



# Nebraska Nurse

Sent to all Nebraska Nurses courtesy of the Nebraska Nurses Association

Volume 42 • No. 1  
March, April, May 2009



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**Online CNE**  
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**Join NNA!**  
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## Call for Nominees to NNA Elected Positions

The official call for nominees includes the following positions for the fall ballot:

- \* **President-Elect** (1 year as President-Elect, 2 years as **President**, and 1 year as **Past President**)
- \* **Secretary** (2 year term)
- \* **Commission on Advocacy and Representation** (2 year term. Five to be elected)
- \* **Commission on Nursing Practice/Professional Development** (2 year term. Five to be elected)
- \* **ANA Delegates** (2 year term)

Candidates for these positions are alerted to the following deadlines:

- March 31** Deadline for notification of candidacy
- April 16** Deadline for submission of candidate profile for publication in the *Nebraska Nurse*
- October 8-9** NNA Annual convention in Kearney—Announcement of Election Winners and New Offices Begin

Interested individuals may secure job descriptions from the NNA website ([www.NebraskaNurses.org](http://www.NebraskaNurses.org)) under "About NNA." In order to submit your name for a position, complete the Leadership Profile online under the "Membership" tab, or complete Leadership Profile on page 4 of this issue, and contact your District Nominating Committee representative.

### The President-Elect of NNA:

Assumes duties of the president in the president's absence or at the discretion of the president; assumes other duties as assigned by the Board of Directors; and serves as an elected delegate to the ANA House of Delegates.

### The President of NNA:

Serves as the official representative of the association and as its spokesperson on matters of association policy and position; the chairperson of the NNA House of Delegates, the Board of Directors, and the executive

committee of the board; and as an ex-officio member of all committees and commissions except the Nominating Committee and any committee that would govern collective bargaining units; designated by the Board of Directors, the president may appoint standing and special committees and/or task forces of the Board of Directors and may fulfill other duties; a representative of the NNA at meetings of the Constituent Assembly of the American Nurses Association; and serves as an elected delegate to the ANA House of Delegates.

### The Past-President of NNA shall:

Assumes duties as requested by the president, and serves as an elected delegate to the ANA House of Delegates.

### The Secretary of NNA:

Is responsible for ensuring that records are maintained of meetings of the NNA House of Delegates, the Board of Directors, and the executive committee of the board, and shall notify constituent members of meetings of the NNA House of Delegates; and assume other duties as assigned by the Board of Directors

The role of the **Commission on Advocacy and Representation** is to plan and implement activities related to professional security, client and nurse advocacy and, based on NNA's legislative platform, represent NNA's positions on state and local concerns.

The role of the **Commission on Nursing Practice and Professional Development** is to plan and implement activities related to nursing practice and professional development.

**Delegates to ANA** represent NNA at the annual ANA House of Delegates. (Reimbursement for travel and lodging for Delegates to ANA is available).

*Call for Nominees continued on page 4*

## Nurses Speak Up at the Legislature!

January 2009 saw the commencement of Nebraska's 101st Legislature, First Session. With sixteen new Senators on board, everyone wondered how many legislative bills (LB) would be introduced. At the end of the first ten days, there were only 679 bills introduced—compared with the usual 1200-1400 of past sessions. The Nebraska Nurses Association's Commission on Advocacy and Representation has reviewed every single bill and developed a "Bill Tracker" list of proposals that NNA is supporting, opposing or monitoring for action. Members will find the most current Bill Tracker on the NNA website—[www.NebraskaNurses.org](http://www.NebraskaNurses.org)—on the "For NNA Members Only" page.

The Commission also offered their annual "Nurses' Day at the Legislature" on Thursday, January 22, 2009. The morning started off at our State Capitol with hot, flavored coffee and visits with Senators about nursing issues NNA is endorsing (download the 2009 "Legislative Platform" also posted to the web). Nurses and nursing students then attended a workshop covering the basics of the legislative process, how to write and provide testimony at a legislative hearing, the process of determining priority for bills, and



**NNA's 2009 Nurses' Day at the Legislature was a success with over 150 nurses, nursing students, senators and staff in attendance during the morning.**

*Legislative Day continued on page 2*

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### SAVE THE DATE

for  
**Annual Convention**



**October 8-9, 2009**

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# President's Column

**Cinda Zimmer, MSN, RN**

As this issue reaches your mailbox, spring is waiting to burst forth. After a hard, cold winter, we embrace warmer weather, nature expanding in new growth and celebrate the new season. So too, we celebrate the profession of Nursing during May with designated days to recognize the importance and impact that each nurse has on the individuals they encounter. Celebrate! –to hold up or play up for public notice (Mirriam-Webster's on-line dictionary). Today it is more vital than ever to share our nursing expertise and knowledge with the public; we must educate and inform our communities about the invaluable contribution nurses provide to Nebraska health care.



**Cinda Zimmer**

## How can we best serve our health constituents?

- Get involved! If you aren't a member of Nebraska Nurses Association, join now and be an active voice in promoting nursing in Nebraska.

- Communicate! Share with family, friends, associates, anyone who will listen, the value of nursing, the responsibilities, the compassion and impact that nurses have on health care. Provide education and presentations to community groups and disseminate information on the role of a nurse. Tell our story—what we do, how we do it, and why we do it.
- Be vigilant! Learn about the legislative issues that may influence the health of Nebraskans and be willing to testify in your area of expertise.
- Participate! There are so many opportunities for nurses to demonstrate their knowledge and skills. Volunteer for a health fair. Work for a political candidate who emphasizes the importance of nursing. Be active in your community at all levels. Accept the nomination to be an officer for your district or state Nebraska Nurses Association.

Let's celebrate our profession every day, every month and enjoy public recognition during our May celebrations. Each of us, as nurses, recognizes the value of our profession in the infinitesimal day to day interactions with our patients, students, and communities. Expound on that value, get involved, communicate, be vigilant and participate. But most importantly—CELEBRATE!

## Legislative Day continued from page 1

the work and effect of a lobbyist in the legislative process. Many thanks to the presenters: Linda Jensen, Karen Wiley, Tom Vickers and Annette Belitz Harmon.

Workshop attendees were encouraged to visit their own State Senator during the morning, or even to invite him/her to lunch to further discuss nursing issues being tackled through the legislative process. They also listened to Unicameral debate in the Norris Chamber. Everyone was encouraged to observe the legislative hearing process that afternoon by attending the Health and Human Services Legislative Committee hearings in Room 1510 of the Capitol.



**NNA Commission on Advocacy & Representation Chair Karen Wiley (r) and NNA Member Kathy Hoebelheinrich visit with Senator Bob Giese of Legislative District 17.**



**NNA Member Clare Schmidt of Grand Island visits with her Senator—Sen. Mike Gloor of Legislative District 35.**

To check the current status of legislative bills, visit [www.NebraskaLegislature.gov](http://www.NebraskaLegislature.gov) and put the bill number into the "Search Current Bills" feature on the right hand side of the home page. NNA's Bill Tracker, showing the status of a number of bills we are watching this session is available for NNA members free of charge on the Member's Only side of the website. Simply login with your username and password to access this member benefit. If you are not an NNA member, you can subscribe to our Bill Tracker service for only \$10 for the entire session. Contact NNA's Executive Director, Annette Belitz Harmon, to sign up: 402-475-3859 or [Executive@NebraskaNurses.org](mailto:Executive@NebraskaNurses.org).

