



Nebraska Nurse

Sent to all Nebraska Nurses courtesy of the Nebraska Nurses Association

Volume 42 • No. 2
June, July, August 2009



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Creating Healthy Work Environments

The Center for American Nurses and Nebraska Nurses Association: A Collaborative Approach

The Center for American Nurses has a rich history of substantial and innovative products to support healthy work environments and create a healthy workforce. Most recently, the Center has launched a Conflict Engagement Portfolio, Career Coaching Program, and monthly webinars addressing legal questions related to various aspects of nursing practice.

The incidence of lateral violence and bullying in the workplace is on the rise. Rude language and hostile behavior pose such serious threats to patient safety that the Joint Commission introduced new standards in January 2009 requiring healthcare organizations to address conflict in the workplace. The Center, a nationally recognized expert in the area of conflict management for nursing professionals, is offering a **Conflict Engagement Portfolio**. The Portfolio offers a range of services to assist individuals and healthcare facilities improve their conflict engagement skills, embrace conflict in a positive manner, and become conflict competent organizations.

Another exciting program recently launched by the Center for American Nurses is the **Coaching Program** focused on enhancing personal and professional satisfaction. This program connects registered nurses with professional coaches who can assist them in addressing their unique professional and career issues. Nurses evaluating career options, seeking help with leadership and communication skills or struggling with work / life balance can benefit from coaching. To learn more about this new opportunity log onto the Center's website to see the free tele-seminar schedule.

The Center offers a legal library of resources to guide nurses through the complex legal implications of nursing practice. Offering cutting-edge legal content created by expert nurse attorneys, the Center's **monthly webinars** help nurses navigate the legal aspects of electronic health record documentation, competence, conflict management, and a variety of other areas.

Members of the Center for American Nurses receive **NURSES FIRST**, the Center's new online journal and the first national publication devoted to workforce advocacy. The bimonthly journal offers original editorial content on topics such as workplace design, bullying in the workplace, and resilience in healthcare.

Center members also receive discounted registration to **LEAD (Leadership, Education, Advocacy and Development) Summit 2009**, the Center's annual conference which brings together staff nurses and nurse leaders to address the workforce challenges facing nurses today. The third annual LEAD Summit, being held June 11-13, 2009 at Disney's Contemporary Resort, Orlando, FL, offers an exclusive pre-conference workshop for nurses to develop conflict engagement skills.

A national professional nursing organization, the Center for American Nurses educates, equips, and empowers nurses to advocate for themselves, their profession, and their patients. The Center offers evidence-based solutions and powerful tools to navigate workplace challenges, optimize patient outcomes, and maximize career benefits. The **Nebraska Nurses Association** is a Constituent Member of the Center and as such you may be entitled to access Center unique resources. To learn more contact NNA Executive Director, Annette Harmon, at Executive@NebraskaNurses.org.

Additional information about the Center for American Nurses can be found at www.CenterForAmericanNurses.org

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Nursing's Voice Heard at the Health Reform Dialogue

The American Nurses Association (ANA) continues to work toward achieving meaningful health care reform through its participation with the Health Reform Dialogue group, a gathering of leaders from widely diverse national organizations that have pledged their mutual commitment to federal health care reform. Using the Health Reform Dialogue process, the group brought together stakeholders representing the health industry, providers, consumers, and business to build consensus on health care reform and to create political momentum among political leaders for passing significant health reform legislation.

ANA CEO Linda J. Stierle, MSN, RN, NEA-BC, served as the principal representative to the Health Reform Dialogue, and ANA was the only nursing organization at the table. The Health Reform Dialogue group reached accord on several key issues, such as expanding health coverage, focusing on prevention

and wellness, and increasing funds for developing the primary care workforce including education, loan forgiveness programs, and payment reforms.

ANA was instrumental in contributing language to the discussion that will result in gains for nurses and the patients we serve. ANA advocated for strengthening public safety-net programs that would increase coverage for all and for the inclusion of incentives that would allow all clinicians, not just physicians, to implement health IT. ANA was also instrumental in including the Institute of Medicine (IOM) language of primary care that is key to recognizing APRNs as primary care providers.

The Health Reform Dialogue is a noteworthy step in the health reform process. ANA is proud to have represented nurses in the endeavor and will continue to advocate for high-quality, affordable health care for all.

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Contacting the NNA Office

The NNA office and personnel stand ready to meet your needs! Please contact our office at anytime, Monday through Friday, at our established phone number of (402) 475-3859. Our fax number is new, however, and is (402) 643-2518. You may continue to email the Executive Director, Annette Belitz Harmon at

Executive@NebraskaNurses.org, or Administrative Assistant, Pam Anderson, at Admin@NebraskaNurses.org. Our website address remains the same at www.NebraskaNurses.org. Our mailing address is still P.O. Box 82086, Lincoln, NE 68501

We encourage you to visit the site and take advantage of all the information it holds.

