that Poulin and McClure not only presented how they conducted their research on hospitals that were magnets



Drs. Muriel A. Poulin and Margaret L. McClure

that attracted and retained nurses but also fielded attendees' questions and comments. Audience participation was lively and continued well after the formal program into the gracious reception which Diane Gallagher and the Centers staff had prepared.

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