## NNA's Mission:

The mission of the Nebraska Nurses Association is to foster high standards for nursing practice, stimulate and promote the professional development of nurses, and advance their professional security, and to work for the improvement of health standards and availability of health care services for all people. (Adopted 10/95, NNA House of Delegates)

## NNA's Vision:

Nebraska Nurses Association will be an effective voice for nurses; and an advocate for Nebraska consumers on issues relating to health. (Affirmed 12/04/2004, NNA Board of Directors)

Critical Success Factors for Vision:

- State and districts set mutual priorities
- Evaluate the success of the restructuring of NNA
- Enhance grass roots activities for membership involvement
- Advocate for statewide quality healthcare (Affirmed 12/04/2004, NNA Board of Directors)

## NNA's Core Issues:

1. Workplace Rights
2. Appropriate Staffing
3. Workplace Health & Safety
  - a. Patients
  - b. Community/Public Health
  - c. Workplace
4. Continuing Competence (Affirmed 12/04/2004, NNA Board of Directors)

## NNA's Official Publication

The *Nebraska Nurse* is the official publication of the Nebraska Nurses Association (NNA) published quarterly. The NNA provides education, networking opportunities, publications and other products and services to its members and extends its mission to all nurses in Nebraska.

Phone: (402) 475-3859

Fax: (402) 475-3961

You can leave a message at any time!

Email: [Executive@NebraskaNurses.org](mailto:Executive@NebraskaNurses.org)

Web site: [www.NebraskaNurses.org](http://www.NebraskaNurses.org)

Mail: PO Box 82086

Lincoln NE 68501-2086

Questions about your nursing license?

Contact the Nebraska Board of Nursing at:

(402) 471-4376. The NBON is part of the Nebraska Health and Human Services System Regulation and Licensure.

Questions about stories in the *Nebraska Nurse*?

Contact: NNA.

Want to advertise in the *Nebraska Nurse*?

Contact Mark Miller at (800) 626-4081 or e-mail at [mark@aldpub.com](mailto:mark@aldpub.com)

Photo on front page: "Dirt Road".

Photo by: Michael Forsberg, Nebraska DED.

"Some roads in Nebraska's northwestern panhandle seemingly drop off the face of the Earth."

## Writer's Guidelines:

Any topic related to nursing will be considered for publication in the *Nebraska Nurse*.

Although authors are not required to be members of NNA, when space is limited, preference will be given to NNA members.

Photos are welcomed, digital is preferred. The NNA assumes no responsibility for lost or damaged photos.

**Submitted material is due by the 15th of the month in January, April, July and October of each year.**

You may submit your material in the following ways:

Prepare as a Word document and attach it to an e-mail sent to [Executive@NebraskaNurses.org](mailto:Executive@NebraskaNurses.org).

Provide document on a disc clearly labeled with your name and return address.

Mail hard copy to NNA at PO Box 82086, Lincoln NE 68501-2086 or email to [Executive@NebraskaNurses.org](mailto:Executive@NebraskaNurses.org). Submissions should be prepared on white paper and double-spaced.

# Executive Director's Column

by Annette Harmon

The first quarter of 2009 is pretty much spent; as is the first one-third of the 101st Legislature, 1st Session. Although this is the "long" session of 90 days, it seems to be traveling by very quickly. As usual, there are a number of bills that were introduced that NNA is monitoring throughout the process. Based on the Legislative Platform adopted by NNA's House of Delegates in October 2008, NNA's long-time Lobbyist Tom Vickers and myself work the political process on behalf of NNA's members and of all Registered Nurses in the state. While the 90 days that our Senators are "in session" are important, our work for NNA is year-round.

NNA strives to work closely with our American Nurses Association lobbyists and Government Affairs department on nursing issues that affect the nation. I routinely receive reports of the legislative work actively being done in other states; and quite frequently there are reports of success in their legislatures. We celebrate those successes as if they were "our own" because, quite frankly, their successes can pave the way for success in our own state. We also bemoan bad legislation wherever it is passed, if it makes defending our own nursing rights and privileges more difficult; and that can also frequently be the case. ANA and state nurses associations are critical in the shaping of public policy for nursing and nurses. Indeed, it is the efforts of thousands of nurses "working" state legislators across our country that brings nurses any success at all. Right here in Nebraska, the outcome of health care reform and the reach of nursing practice will be dependent upon the efforts of a number of nurses and NNA.



Annette Harmon

I wish I could show you the nurse impact on a vote in a committee hearing or on the floor of debate. They are not tangible things that we can always put our finger on; but the impact is there all the same. I'm concerned that not enough nurses are interested in shaping public policy; and when it comes to health care reform in Nebraska that nurses will be left behind or pushed to the side, as if your opinions and nursing experience did not matter. No matter how hard Tom or I work, we cannot be effective without having nurses by our side—in the hallways of the Capitol and on the phones/email systems of each Senator. If you live in Nebraska, you are the constituent of some Legislative District and some person has been elected to represent you in the legislative process. Contacting that person is one way you can have an impact.

The minimum effort to be involved is becoming a member and maintaining your membership in NNA. Without that financial support, our efforts are stymied at many turns. Getting more involved in our legislative liaison network is more effort, but the reward is even greater. We want to know if you are interested in supporting NNA's legislative efforts at the very grassroots level. Are you willing to contact your Senator and to visit about nursing issues, so he/she has a better understanding of your profession and your practice?

I encourage you to become an NNA/ANA member; and to support the profession of nursing at a crossroads of public health policy like we have not seen before. Let me know if you are willing to contact your Senator on key issues at critical times; or if you want to be involved at some other level.

It takes many nurses to both lead and to protect your profession. It will take many more nurses to have a great impact on issues like health care reform in Nebraska. Don't let any more days of 2009 go by without getting involved.

## Calling all Presenters/ Speakers:

Please consider being a speaker at our 2009 Convention. Our theme this year is Nurses: Building a Healthy America. The convention planning committee knows there are very talented nurses within our NNA organization and state. We are asking for you to come forward and share your knowledge with other nurses.

We offer two types of speaking opportunities. The first is the Break Out Sessions. These are an hour long, and may speak to a specific group of nurses. The second type is for the Whole House. These topics are more general or of interest to all nurses. These can be one or two hours in length.

If you are willing to contribute to this year's convention, have questions or want more information, please contact the Convention Planning Committee, c/o Deb Ussery, RN, [ussery@ptcnet.net](mailto:ussery@ptcnet.net) or (402) 649-2330. Please submit an outline and bio/CV by May 1, 2009 to [Executive@NebraskaNurses.org](mailto:Executive@NebraskaNurses.org) or NNA, PO Box 82086, Lincoln, NE 68501.