President's Column

Cinda Zimmer, MSN, RN

Have you ever considered the monetary value of your vote? We recently had a national election and had a higher turnout of voters than in previous elections. But a monetary value for each vote... how would you compute such a number? Skypark is a privately owned and operated residential sky park located in Southern California. Prior to the election the group assigned a monetary value for each vote as follows:



Cinda Zimmer

- The GDP (gross domestic product): \$13.8413 trillion
- The number of citizens in the USA: 304.64 million
- Each vote is therefore "worth": \$45,436.00

This probably doesn't qualify for Evidence Based Research, but it is an intriguing concept regarding the

value of a vote. If you have ever run for any office, you know and understand the value of a vote. A vote constitutes support for your position. A vote is a validation of your ability to provide leadership in a particular role. A vote is: priceless.

With this in mind, please vote. August 1, 2009 the "polls" will open for Nebraska Nurses Association slate of candidates. Each candidate was willing to be nominated and provide us with the opportunity to cast a vote determining future leadership. Each of us is busy so we appreciate those individuals who said "yes" when asked to run. We can express our gratitude by casting our vote.

The process is simple. You can vote on-line at www.nebraskanurses.org or you can utilize a hard copy ballot, vote and submit it to the address provided. Either method offers each of us the privilege of choosing. Please vote for the candidate of your choice. Leadership profiles are offered for the candidates in this issue and provide information to help determine your choice. Voting is a privilege and only members of NNA have the prerogative of determining the governing body of our organization.

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) 643-2518

You can leave a message at any time!

Email: Executive@NebraskaNurses.org

Web site: 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 Arthur L. Davis Publishing Agency, Inc., at (800) 626-4081 or e-mail at sales@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.

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. Submissions should be prepared on white paper and double-spaced.

Executive Director's Column

Summer Greetings!

by **Annette Harmon**

As I write this, we are enjoying great pre-summer weather; and have just celebrated Nurses' Week and the theme "Nurses: Building a Healthy America." NNA's President, Cinda Zimmer, and I spent countless miles traveling around the state to celebrate nurses and nursing with each of our Districts. We enjoyed the various award presentations and programs; but mostly really benefitted from speaking to nurses from around the state. It's always a great opportunity for us to get a pulse of nursing in the state and communicate about NNA and ANA.



Annette Harmon

Incidentally, our spring traveling also included attending an ANA Constituent Assembly in Silver Spring, MD, May 2-4. This gave us a broader picture of the "state of nursing" as we met with the Presidents and Executive Directors from other state nurses' associations, as well as with ANA's Board of Directors and staff. We also celebrated the retirement of ANA CEO Linda J. Stierle. Linda has Nebraska roots; and I always felt as if we had "one of our own" in a very high-profile level of nursing leadership. Linda leaves behind a great legacy for ANA and nursing; and promises to continue to serve the profession with various short-term projects. I expect we will see her again, possibly even in the state of Nebraska, working on behalf of nurses.

Named as Stierle's replacement is Dr. Marla Weston (see announcement in this newsletter). Cinda and I had the opportunity to meet Dr. Weston during the ANA Constituent Assembly; and to learn a little bit more about her. As a former state CMA Executive Director (among other things), Weston brings a significant understanding of ANA and its' national leadership role for nurses. Personally, I think she will bring a fresh and interesting perspective to the CEO position at ANA; and I look forward to working with her to further our state and national interests.

Back on the state level, it is my pleasure to introduce NNA's new Administrative Assistant, Pam Anderson. Pam started working with NNA members the first of March 2009 and is rapidly learning about our organization. A Lincoln native, Pam brings over 25 years office experience to this administrative assistant position, including work at Lincoln Public Schools, Tabitha Health Care Services and Saint Elizabeth Regional Medical Center. You will have the opportunity to meet her in person at our annual convention in October, if not before. I know you will find her to be an invaluable member of our team, just as I do.



Pam Anderson

Pam's email address is admin@NebraskaNurses.org.

I hope you will take the messages shared at the various Nurses' Week celebrations into the summer and fall with you; and continue to celebrate that nurses are, indeed, building a healthy America.

New NNA Members: August 2008 through February 2009

2009 NNA Calendar

District 2
Stephanie Adams Marsha Allen Kelly Casey Theresa Conway Yvonne Cotton Sue Gaster Haley Greve Jeanette Herbert Candy Kaiser Traci McCoy Kurt Neiman JoAnn Nelson Heidi Regan Michael Rice

Ginger Rogers Joyce Sasse Brenda Smidt Kristine Spanheimer Jane Stotts Sarah Thompson Greg Vollmer
District 3
Amber Bailey Sara Becker Beth Brey Theresa Dumont Maria Johnson Erin Karner

Michelle Kilgore-Munson Tonya Maloy Kathleen Riley Christa Ruth Kamille Skrdla Krystal Todd Sarah Vieth Gary Williams
District 4
Jessica Greni Cheryl Hawkins David Meyer

District 5
Jane Brown Connie Morrill
District 6
Melissa Begeman Nancy Freemont Lavonne Reineke
District 7
Brianna Lampe

AAA Membership— Special Discounts for Nebraska Nurses Association Members

Through an exclusive partnership with AAA, Nebraska Nurses Association members can now take advantage of a 15% special savings on AAA membership dues. The AAA membership serves as a passport to dozens of helpful benefits, services and discounts including roadside assistance, travel, auto touring, insurance and more. The value of the numerous benefits of AAA membership is tremendous. For over a century, AAA has been a trusted, nationally recognized organization with a reputation among the motoring public for integrity and quality service. To find out more about extending this exclusive benefit to members, contact Carolyn Groth @ (402) 441-4500 ext. 491 or cjgroth@aaane.com.

May	
2-4	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 <i>Nebraska Nurse</i> is in your mailbox
13	Center for American Nurses Membership Meeting, Washington, DC
15	Convention Speaker bios and objectives due
30	NNA Book of Reports submissions due to NNA office
July	
1	Convention Reference Proposal Deadline
3	4 th of July Celebration, NNA office closed
13	<i>Nebraska Nurse</i> : Articles due to NNA state office
15	Poster Presentation Abstracts for Convention deadline
TBA	Budget and Finance Committee mid year review
August	
1	Provider renewals due to NNA
1	Convention All Member Mail / 60 day Call to House / Call for Award Nominees
15	NNA Convention Awards nomination deadline
September	
1	The <i>Nebraska Nurse</i> is in your mailbox
4	Ballot postmark Return Deadline
7	Labor Day—NNA office closed
9	NNA Convention hotel sleeping room reservation discount deadline
15	NNA scholarship (sponsored by Arthur. L. Davis Publishing Agency, Inc.) application postmark deadline
21	Names of district delegates due to NNA
15	NNA convention pre-registration deadline
TBA	ANA/CMA Lobbyist Meeting, Washington, DC
TBA	CE Approval Committee meets
October	
7-9	NNA's Convention—Holiday Inn Convention Center, Kearney, NE
13	<i>Nebraska Nurse</i> : Articles due to NNA state office

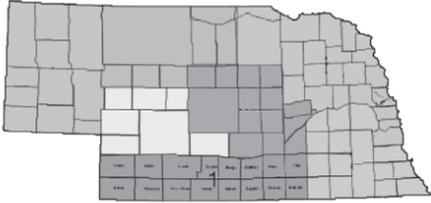
Around the Districts



DISTRICT 1

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

Coleen Dygert, RNC, BSN



District 1 had 23 members and guests in attendance at our Nurses' Week celebration. Creighton School of Nursing, Hastings campus senior students presented posters. Research presentations were given by Suzanne VanBoening and Donna Montemayor. Awards were given to Marilee Aufdenkamp, Outstanding Nurse Educator Award and to Donna Montemayor, Nurse of the Year Award.

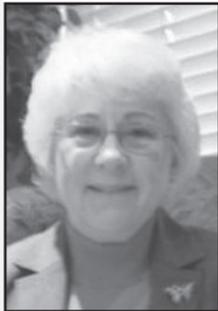


Marilee Aufdenkamp (left) accepts her award for District 1 Outstanding Nurse Educator from President, Coleen Dygert.

Donna Montemayor (left) accepts her Nurse of the Year award from NNA District 1 President, Coleen Dygert.

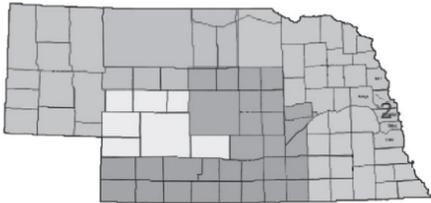


DISTRICT 2



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

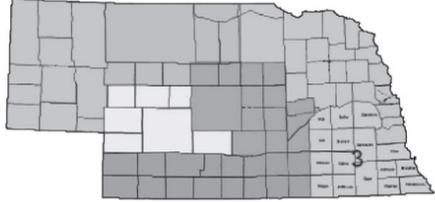
Bonnie Kokes, BSN




There were 26 award recipients and 125 attendees at the annual Breakfast. Congratulations to the recipients of the "Positive Image of Nursing Award": Karen Wiley, Deb Bender, Connie Blietz, Diane Swistak, Mary Hogel, Deena Strasser, Dorothy Robbins, Marsha Cravens, Ruth Freed, Mary Peterson, Nancy Nielsen, Nancy Pares, Patsy Wallace, Andrea Manzer, Rosalee Christiansen, Dorothy Laabs, Barbara Birkholt, Julie Robinson, Melissa Klutts, Luke Tipler, Derek Greenwald. Recipients not pictured: Carolyn Eby, Jenny Elbert, and Kris Mallet. Honors were given in memory of Karla Anderson and Charlene Kelly.

DISTRICT 3

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



District 3 hosted the annual Celebrate Nursing dinner and program April 29 at BryanLGH East. The evening started with the Sigma Theta Tau, Nu Rho and Gamma Pi At Large Chapters-sponsored Poster Presentation. Attendees saw a variety of research topics including sepsis identification and intervention, perceptions of older adults related to physical activity and exercise, ventilator-associated pneumonia, and several other topics. Concurrently, attendees networked and bid on District 3's scholarship fundraiser, gift baskets. The proceeds from this fundraiser enable District 3 to award both Graduate and Undergraduate Scholarships during our Fall Dinner Meeting. Thanks to all who opened their checkbooks to benefit your colleagues.