Call for Nominees continued from page 1

# NNA Calendar

### March

- 1 The *Nebraska Nurse* is in your mailbox
- 9 CE Approval Committee meets
- 31 Intent to run for NNA office deadline
- TBA Bylaws Committee meets

### April

- 15 *Nebraska Nurse*: Articles for the June/July/August issue are due to NNA state office
- 15 NNA Candidate Leadership Profiles Due



### May

- 3-4 ANA Constituent Assembly & Midwest Regional States Meeting
- 6 National Nurses Day. Nurses Week begins
- 8 National Student Nurses Day
- 12 Florence Nightingale's birthday. Nurses' Week concludes
- 25 Memorial Day, NNA office closed

### June

- 1 The *Nebraska Nurse* is in your mailbox
- 15 Convention Speaker bios and objectives due
- TBA Center for American Nurses Membership Meeting, Washington, DC
- 30 NNA Book of Reports submissions due to NNA office

### July

- 1 Convention Reference Proposal Deadline
- 3 4th of July Celebration, NNA office closed
- 13 *Nebraska Nurse*: Articles due to NNA state office
- 15 Poster Presentation Abstracts for Convention deadline
- TBA Budget and Finance Committee mid year review



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Lincoln, NE 68501-2086

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## LEADERSHIP PROFILE

**POSITION SOUGHT:** \_\_\_\_\_

**If seeking position as an ANA Delegate, you must be an ANA member.**

Name \_\_\_\_\_ Credentials/Degrees \_\_\_\_\_ Home Phone \_\_\_\_\_

Address \_\_\_\_\_ Work Phone \_\_\_\_\_

City, State, Zip \_\_\_\_\_ Fax \_\_\_\_\_

Email \_\_\_\_\_

County you live in \_\_\_\_\_ NNA District # \_\_\_\_\_ Congressional District: #1 #2 #3

**Please do not attach vitae—complete all information directly onto this form**

Work Experience - Position - Dates (List present position first – up to past 10 years only):

Education (include type of degree, date awarded, & institution):

Professional Memberships/Organizational Experience - (Dates, Office Held):

Statement of Your Goals For This Leadership Role (must complete):

If elected, I promise to serve the Nebraska Nurses Association to the best of my ability in the promotion of the program adopted by the membership for the best interests of nursing. If elected, I agree to follow the policies, procedures, and bylaws of this association.

Date \_\_\_\_\_ Signature (required) \_\_\_\_\_

**DUE NO LATER THAN MARCH 31st TO THE NNA OFFICE**

Revised 2/2009



# Around the Districts

## DISTRICT 1



**President:** Coleen Dygert,  
RNC, BSN  
E—[dygert@alltel.net](mailto:dygert@alltel.net)  
H—(402) 463-7012

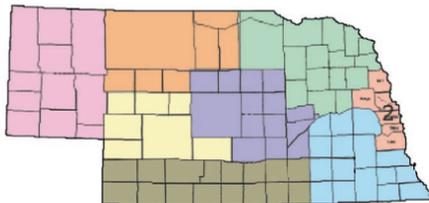
**Coleen Dygert,  
RNC, BSN**



District one had their annual meeting in Hastings December 9, 2008 at Hunan's restaurant. The treasurer's books were audited and the calendar for 2009 was reviewed. Election of officers was held with Connie Hyde, treasurer and Marilee Aufdenkamp, vice-president. Volunteers were solicited for the state nominations committee. A discussion of the district's legal status was held. Members also brainstormed ideas for the Nurses week celebration for 2009. The next meeting will be February 10, 2009.

## DISTRICT 2

**President:**  
Bonnie Kokes, BSN  
H—(402) 331-9071  
E—[bonniekokes@gmail.com](mailto:bonniekokes@gmail.com)



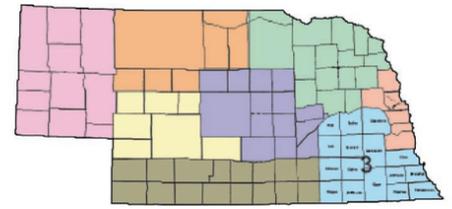
Nebraska Nurses Association District II members will have some exciting events this year in which to participate. The Carol Wilson Memorial Scholarship "Pay It Forward" fund drive continues. The district will send members \$1: the member invests it and the proceeds donated will generate funds for the scholarship to help members of District II who are seeking a Masters or PhD degree in nursing.

In the District II general membership meeting to be held on March 10th at 6:30 at Lakeside Hospital, the members will learn about medical fraud and how to avoid it. We will be celebrating Nurses Week with the Positive Image of Nursing Breakfast on April 25th at the Georgetown Club, 2440 S. 141st Cir .in Omaha at 8:30 AM. We hope many of you will nominate an outstanding nurse for the Positive Image of Nursing Award. District II will also be honoring nurses who have served the needy in the USA and oversea. If you have had this experience, please send me a note at [bonniekokes@gmail.com](mailto:bonniekokes@gmail.com).

Lastly, District II is planning an educational offering in June. Details can be found in the next Neuron or on the NNA website. Any questions can be sent to [coordinator@nnadistrict2.org](mailto:coordinator@nnadistrict2.org). Looking forward to hearing from you.

## DISTRICT 3

**President:** Sue Dolsky  
W—(402) 481-5673  
E—[sue.dolsky@bryanlgh.org](mailto:sue.dolsky@bryanlgh.org)



## DISTRICT 4



**President:** Judy Billings  
H—(308) 237-9658  
E—[jbillings3@charter.net](mailto:jbillings3@charter.net)

**Judy Billings,  
PhD, RN**



District 4 members met in November for the Annual meeting of the District. The Nominations Committee reported on the District's election. A list of new officers for 2008 follows: President Elect—Denise Waibel-Rycek, Treasure—Jo Miller, Nominations Committee—Pat Trausch, Clare Schmidt, Kelly McPhillips

Lauren Corley, a student at UNMC College of Nursing Kearney is the recipient of the District's scholarship. Lauren attended the November meeting.

The 2009 NNA State Convention will be hosed by District 4. Rita Weber agreed to be the local arrangements chair. Denise Waibel-Rycek and Pat Trausch agreed to help Rita with local arrangements.

April meeting of District 4 will be in St. Paul on April 16th. Dinner will be at 6:30 pm with the meeting beginning at 7:00 pm. Although plans are not complete at this time, the April meeting will include a celebration of Nurses Day.

**JOIN**

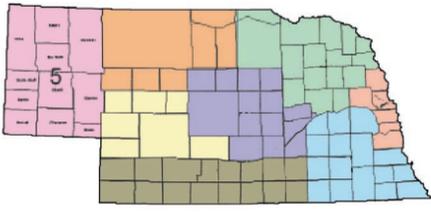


**TODAY!**

# Around the Districts

## DISTRICT 5

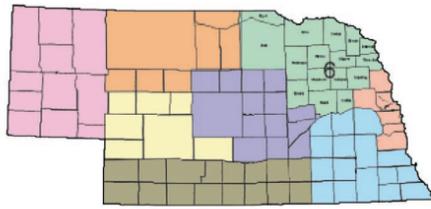
**President:** Kim Rodehorst-Weber, PhD, RN, AE-C  
 H—(308) 635-7093  
 E—tkrodeho@unmc.edu



The district met 5 times over the past year. The president of our district, Kim Gaston, accepted another position in Nebraska, and so was replaced in March by Barb Jacobs, Vice-president. Rob Flynn, Wendy Wells, and Ernie Olson served as delegates to the annual state convention and took with them a gift basket from the district for the silent auction. Events that occurred on behalf of Nurses Day included radio promotions featuring members of NNA, My Favorite Nurse contest, and Annette Harimon and state president Carole Lainof visited during our celebration at Regional West Medical Center. A meeting with Senator Harms was scheduled for December, however, due to unforeseen family issues he was unable to keep the appointment. This meeting will be scheduled for early 2009.