We enjoyed excellent attendance and another wonderful meal from BryanLGH catering service. Special guests were Cinda Zimmer, NNA President; Annette Belitz Harmon, Executive Director of NNA; Pamela Anderson, Assistant to the Executive Director; and Legislative Senator Kathy Campbell of District 25. The other Senators representing District 3 sent greetings to recognize Nurses Week. Lincoln City Councilman Dan Marvin presented the Proclamation of Nurses Day by Mayor Chris Beutler to President Sue Dolsky. Nurse of the Day Awards were given to Bret Bare, Janice Ott, Jolene Pike, Laura Tobin, and Mei Huey "Su" Wang.

Theresa Delahoyde, MSN, RN presented "Teaching and Learning Across Generations." It is fascinating to know there are four generations of nurses practicing at this time in our history, and Ms Delahoyde gave us tools to understand and promote communication for all of us.

Thanks to all who planned, presented, promoted and otherwise contributed to another successful "Celebration."



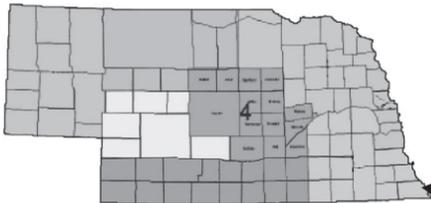
2009 Nurse of the Day Award Winners: Janice Ott, Jolene Pike, Bret Bare, Laura Tobin, and Mei Huey "Su" Wang



DISTRICT 4

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

Judy Billings, PhD, RN



District 4 members met in February at Kearney. Members discussed current issues including management issues NNA is having as we await a contract with an association management company. A new District 4 Yearbook has been published and distributed to District 4 members.

For the second year the April meeting of District 4, a celebration of Nurses' Day; was held in St. Paul, NE. Cinda Zimmerman NNA President attended the meeting to help District 4 members celebrate Nurses' Day. Cinda also provided an update on NNA and ANA, including ANA's current agenda for health care reform. District 4 members also shared their concerns about current nursing issues. Each nurse received a flower to honor her/his dedication to nursing. As a thank you to district members, the District

purchased several Nurses' Day items that were given to members, through a random drawing. Congratulations to all nurses.

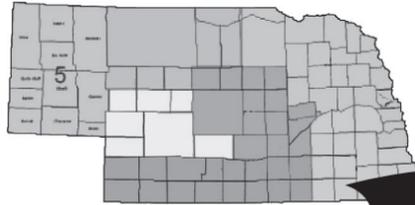
Nurses' Billboards—Again in 2009, District 4 members are continuing their unique celebration of Nurses' Week by putting up billboards. To conserve finances, this year's billboards will be electronic billboards in Kearney. In 2010 District 4 will put up billboards in Grand Island.

September meeting of District 4 will be in Broken Bow on September 17th. Dinner will be at 6:30 pm with the meeting beginning at 7:00 pm. Items on the program will include a discussion of issues related to the NNA October Convention, including plans for District 4 to host the 2009 Convention.

Around the Districts

DISTRICT 5

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



National Nurses Week begins each year on May 6th and ends on May 12th, Florence Nightingale's birthday. Celebration during this week has been supported and promoted by the American Nurses Association (ANA) since 1896. Each state and region celebrates nurses' week to promote and recognize the work of nurses throughout the country. For **District V**, this year's celebration was held on May 4th, 2009 at the UNMC College of Nursing, and was dedicated to the veterans who have and are currently serving our nation. The celebratory event was opened by Mayor Randy Meininger, who signed the proclamation for National Nurses Week. Cathy Vasko, RN, BSN, provided entertainment through her humorous presentation entitled "Humor and Health in the Workplace". Cathy has been a registered nurse for 13 years, and capitalized on her life and nursing experiences during her presentation to draw our attention to the significance of loving our life's work, and celebrating our importance of caring for others.

Other highlights of the event included "My Favorite Nurse of the Year Award" which was awarded to Gloria De Lara, an L.P.N. who works on the Orthopedic Floor at Regional West Medical Center. Gloria is a very conscientious nurse and not only cares for the patient but the family. Her nomination was received from a patient that recognized what a caring and dedicated nurse she is. Shelly

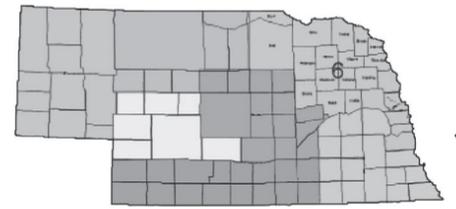
Hall was also received recognition for her work as a nurse. She has spent most of her career as an L.P.N. working with children. She is a previous employee of Regional West Medical Center and currently works in the Regional West Physicians Clinic of Pediatrics. Her nomination was received from the mother of a pediatric patient that has been cared for by Shelly for a long period of time. Each visit is like a homecoming with Shelly working with the patient and family and treating them as her own. Finally, the UNMC College of Nursing Student of the Year Award was presented to TiAnn Allison. TiAnn will be graduating from the baccalaureate program in nursing in December, 2009. She provides excellent care to her patients, and is also very involved in the student nurses organization on the regional, state and national level. Three nurses who passed away during the past year, Estella Hittner, Susan Tjaden, and Patti Wysocki, were also recognized during this celebration.



Barb Lundgren presenting Gloria DeLara with the Favorite Nurse of the Year Award at District V Nurses Week Celebration.