## DISTRICT 6

**President:** Pam List, MSN, APRN  
 H—(402) 528-7278  
 W—(402) 372-2404  
 E—plist@fcswp.org



By the time you read this news, District VI will have held its winter meeting via phone conferencing. This allows members across our large geographic area to stay connected. Ruth Brotsky has been elected as our new vice president and Pat Moeller was re-elected as treasurer. We are always looking for members to be involved on committees. Members should be looking for information through email or “snail mail” for our Nurses Week celebration.

## DISTRICT 7

**President:** Kay Olmsted, RN  
 H—(308) 537-3926  
 W—(308) 696-8760  
 E—kayolm3@hotmail.com



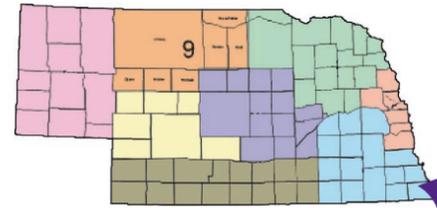
Dist 7 has had no meetings since the Thanksgiving meal in Nov. We will be meeting in Feb and starting to plan for our Nurses week annual student nurse luncheon. We are also trying to come up with ideas on retaining members and gaining new one, pretty tough in these times. Restfully submitted K Olmsted

**President:** Betsy Raymer  
 H—(402) 924-3946  
 E—raymerfarms@nntc.net



Betsy Raymer, RN

## DISTRICT 9



District IX held its meeting on January 15, 2009 a cold night but not as bad as it could have been! Our treasurer Joan Carver kept us up to date with the legislative bills and she keeps our books in order. Cathy Sybrant our

secretary took minutes (she does a wonderful job) and she had a birthday this week (rhymes with nifty)! We are looking forward to nurse’s week and how to increase our membership. We meet again March 12 at the Wood Lake Café. Come on over and join us!

# NNA Focuses on Workforce Advocacy

## Nebraska Nurses Association Commission on Advocacy and Representation

**Karen Wiley, RN MSN, CEN, Chair**

Commission Members: Executive Director Annette Belitz Harmon, Lobbyist Tom Vickers, Joan Carver, Joan McVay, Kathy Harrison, Linda Stones, Marilee Aufdenkamp, Mary Scherling, Michelle Ellermeier, Nancy Shirley, and Pat Moeller

To better serve nurses in Nebraska it is important to know all of the issues that affect nurses in the delivery of health care.

As the Chair of NNA's Commission on Advocacy and Representation, I represent the Commission on the Nebraska Nurses Association Board of Directors.

Last November we met for two days in Omaha. On the morning of November 21 we attended the Nebraska Nursing Leadership Coalition (NNLC) annual meeting. This meeting is for all Board members of the five nursing organization members: LPN Association of Nebraska, Nebraska Board of Nursing, Nebraska Nurses Association, Nebraska Organization of Nurse Leaders, and Nebraska Assembly of Nursing Deans and Directors. The meeting agenda included the Nebraska Medical Association Health Care Reform Proposal presented by Drs. O'Brien and Benson.

Sandra Fitzler, BSN Senior Director of Clinical Services presented on *Long Term Care Nursing Skills Needed in the 21st Century*. Other topics included *The Supply and Demand for Registered Nurses and Licensed Practical Nurses in Nebraska*. The supply and demand model reported that the shortage in 2006 will grow from 889 Full Time Equivalent (FTE) RNs to over 3,800 FTE RNs by 2020. The demand model for Licensed Practical Nurses (LPNs) predicted the demand of just under 6,000 FTE in 2006 to 7,680 FTE in 2020. The increase need for LPNs is reported as a direct result of the aging of the Nebraska population and their health care needs.

Saturday, November 22, the Nebraska Nurses Association Board of Directors met and reviewed the Proposals adopted at convention. Proposal 2008-1 Safe Nurse Staffing for Patients and Nurses was passed at convention and assigned to the Commission on Nursing Practice and Professional Development.

January begins with a flurry of conference calls to review Legislative Bills that are introduced in the Nebraska Legislature. The Bills that the Nebraska Nurses Association supports are based on the Nebraska Nurses Association 2009 Legislative Platform ([www.nebraskanurses.org](http://www.nebraskanurses.org)). Nurses will attend the Legislative hearings and provide testimony in support or opposition to bills. Other bills will just be monitored on their progress through the system.

Bills can be found on the Nebraska Unicameral web site at: [www.NebraskaLegislature.gov](http://www.NebraskaLegislature.gov). If you would like

to provide testimony in support of a Bill, contact the Nebraska Nurses Association.

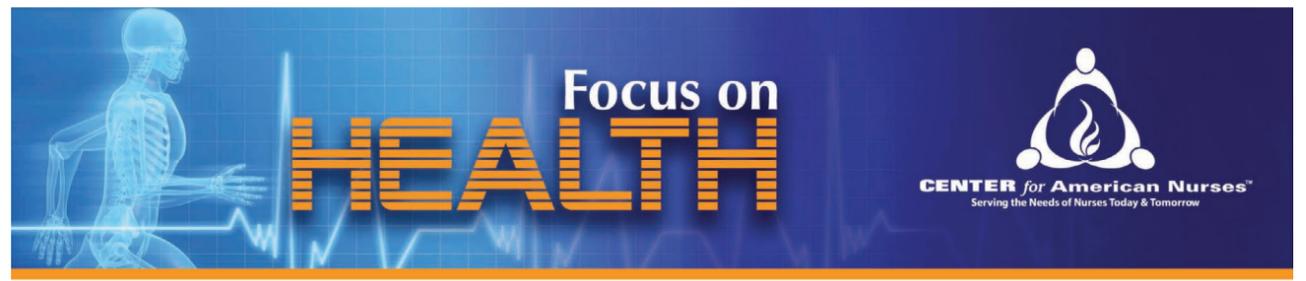
Some bills supported this session by the Nebraska Nurses Association are:

- LB37 Appropriate funds for a new division of the University of Nebraska Medical Center, College of Nursing in Norfolk, Nebraska
- LB230 Eliminate integrated practice agreements for nurse practitioners
- LB255 Requires lap-shoulder belts in school buses
- LB267 Prohibit mandatory overtime for state employees providing services to individuals in residential care
- LB275 Require crisis, information, and referral services relating to behavioral health

One bill the Nebraska Nurses Association is opposing is LB200 to change motorcycle and moped helmet requirements.

The Nebraska Nurses Association Nurses' Day at the Legislature was held January 22. This was well attended by nurses as well as student nurses who wished to meet with their state Senators and ask for their support on Bills affecting health care and nursing.

The mission of the Nebraska Nurses Association is to foster high standards for nursing practice, stimulate and promote the professional development of nurses, and advance their professional security, and to work for the improvement of health standards and availability of health care services for all people.



## Relationships: Love Actually

by Margie Nicks Gale, MSN, RN

**It's** February—the month of love. As Valentine's Day approaches, images of heart shaped cards being exchanged by school aged children fill our mind. Stores are filled with boxes of chocolates wrapped in foil covered heart shaped boxes, and newly released light hearted romantic comedies play at movie theaters. Giving and receiving affection is a core strategy for promoting nurse wellness. Positive relationships are important to our wellness to ensure we are both giving and receiving a healthy level of affection in our daily lives and building healthy relationships.