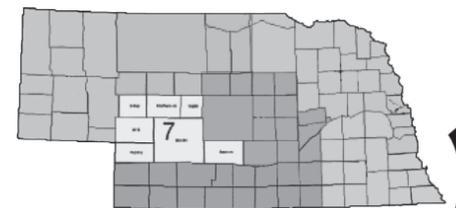
DISTRICT 6

President: Pam List, MSN, APRN
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DISTRICT 7

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



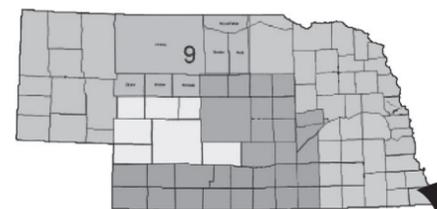
District VII met in February at GPRMC with four members present. The decision was made to allow our treasury to be handled at the state level due to the problem of needing to be incorporated. We also discussed the luncheon for students in April. Our state President, Cinda Zimmer, and Executive Director, Annette Harmon, will be the speakers. A report on the AMC and the convention Program were presented; and the rest of meeting dates for the year were announced.

DISTRICT 9



Betsy Raymer, RN

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



District 9 held their nurses appreciation luncheon on May 7th at Rock County Hospital in Bassett. Eighteen people shared a delicious meal and Melissa Dearmont gave a talk on the change in licensure of Mental Health Counselors. We really appreciated Cinda and Annette for taking the time to come up and see us!!!



Photo: NNA President, Cinda Zimmer (left), and NNA Executive Director, Annette Harmon, listen to nurses speak at the District 9 event.

American Nurses Association



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.

“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.

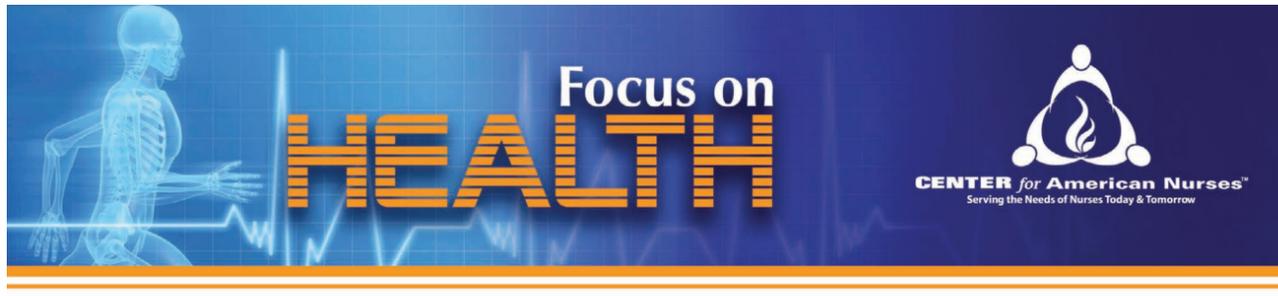
Weston held the position of executive director at the Arizona Nurses Association, a constituent member association of ANA located in Tempe, Arizona. For over four years, she led the statewide professional association for registered nurses, with duties that included managing and coordinating staff and 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.

The ANA is the only full-service professional organization representing the interests of the nation’s 2.9 million registered nurses through its 51 constituent member nurses associations, its 23 organizational affiliates, and its workforce advocacy affiliate, the Center for American Nurses. The ANA advances the nursing profession by fostering high standards of nursing practice, promoting the rights of nurses in the workplace, projecting a positive and realistic view of nursing, and by lobbying the Congress and regulatory agencies on health care issues affecting nurses and the public.

NNA Focuses on Workforce Advocacy



First Things First

by Donna Cardillo, RN, MA

A lot has changed in nursing and health care over the last few decades.

Resources are diminished, patient acuity is up, and everyone is expected to do more with less. Nursing has never been an easy profession, but it seems to be pushing our limits these days. Nurses are caregivers by nature and by profession. That means we traditionally take care of everyone else first and have little time and energy left for ourselves. The result is stress, illness, short tempers, loss of focus and perspective, and poor judgment. When your system is taxed, things start to go wrong on some level.

While it's impossible to avoid stress, using these essential elements of self-care can combat its effects:

Find respite in your day

To be effective and efficient, "disengage" from work, even for short periods of time. That's the recommendation from Jim Loehr and Tony Schwartz, the authors of *The Power of Full Engagement*, for people in fast-paced, high-stress situations. They claim that when you work nonstop for extended periods, you start to become less effective and more prone to mistakes. Yet, many nurses regularly skip breaks, including meals. No matter where you work

or what you do, it's imperative to take periodic breaks for recovery and renewal, even if it's only for five minutes at a time. Consider stepping outdoors, sitting in a chapel or meditation room, or finding another quiet spot where you can shift your thoughts to other matters. Disengaging for even a few moments is the pause that refreshes.

Reconnect with yourself

Many of us have gotten so caught up in a cycle of "doing"—working at a constantly frantic pace in everyday life—that we've lost our sense of self. I often ask nurses what they enjoy doing. Some cannot answer the question because it's been so long since they did anything for fun. Some nurses tell me they don't know what to do for fun when they have free time because they're so unaccustomed to it. Journaling, creating self-portrait collages (cutting out words, images, and symbols from magazines that you identify with), and listening to music from your youth can help you regain a sense of self. Artistic pursuits, hobbies, and time spent communing with nature can also help. You must nurture and develop all parts of yourself. You've got to create a full, satisfying life outside of work to balance the demands of your profession.

Get physical

The concept of humans as psychosomatic entities dates back to the time of Aristotle. The mind and body interact in a direct and complex way. Exercise lowers stress,

improves health, keeps weight under control, improves mood, and energizes the mind. Nurses are aware of this, but they often ignore it in relation to themselves. Don't confuse being busy all day with exercise. These are two different things. Joining a health club or fitness center works for some people. Not only do these places provide a forum for physical activity—they offer opportunities for socializing and a haven from the workaday world. For others, getting into a walking routine is beneficial. Aside from the exercise value, walking allows you some time with your thoughts if you walk alone or time for sharing and venting if you walk with a buddy. Dancing, cycling, and swimming are great, too.

Use relaxation techniques

When you regularly expend physical and emotional energy, you have to refill the well, or it will run dry. Meditation, deep breathing, and stretching refresh and rejuvenate, and they can be done virtually anywhere. Lots of good books have been written on all three subjects to teach you proper technique. Even a few minutes here and there can make a world of difference. Massage, Reiki, and acupressure are not luxuries; they are necessities for nurses. They ease tension and tight muscles and realign body energy. Many health care facilities now have massage therapists and Reiki practitioners on staff to take care of employees. If you've never had a massage, you don't know what you're missing. Ask for gift certificates to salons and spas for birthdays and holidays, or treat yourself. Relaxation is routine maintenance for the body, mind, and spirit. Take care of yourself first, and you'll have more energy, focus, stamina, and enthusiasm to take care of every-thing and everyone else.

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Donna Cardillo, RN, MA is the Career Guru for Nurses. She is a keynote speaker, Dear Donna columnist for the Gannett Healthcare Group, and author of *Your 1st Year as a Nurse* and *The ULTIMATE Career Guide for Nurses*. www.dcardillo.com

After Treatment, After Care

Recovery can be a new concept to recovering professionals, their families and their colleagues. Sometimes there are misconceptions and fears accompanied by unreasonable expectations of the involved parties. It is important to have patience with recovering individuals and to become familiar with the recovery process in order to be able to give them positive support.

One very important aspect of an ongoing recovery after primary treatment is aftercare, also known as continuing care. Each professional in treatment develops his/her own aftercare plan prior to discharge to ensure a successful recovery. One important component of this plan is weekly in-person attendance at a professionally facilitated aftercare group. Weekly attendance at a professionally facilitated aftercare group provides the recovering professional an opportunity to continue to address primary recovery issues, especially those unique to health service professionals. Weekly attendance also requires personal accountability to the group leader and group members for sobriety and recovery.

Many studies have substantiated the importance of weekly aftercare meetings to success with long-term recovery. Aftercare groups are now available online but in-person programs are recommended by the Nebraska Licensee Assistance Program (NE LAP) for health service professionals who need to have the highest level of accountability for their successful recovery.

Ongoing aftercare group attendance can be a measure of the strength of the professional's commitment to recovery. The NE LAP recommends aftercare for a minimum of six months if treatment was an intensive outpatient program and for one year if it was a residential or inpatient program. History has shown that if attendance at (commitment to) weekly aftercare declines, the commitment to recovery declines and the risk for relapse increases.

An established aftercare plan for a health service professional also usually includes regular attendance at AA or NA self-help meetings, counseling and a healthcare professionals 12-Step support group. It is important that the aftercare plan for a health service professional takes into account the unique issues related to public safety, practice demands and personal recovery needs. A well developed aftercare plan provides a clear outline of expected recovery activities and allows for the monitoring for a successful recovery process. Ongoing monitoring of aftercare progress can help the health service professional stay on track with their recovery and ensure a safe and successful practice for the individual, their colleagues and the public.

If you have further questions about the Nebraska Licensee Assistance Program, or feel that you may benefit from assistance from the NE LAP, please contact the NE LAP Coordinator, Judi Leibrock or NE LAP Counselor Tricia Veech, at (800) 851-2336 or (402) 354-8055.

NNA Focuses on Workforce Advocacy



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Learning the Skills of Conflict Engagement

by Diane E. Scott, RN, MSN

Conflict is inevitable in every workplace and may take on many forms. From verbal disagreements between coworkers to the more subtle forms of conflict such as gossip or “eating our young”, everyone will experience conflict throughout their working careers. In healthcare, poorly addressed conflict can be particularly dangerous because the stakes for patient safety and the well being of the people who care for them are incredibly high.

Understanding the link between poorly addressed conflict and the effect of patient safety, The Joint Commission in January 2009 updated their leadership standards to specifically address conflict within healthcare settings. The updated leadership standards require, in part, that organization leaders implement a process for conflict management and that those implementing such processes be skilled in conflict management.

The Avoidance verses Engagement

Developing a strategy to address conflict, although now mandated, maybe unfamiliar territory for many in healthcare. Despite conflict's daily presence, most people tend to use avoidance as a strategy when dealing with conflict between their peers, managers or physicians. This happens, in part, because of past experiences when conflict did not lead to a specific resolution.