This month, let's focus on our-selves and strengthen our relationships with those closest to us. Affection is defined as a tender attachment, devotion or love. John Gottman, PhD, has long studied human relationships and is currently conducting a study of healthy relationships funded by the US Department of Health and Human Services. Gottman believes that "respect and affection are essential to relationships working and contempt destroys them." Developing a positive connection is critical to establishing an emotionally connected relationship. He stresses the importance of maintaining a friendship with your partner. Gottman has developed a relationship quiz that tests the closeness of your relationship which can be found at [www.gottman.com](http://www.gottman.com).

Nurturing a strong friendship and enjoying spending time with your life mate are important components of a robust relationship. "Warmth and affection are vital for a healthy relationship," shares Margaret Paul, PhD, author of *Inner Bonding*. When identifying signs of healthy relationships, Paul includes kindness, laughter, trust, and letting go of anger. She cautions that healthy relationships evolve over time so it is important to invest in both yourself and your relationship.

Barbara Bartlein, RN, LCSW, notes that people evolve through relationships and it takes effort to remain connected. "A happy marriage is not an accident. It is the result of hard work and dedication..." says Bartlein. Her book, *Why Did I Marry You Anyway?* offers strategies for a happy marriage. Her book offers concrete solutions to problems in sustaining successful relationships.

Cultivate a friendship with yourself by reading the short classic *The Art of Loving*. Now available in paperback for purchase online or found in most libraries, you will discover the key to loving is the first step of true self love. For everyone who wants to find true happiness reach for the step by step guide based on forty years of research by psychologist Martin Seligman, PhD. You can begin by taking the questionnaires on his website established in collaboration with Time magazine. A current featured scale is the Compassionate Love Scale which measures your tendency to support, help, and understand other people.

Gottman claims healthy intimate relationships need the foundation of a "sound house." Start now on your February journey to build a relationship in which you both give and receive affection and you'll see that Love is... actually all around us.

Margie Nicks Gale, MSN, RN is a member of the Vanderbilt Nurse Wellness Committee, Nashville, Tennessee.

### Resources

Bartlein, B. (2003). *Why Did I Marry You Anyway?*. Tennessee: Cumberland House.

Gottman, J. (January 27, 2009) Gottman Institute: Researching and Restoring Relationships, <http://www.gottman.com>

Paul, M. (January 27, 2009) Relationships, Marriage and Parenting, <http://www.innerbonding.com>.

Seligman, M. (January 27, 2009) Authentic Happiness, <http://www.authentic-happiness.com>

Vanderbilt Nurse Wellness, (January 27, 2009) <http://www.VanderbiltNurseWellness.com> Relationships: Love Actually By Margie Nicks Gale, MSN, RN

# NNA Focuses on Workforce Advocacy

## Nursing *that* Works™

by Diane E. Scott, RN, MSN

For many professional nurses, distance learning by the internet has become an increasingly popular means by which to continue their nursing education. During the past decade, the online options for continuing an advanced or graduate nursing degree has led to an unprecedented amount of choices, options and flexibility to nurses at all stages of their nursing careers. To learn more about the online option for continuing nursing education, the Center for American Nurses recently talked with Ann H. Cary, PhD, MPH, RN, A-CCC, the Director of the School of Nursing, Loyola University New Orleans and a Robert Wood Johnson Executive Nurse Fellow for 2008-2011.

**Center:** What do you attribute the popularity of online courses as a means for nurses to continue their education?

**Dr. Cary:** We lead busy lives with work, family and personal commitments. For many people, being in one place for set times each week does not meet their lifestyle and actually may interfere with work and family commitments. Taking courses online allows the student to pace the engagement within the timelines set by the instructor. In addition, pursuing online options for education gives nurses many more choices of schools as they are not limited to educational opportunities within their own geographic area. At Loyola University in New Orleans, we have students throughout the country that attend our BSN completion and/or

graduate degree programs that may never step foot in the state of Louisiana until graduation.

**Center:** How difficult is it for nurses that are not computer savvy to learn to take courses online? The Online Option for Continuing your Nursing Education By Diane E. Scott, RN, MSN

**Dr. Cary:** The key to mastering this is your attitude and openness for learning new ways of working and relating in courses. Regardless of your comfort with technology, there is a learning curve to taking an online course. You will need to get used to the “feel” for how information is displayed, located and responded to. It is like looking for different doors in a room. Once a learner gets used to the style of the course, they will find they can more quickly navigate through the course. It is quite common for tutorials to be provided and real time 24/7 help via the phone or email to be provided as well. While investigating an online course, most providers will describe the minimum technology and connectivity requirements. A learner who is techno-phobic will have a harder time grasping the value of the learning experience because they may be so distracted by the technology learning curve.

**Center:** How do courses offered online differ than the traditional on-campus method?

**Dr. Cary:** The instructional design of online courses utilizes technology to provide the learning environment for cognitive, affective and behavioral interactions. Student interaction with their classmates and faculty require the ability to “connect” with the course either synchronously (real time) or asynchronously (on their own time) and thus can provide convenience to “attend” the class anytime: 24/7. Discussions take place among classmates one by one like in an instant messenger format if students and instructor happen to be online at the same time. Students need to have access to software and hardware that will support the learning management system which supports the course. Exams may have to be proctored if taken offsite. There are no travel and parking issues with online courses.

**Center:** What factors should students consider when choosing a program?

**Dr. Cary:** Reputation of the faculty who actually teach in these programs, accreditation of the program and institution, success of their graduates in the job market and for further education, satisfaction of the students/graduates/alumni, and match with your professional goals

and the quality of the program area. Students need to select programs that are of quality and have the accreditation credentials to match the “brick and mortar institution” programs. Faculty should be well credentialed and part of a regular institutional faculty who come under the same hiring, promotion and evaluation policies as on-campus programs. Beware of diploma mills—either in on-campus or online programs.

**Center:** How is the faculty/student relationship fostered in an online program?

**Dr. Cary:** We do this by starting out with ice breaking exercises to let the students and faculty get to know each other. Students/faculty is asked to read all about their classmates through their postings and to respond to commonalities and differences as they explore their partners in the learning experience. Students can also reach out to others in the course offline to explore personal interests. I have seen where students who have been in courses together respond to these with questions about how a person or their family is doing since last semester, sharing journeys/challenges they have encountered in their work lives, and even swapping recipes and instituting cookie exchanges at the holidays as they mailed their best cookies across the country. Important to the faculty and student relationship is faculty responsiveness in a timely manner to the student’s questions and projects so that students feel like the faculty is there and interested in them and their learning.

**Center:** What types of students thrive in an online program?

**Dr. Cary:** All students can thrive in online programs with an open attitude to learning different ways to learn. Online learning allows the student to be more reflective

in responses before they write their responses and thus I have found that often the students appear more thoughtful in their approaches and have had time to integrate their learning materials. Independent students who like to move at their own pace and enjoy being a partner in the learning process do well.

**Center:** Are there any pitfalls to these types of programs?

**Dr. Cary:** If a student lives in a geographic area challenged by connectivity issues, they will be frustrated with the lack of ability to dial up, log on or get into cyberspace. If a student is traveling during the course, they may travel into regions or time periods in a region where connectivity becomes an issue. Having your own laptop and wireless provider can enable a student to rarely miss connections when travelling.

**Center:** What about the clinical practicum, how is that done in an on-line program?

**Dr. Cary:** Practicum preceptors are identified in the community where a practicum is held. The faculty member for the course needs to provide the same oversight of the student and preceptor as they would in a local, on-campus course. More frequent communication between the faculty member and preceptor may be warranted due to distance. Clear expectations and orientation of the preceptor and student by the faculty member is important. A learning contract where all agree to the processes and outcomes is a frequently employed instrument to guide the learning experience.