An engagement approach to conflict enlists participants to have constructive conversations that look at the process issues without the goal of resolving any particular conflict. The healthiest work environments encourage these critical conversations that promote dialogues between people and departments. Having the skills to start these dialogues is fundamental in changing a culture from avoidance to engagement.

Learning Conflict Engagement Skills

The good news is that engaging in conflict is a skill that can be learned, practiced and applied to every work setting. It is similar to clinical skills learned in a nursing school setting. For example, when student nurses are learning how to insert an intravenous catheter, they initially learn the theory and the anatomy prior to practicing on a simulated model. Successfully inserting the catheters in real patients happens after the students have gained the initial competencies and practice their new skills. As any seasoned nurse can relate, the more intravenous catheters a nurse inserts, the better they become as it takes practice to become an expert.

Learning conflict engagement skills is a similar process. First, you need the knowledge, then the practice to gain competency and, finally, the coaching during real world scenarios to become skillful at conflict engagement.

To assist healthcare providers with these vital steps for substantive learning of conflict skills, the Center for American Nurses has developed the Conflict Engagement

Portfolio. As a national organization renowned for educating and empowering nurses to advocate for themselves, their profession and their patients, the Center's program combines knowledge, competency and coaching for healthcare professionals that will result in healthier and safer work environments.

The Conflict Engagement Portfolio

The Center's Conflict Engagement Portfolio is designed for every health-care professional regardless of their background or their current position. Individuals and healthcare organizations may participate in this program that is now being recognized as a significant tool and strategy to creating healthier work environments. There are three parts to the Conflict Portfolio:

- Part One: The Online Education Module
- Part Two: Skills Based Training for Health Care Professionals
- Part Three: Coaching: Learning to Integrate Conflict Engagement Skills

Part One: The Online Education Module

The Online Education Module is designed to give healthcare providers an overview of the knowledge of conflict. Through the use of case studies and reflective exercises, participants will learn about the nature of conflict, how to assess conflict as well as positive conflict behaviors. This CEU module is assessable through the internet and can be used by individuals or groups and can be used as a stand alone offering or the first part of the Center's Conflict Portfolio offerings.

Part Two: Skills Based Training for Health care Professions

This second part of the Conflict Portfolio provides an opportunity to gain competency with conflict engagement. Offered to organizations of all sizes, this on-site training program's curriculum is based on successful training techniques provided to over 5000 healthcare professionals for over a decade. The training emphasizes the integration of knowledge, skills-practice, simulation and coaching to optimally transfer skills to the professional practice environment.

To measure the effectiveness of the training, this program offers a pre and post assessment to determine the perceived changes in knowledge and skills of the participants.

Part Three: Coaching: Learning to Integrate Conflict Engagement Skills

The third part of the Conflict Portfolio helps those who participated in the Skills Based Training to refine their new skills by examining areas of current conflict within their personal work settings. Through one-on-one or small group coaching sessions, participants will be coached as they integrate their knowledge and new competencies into their own professional practice while discussing their

real world conflict scenarios that they have encountered within their own unique work settings. They will gain valuable feedback on their approaches and learn alternative techniques to improve their conflict engagement skills.

Knowledge + Competency + Coaching = Healthy Work Environments

Developing conflict engagement skills requires practice. It also requires a shift away from an avoidance mindset and moving towards the development of a positive attitude towards the benefits of engaging in critical conversations. With programs that emphasize knowledge, competency and coaching, healthcare providers can improve their ability to deal with conflict improve their ability to deal with conflict in both their professional and personal lives.

To Learn More

For more information on the Center for American Nurses Conflict Portfolio, please contact Diane Scott, RN, MSN, Program Director, Center for American Nurses at 1.800.685.4076 or by email at diane.scott@centerforamericannurses.org.

For other resources on conflict, please visit the Center's website at www.centerforamericannurses.org.

Convention 2009

Call for Poster Presentations

NNA Annual Convention
 “Nurses: Building A Healthy America”

October 8, 2009–6:00 to 7:00 p.m.
 Holiday Inn, Kearney, Nebraska

Abstracts are being solicited for the poster session describing initiatives and creative strategies that address challenges and issues in nursing. A broad range of topics will be accepted.

Abstract Submission Deadline: July 15, 2009

- Limit to one page typed. Include in outline format: title, purpose/objectives, summary and implications for nursing practice in the future.
- Include a cover sheet that lists the following: title of abstract, author(s) name(s), credentials, position/agency, address, email address and home and work telephone numbers. Indicate the primary contact person and his/her email address. Abstracts will be blind reviewed.
- Written notification will be sent the week of August 5, 2009.
- Submit abstracts to (or for more information contact): Annette Belitz Harmon, Executive Director, Nebraska Nurses Association, P.O. Box 82086, Lincoln, NE 68501 Phone: (402) 475-3859; Email: Executive@NebraskaNurses.org
 OR online at www.NebraskaNurses.org under the “Education” tab!

CALL FOR REFERENCE PROPOSALS

Reference Proposals suggest the Nebraska Nurses Association’s actions in regards to certain issues or ideas. They are presented to and voted upon the NNA’s House of Delegates during the Annual Convention.

Definition: Proposals are documents presented to the House of Delegates, which describe positions of the Association or propose the need for action to be taken.