*Diane E. Scott, RN, MSN is the President of the Nursing Mentors Group and a consultant with the Center for American Nurses.*

# NNA Focuses on Workforce Advocacy



**NURSING  
THAT WORKS™**



## Coaching and Career Transition for the Nursing Professional

by Pam Williams, ACC

*Have you ever:*

- *Wanted to take the next step in your professional journey but didn't know where to start?*
- *Found yourself suddenly out of a job not knowing what to do next?*
- *Accepted a new position and wished you could accelerate the learning curve?*

These are all career transition situations in which a professional coach can be an integral part of a nurse's support team, whether the transition is voluntary and planned or completely unexpected. A coach is not a recruiter, but rather a supportive partner in the career transition process.

In the case of a nurse who wants to take the next step in their career journey, whether the next step is a promotion, a career in a new field or specialty or a simply a different position, a coach can help the nurse:

- Clarify short and long-term career goals;
- Explore career options through the lens of those

goals, as well as their strengths, values, skills and experience;

- Provide support, encouragement and accountability through the job search process; and
- Advocate effectively on their own behalf when it's time to negotiate salary and benefits.

Coach Beverly Bitterman, MSN, ARNP, says that when contemplating a career transition, it's important to craft the questions that you want to answer about what's really important to you in your career. For example, how much direct patient care is right for you? What is the ideal work setting for your genuine job satisfaction? Is it important for you to be in a management position? Do you want to travel? How many hours do you want to work? What makes you feel fulfilled at the end of the day or week?

Once you've crafted the questions, Bitterman suggests spending time reflecting on your answers, then scheduling informational interviews with individuals who are doing the job you think you want. This step will help you test the fit between your career goals and the realities of the position.

A **job search plan** will help you stay focused whether your transition is voluntary or unexpected and provide a framework around which you and your coach can measure progress. Consistent actions, like reaching out to your network, posting your resume on web-based search engines and responding to position announcements will keep the momentum going.

Coach Marlanda English, PhD, says that one of the biggest job-search challenges is staying motivated if the *only* reward is landing a job. Celebrating small steps and successes along the way will help keep your energy level high over the duration of your job search. Another challenge, says Dr. English, is to remember that you are responsible for selling yourself in everything from your resume to the interview. A coach can help you hone and practice your stories so that your accomplishments come through loud and clear.

Once you've accepted a new position, a coach can serve as an independent objective sounding board and share tools and resources so you can get up to speed as quickly as possible. When Sarah\*, a nurse executive, accepted a new position, she hired coach Sandy Somers, RN, MS, ACC because she wanted to leverage her skills, talents, and abilities into 'great and transformative work.' Sandy helped Sarah clarify her vision for the role and for the organization and gain expertise in nurturing and relying on her own unique strengths to increase her impact. Sarah believes that her coaching experience nurtured her own growth, provided a disciplined way of assessing her impact and dramatically increased her effectiveness.

When Alicia\*, a healthcare professional, made the move from a managerial to an executive position, she knew she would be facing new responsibilities, challenges and pressures. She hired coach Jeanette Eleff, CPCC, MBA, RN to help her navigate the unfamiliar landscape. Alicia says that working with Jeanette provided her with the tools and support she needed to improve her delegation, time management and organizational skills. Alicia learned, through her work with Jeanette, how to establish and accomplish goals, skills that still serve her well today.

Coaching support during a career transition can range from participating in a coaching group during your job search process to working individually with a coach as you settle into a new position. The Center for American Nurses has launched a new coaching pro-gram designed to help nurses connect with professional coaches familiar with the diverse aspects of a nursing career. To learn more about the coaching team, or to register for a free informational teleforum to learn more about the program, visit [www.centerforamericannursescoaching.org](http://www.centerforamericannursescoaching.org).

*\*Names have been changed*

*Pam Williams, ACC, is the Chief Innergy Officer and Internationally Certified Coach at Innergized! and is working closely with the Center for American Nurses.TM2*

# ANA News

## National Healthcare Decisions Day 2009

01/21/09 The American Nurses Association (ANA) would like to remind you about an exciting opportunity to promote advance care planning in your community and state... April 16, 2009 has been designated National Healthcare Decisions Day! The National Healthcare Decisions Day Initiative, now in its second year, is a collaborative effort of national, state and community organizations committed to ensuring that all adults with decision-making capacity in the United States have the information and opportunity to communicate and document their healthcare decisions. For more information, visit [www.nationalhealthcaredecisionsday.org](http://www.nationalhealthcaredecisionsday.org)

ANA is proudly participating in this event along with a broad array of other organizations. We hope that you will participate with us to raise awareness about these important issues across the country. If you have not already done so, please sign up your organization at: [www.nationalhealthcaredecisionsday.org/maintopics/sign\\_up](http://www.nationalhealthcaredecisionsday.org/maintopics/sign_up) and confirm your participation. In its first year (2008), NHDD enjoyed participation by 76 national organization and nearly 400 state and local organizations, and hundreds of thousands of people learned more about—and took

action—on advance directives. Please help us ensure that ANA is well represented at the local level on April 16, 2009.

Please know that you need not change what you are already doing to educate the public about advance healthcare decision-making and advance directives—instead, you are simply encouraged to make a “bigger splash” in your community/state regarding the topic on April 16, 2009. To assist in this effort a host of outreach materials and suggestions are available on the NHDD web site at: “[Organize Your Community](#).”

Finally, the success of this event depends largely on activities at the state and local level. The event organizers are currently seeking volunteers to serve as state liaisons for this event. This is a wonderful opportunity to work collaboratively with other healthcare organizations and a great chance to gain increased recognition for your organization. If you are interested in serving in this role, please follow the “sign up” link.

For additional information or questions about this initiative, please contact: [nhdd@nhpco.org](mailto:nhdd@nhpco.org)

Thank you for all you are already doing and for making this event a success

## International Year of the Nurse Campaign

ANA Urges Involvement in International Year of the Nurse Campaign

The American Nurses Association (ANA), as part of its commitment to advancing the nursing profession, encourages nurses and health care professionals around the world to take part in a campaign urging the United Nations to adopt resolutions declaring 2010 International Year of the Nurse, and 2011-2020 a UN Decade for a Healthy World. Nurses can [sign an on-line pledge](#) resolving to work together in improving health care for all communities.

ANA is proud to be one of the sponsors of the Nightingale Declaration Campaign. ANA joins with a coalition of nursing, educational and health care organizations in building support for this international effort. Our goal is to demonstrate the nursing community’s commitment to improving health care locally, nationally and internationally through nursing practices that reflect the principles of Florence Nightingale.

To learn more, or to join the campaign, please visit [www.nightingaledclaration.net](http://www.nightingaledclaration.net)

## President Signs Children’s Health Insurance Program Legislation

SILVER SPRING, MD—As a long-time advocate for universal availability of health coverage, the American Nurses Association (ANA) applauds President Obama for signing legislation to increase funding for the State Children’s Health Insurance Program (S-CHIP). This legislation will expand current SCHIP coverage to include 4 million additional children. It reauthorizes SCHIP for four-and-a-half years and allows \$32.8 billion in new spending over five years. ANA President Rebecca M. Patton, MSN, RN, CNOR, was among the invited guests on hand at the White House on Wednesday as the president signed the legislation.

“ANA commends President Obama for the swift action on behalf of the nation’s uninsured children. ANA has a history of advocacy on behalf of the nation’s uninsured, and under insured, and we are pleased to witness this legislation become law. The S-CHIP program serves a vital need, providing health care to one of the most vulnerable populations in our society,” remarked ANA President Rebecca M. Patton, MSN, RN, CNOR.

## National Nurses Week Facts

### Did you know...?

(Feel free to use the following information as you plan your events.)

There are nearly 2.9 million registered nurses in the United States. And, 2.4 million of them are actively employed.

**National Nurses Week** has a distinctive [history](#).

The American Nurses Association was founded in 1896

Isabel Adams Hampton Robb was the first president of the American Nurses Association

According to projections released in February 2004 from the **Bureau of Labor Statistics**, RNs top the list of the 10 occupations with the largest projected job growth in the years 2002-2012. Although RNs have listed among the top 10 growth occupations in the past, this is the first time in recent history that RNs have ranked first. These 10-year projections are widely used in career guidance, in planning education and training programs and in studying long-range employment trends. According to the BLS report, more than 2.9 million RNs will be employed in the year 2012, up 623,000 from the nearly 2.3 million RNs employed in 2002. However, the total job openings, which include both job growth and the net replacement of nurses, will be more than 1.1 million. This growth, coupled with current trends of nurses retiring or leaving the profession and fewer new nurses, could lead to a shortage of more than one million nurses by the end of this decade. (For details, see [www.bls.gov/emp/#outlook](http://www.bls.gov/emp/#outlook).)

The nation's registered nurse (RN) workforce is aging significantly and the number of full-time equivalent RNs per

capita is forecast to peak around the year 2007 and decline steadily thereafter, according to Peter Buerhaus of Vanderbilt University's nursing school. Buerhaus also predicted that the number of RNs would fall 20 percent below the demand by 2010. (*Journal of the American Medical Association*, June 14, 2000)

Schools of nursing were forced to reject more than 147,000 qualified applications to nursing programs at all levels in 2005—an increase of 18 percent over 2004, according to a report by the National League for Nursing (NLN). The NLN Blamed the problem in part on a continuing shortage of nursing educators. Meanwhile, nursing colleges and universities denied 32,617 qualified applicants in 2005, also resulting primarily from a shortage of nurse educators, according to survey data released by the American Association of Colleges of Nursing (AACN). The AACN survey also reveals that enrollment in entry-level baccalaureate nursing programs increased by 13.0 percent from 2004 to 2005. According to AACN, this is the fifth consecutive year of enrollment increases with 14.1, 16.6, 8.1 and 3.7 percent increases in 2004, 2003, 2002 and 2001, respectively. Prior to the five-year upswing, baccalaureate nursing programs experienced six years of declining enrollments from 1995 through 2000.

There are over 240,400 advanced practice nurses in the United States. Of these, approximately 144,200 are nurse practitioners, 69,000 are clinical nurse specialists, 14,600 are both nurse practitioners and clinical nurse specialists, 13,700 are nurse midwives, and 32,500 are nurse anesthetists.

The Congressional Nursing Caucus—a bi-partisan initiative, co-chaired by U.S. Reps. Lois Capps (D-CA) and Steven LaTourette (R-OH), with 56 congressional members—was formed in March 2003. The purpose of the caucus is to educate Congress on all aspects of the nursing profession and how nursing issues impact the delivery of safe, quality care. The caucus was formed after consultation between congressional leaders and ANA.

Research indicates that advanced practice registered nurses can provide 60 to 80 percent of primary care services as well as or better than physicians and at a lesser cost.

49 states and the District of Columbia allow advanced practice nurses to prescribe medications.

The January 5, 2000, edition of the *Journal of the American Medical Association* (JAMA) reported the results of a study which revealed patients fared just as well when treated by nurse practitioners as they did when treated by physicians.

The nation's nurses rank first for their honesty and integrity, with 82 percent of Americans rating them "high" or "very high," according to a 2005 Gallup Poll. Nurses have consistently rated first every year but one after being added to the list in 1999.

The American Nurses Association consists of 54 state and territorial associations, whose mission is to work with ANA's Associate Organizational Members (AOMs) and Organizational Affiliates for the improvement of health standards and availability of health care services for all people, foster high standards for nursing, stimulate and promote the professional development of registered nurses, and advance their economic and general welfare.

A study published in the January/February 2006 journal *Health Affairs* provides new evidence that if hospitals invest in appropriate Registered Nurse (RN) staffing, thousands of lives and millions of dollars could be saved each year. Specifically, the study shows that if hospitals increased RN staffing and hours of nursing care per patient, more than 6,700 patient deaths and four million days of care in hospitals could be avoided each year. In addition to the immense societal benefits of adequate nurse staffing, the anticipated financial benefits of savings per avoided patient death or hospitalization may also be significant. This study is important because it highlights the fact that people

suffer and die when nursing care is inadequate. It is the latest study in a growing body of evidence that clearly demonstrates that nurses make the critical, cost-effective difference in providing safe, high-quality patient care.

A study, published Sept. 23, 2003, in the *Journal of the American Medical Association* (JAMA) and conducted by Linda Aiken of the University of Pennsylvania, determined that the educational level of RNs working in hospitals has a significant impact on whether patients survive common surgeries. The study probed the impact not only of the numbers of RNs providing bedside care, but how the educational preparation of RNs impacts patient mortality. Among the study's most significant findings: that raising the percentage of RNs with bachelor's degrees from 20 percent to 60 percent would save four lives for every 1,000 patients undergoing common surgical procedures.

A study on the nursing shortage by Linda Aiken of the University of Pennsylvania School of Nursing found that an estimated 20,000 people die each year because they have checked into a hospital with overworked nurses. The study also found that Americans scheduled for routine surgeries run a 31 percent greater risk of dying if they are admitted to a hospital with a severe shortage of nurses. That's approximately one-fifth of the up to 98,000 deaths that occur each year as a result of medical errors. Nurses in the study cared for an average of four patients at a time, with the risk of death increasing by about 7 percent for each additional patient cared for over that baseline number. (Source: "Hospital Nurse Staffing and Patient Mortality, Nurse Burnout, and Job Dissatisfaction," study; *Journal of the American Medical Association*, Oct. 23-30, 2002.)

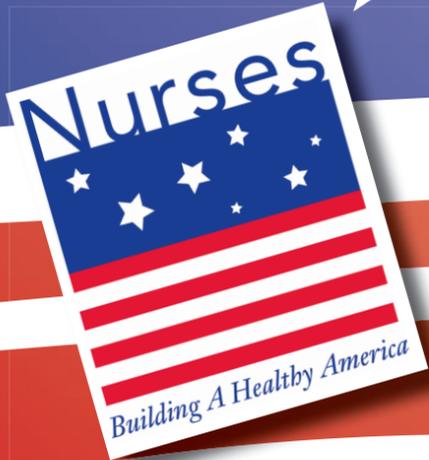
The link between adequate and appropriate nurse staffing and positive patient outcomes has been shown in several ANA publications and studies, including ANA's *Nurse Staffing and Patient Outcomes in Inpatient Hospital Settings*. This report, published in May 2000, found that shorter lengths of stay are strongly related to higher RN staffing per acuity-adjusted day and that patient morbidity indicators for preventable conditions are inversely related to RN skill mix.

A 2001 ANA Staffing Survey revealed that America's RNs feel that deteriorating working conditions have led to a decline in the quality of nursing care. Specifically, 75 percent of nurses surveyed felt the quality of nursing care at the facility in which they work has declined over the past two years, while 56 percent of nurses surveyed believe that the time they have available for patient care has decreased. In addition, over 40 percent said they would not feel comfortable having a family member or someone close to them be cared for in the facility in which they work, and over 54 percent would not recommend the profession to their children or their friends. These statistics reveal a disturbing trend.

America's registered nurses report that health and safety concerns play a major role in their decisions to remain in the profession, according to findings from a Health and Safety Survey released in 2001. In the survey, over 70 percent (70.5 percent) of nurses cited the acute and chronic effects of stress and overwork as one of their top three health and safety concerns. Yet nurses continue to be pushed harder—with more than two-thirds reporting that they work some type of unplanned overtime every month.

The American Nurses Credentialing Center Magnet Nursing Services Recognition Program offers guidelines designed to shift hospital administrators' focus from expensive, short-sighted recruitment efforts to meaningful retention strategies. Hospitals that have been designated as "magnets" have been found in studies to attract and retain professional nurses who experienced a high degree of professional and personal satisfaction through their practice. "Magnet" criteria can be used by nurses and administrators to assess their own facilities for improvements. For details regarding this program, see [www.nursecredentialing.org/magnet](http://www.nursecredentialing.org/magnet).

**Be sure to watch our website for updates  
on National Nurses Week activities.**



**[www.NebraskaNurses.org](http://www.NebraskaNurses.org)**



# Nebraska Nurses Association Membership Application

PO Box 82086, Lincoln, NE 68501-2086 • (877) 262-2550 • Fax: (402) 475-3961 • admin@nebraskanurses.org

Please type or print clearly. Please mail your completed application with payment to: NNA, PO Box 82086, Lincoln, NE 68501-2086 Date \_\_\_\_\_

\_\_\_\_\_  
Last Name/First Name/Middle Initial Home Phone Number

\_\_\_\_\_  
Credentials Home Fax Number Basic School of Nursing

\_\_\_\_\_  
Home Address Work Phone Number Graduation (Month/Year)

\_\_\_\_\_  
City/State/Zip Code + 4 Work Fax Number RN License Number/State

\_\_\_\_\_  
County Position

\_\_\_\_\_  
Email Address Employer

### Membership Dues Vary By District

**Membership Option**

- M-ANA/NNA/District Membership** *(chart below)*  
(Includes full membership to NNA and the American Nurses Association (ANA) for 12 months.)
- D-NNA/District Membership** *(chart below)*  
(**Full membership only.** Includes NNA membership benefits limited to state and district membership.)

**Membership Category**

- F-Full Membership**
  - Employed full-time
  - Employed part-time
- R-Reduced Membership**
  - Not employed
  - Full-time student (must be a RN)
  - New graduate from basic nursing education program, within six months of graduation (first membership year only)
  - 62 years of age or older and not earning more than Social Security allows
- S-Special Membership**
  - 62 years of age or over and not employed
  - Totally disabled

Select your NNA district from the map at right; choose the correct membership option chart below; and find the appropriate dues for the category you have selected above.

State nurses' association dues are not deductible as charitable contributions for tax purposes, but may be deductible as a business expense.

Under the Omnibus Budget Reconciliation Act of 1993, that portion of your membership dues used by Nebraska for lobbying expenses is not deductible as an ordinary and necessary business expense. NNA reasonably estimates that the non-deductible portion of dues for the 2007 tax year is 31%.

\_\_\_\_\_  
Sponsor name and member #

**Payment Plan** *(please check)*

- Full Annual Payment**
  - Membership Investment \_\_\_\_\_
  - ANA-PAC (Optional - \$20.05 suggested) \_\_\_\_\_
  - Total dues and contributions \_\_\_\_\_
  - Check (payable to ANA)
  - Visa
  - MasterCard
- Payroll Deduction**  
This payment plan is available only where there is an agreement between your employer and NNA to make such deduction.  
  
\_\_\_\_\_  
Payroll Deduction Signature\*

**Payment Plan** *(please check)*

- Epay (Monthly Electronic Payment)**  
This is to authorize monthly electronic payments to ANA. By signing on the line, I authorize NNA/ANA to withdraw 1/12 of my annual dues and any additional service fees from my account.
  - Checking** : Please enclose a check for the first month's payment; the account designated by the enclosed check will be drafted on or after the 15th of each month.
  - Credit card** : Please complete the credit card information and this credit card will be debited on or after the 1st day of each month.

\_\_\_\_\_  
Epay Authorization Signature\*

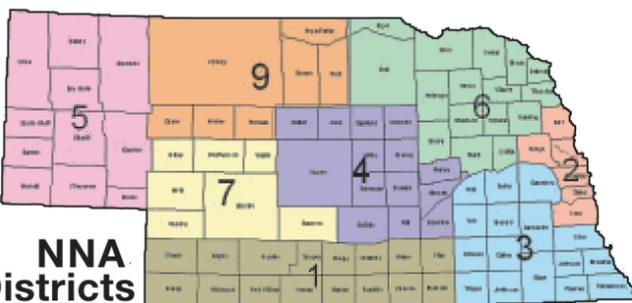
- Annual Credit Card Payment**  
This is to authorize annual credit card payments to ANA. By signing on the line, I authorize NNA/ANA to charge the credit card listed for the annual dues on the 1st day of the month when the annual renewal is due.

\_\_\_\_\_  
Annual Credit Card Authorization Signature\*

\*By signing the Epay or Annual Credit Card authorizations, you are authorizing ANA to change the amount by giving the above-signed thirty (30) days advance written notice. Above signed may cancel this authorization upon receipt by ANA of written notification of termination twenty (20) days prior to the deduction date designated above. Membership will continue unless this notification is received. ANA will charge a \$5 fee for any returned drafts of chargebacks.

**To be completed by NNA/ANA**

Employer code \_\_\_\_\_  
 State \_\_\_\_\_ District \_\_\_\_\_  
 Approved by \_\_\_\_\_ Date \_\_\_\_\_  
 Expiration Date \_\_\_\_\_ Amount Rec'd \_\_\_\_\_  
 Check # \_\_\_\_\_



**NNA Districts**

**Credit Card Information**

\_\_\_\_\_  
Bank Card Number and Expiration Date

\_\_\_\_\_  
Authorization Signature

\_\_\_\_\_  
Printed Name

Amount \$ \_\_\_\_\_

2009 ANA/NNA/District Option Membership Dues by District					2009 NNA/District Option Membership Dues by District		
District	Monthly epay* (\$)		Annual Dues (\$)		District	Monthly epay* (\$)	Annual Dues (\$)
	Full (MF)	Reduced (MR)	Full (MF)	Reduced (MR)		Full (DF)	Full (DF)
1	21.79	11.15	255.50	127.75	1	15.29	177.50
2	23.25	11.88	273.00	136.50	2	16.75	195.00
3	23.00	11.75	270.00	135.00	3	16.50	192.00
4	21.83	11.17	256.00	128.00	4	15.33	178.00
5	21.50	11.00	252.00	126.00	5	15.00	174.00
6	20.92	10.71	245.00	122.50	6	14.42	167.00
7	22.58	11.54	265.00	132.50	7	16.08	187.00
9	20.92	10.71	245.00	122.50	9	14.42	167.00