What they do: Approved proposals guide and direct what NNA is to do during a given time period.

Why proposals are important: It’s a way for members to assure that the association will focus on matters that

concern them.

When: The NNA Reference Committee is encouraging the submission of proposals to be considered for presentation to the 2009 House of Delegates.

Deadline: July 1, 2009, for all but emergency proposals. This allows the committee sufficient time to review the proposal and complete its charge of accepting, editing, consolidating, referring or rejection. It also will permit the committee sufficient time to consult with the submitter and/or with other relevant groups, should there be a need. Emergency proposals are accepted after the deadline date and up to 5:00 p.m. on October 7, 2009.

Who can submit a proposal? Individual NNA members, district nurses associations, NNA structural units and the NNA Board of Directors may initiate proposals. When several groups are concerned about the same issue, collaboration is appropriate and valuable. The committee is available to assist any member or group in drafting proposals and urges that its help be solicited if there are any questions.

How can I find out more? A sample proposal that demonstrates the correct proposal format is available by contacting the NNA office, and is also posted on the NNA web site at: www.NebraskaNurses.org.

How can I improve the chances my proposal will be accepted? Applicants should make every effort to fit the proposal into the long-term goals of NNA and suggest specific activities to accomplish their intent. However, the Board of Directors is responsible for determining plans for final action.

What happens to the proposal? During Convention, October 8-9, the Reference Committee will sponsor hearings on the proposals to provide information on issues and to provide an opportunity for clarification, discussions and perfection of the proposal prior to action by the House of Delegates. Delegates should plan to attend these hearings and work with the committee in order to move the actions of the House forward during its scheduled sessions.

Remember... the deadline for submitting proposals is JULY 1, 2009.

2009 NNA Convention

It’s time to look ahead to NNA’s annual convention and complete several activities. First, mark your calendars for October 7-9 and plan on being in Kearney with us at the Holiday Inn Convention Center. Next, plan on submitting nominations for awards, reference proposals and poster presentation ideas by the requisite deadlines. You’ll find information on all these activities within this issue.

NNA Awards

General Guidelines

The nominee must be an NNA member. A colleague having personal knowledge of the nominee’s abilities and contributions that reflect the focus of the specific award should write the letter of nomination. Additional letters of support are encouraged. Please include the nominees’ credentials in the letters of nomination. A CV of the nominee is helpful but not required. Each district is expected to nominate someone for each award category. Districts are limited to one nominee per category. There needs to be a minimum of five (5) nominees in a category in order for the award to be given. Selections will be made by the Convention Awards Committee. **Deadline for submitting nominations is August 15, 2009.**

NNA Nurse of the Year Award

The focus of this award is on outstanding achievement in nursing over a one-year period. The nominee must be directly involved in nursing through clinical practice, education, administration or research and have made a positive impact on the quality of nursing care or the nursing profession.

NNA Outstanding Achievement in Nursing Award

The focus of this award is on achievement in nursing over a cumulative number of years. There must be evidence of distinguished contribution to nursing at the local, state, or national level.

NNA Distinguished Service Award

The focus of this award is on the nominee’s service to the NNA at the district or state level.

NNA Outstanding New Nurse Award

The focus of this award is outstanding achievement in nursing by an RN practicing for five years or less since graduation from a basic nursing program.

NNA Outstanding Staff Nurse Award

The focus of this award is on achievement in nursing by a nurse providing direct patient care. The nominee is recognized for nursing expertise provided in a caring, professional manner.

NNA Outstanding Nurse Educator Award

The focus of this award is on achievement by a nurse whose primary role is as an educator. The nominee must be directly involved in patient education, nursing education, continuing education or staff development. The award recognizes innovation and expertise in the educator role.

Remember... the deadline for submitting award nominations is AUGUST 15, 2009. You may submit your nominations via mail or online at www.NebraskaNurses.org.

Convention 2009

2009 Nominees for Officers

The 2009 Nominating Committee is proposing the following slate of candidates for the officer positions of President-Elect and Secretary:

President-Elect

Winnie Dolph, MSN, BSN, RN
Torri Merten, MSN, RN
Betsy Raymer, RN

Secretary

Kathy Corbett, RN

Each nominee has completed a "Leadership Profile" in order to have their name on the ballot, and has indicated a level of commitment to the organization. Their Profile and Goals for the position are printed below. This year balloting will be available electronically via the NNA web site. You will need your NNA member username and password to vote. Detailed instructions will be mailed to each member in early August along with the "Call to Convention."

There are also a number of other positions that will be on the ballot and for which we are seeking nominees. If you are interested, please complete the Leadership Profile found on NNA's website (under the

"Membership" tab) no later than June 15. All nominees will then be listed on the NNA website with information on electronic voting.

Open positions are:

Commission on Advocacy and Representation

Congressional District 1: (one to be elected)
Congressional District 2: (one to be elected)
Congressional District 3: (one to be elected)

Commission on Nursing Practice and Professional Development

Congressional District 1: (one to be elected)
Congressional District 2: (one to be elected)
Congressional District 3: (one to be elected)

Nominations Committee (one elected from each NNA District)

ANA Delegate (six to be elected)

The 2009 Nominating Committee consisted of: Kathy Corbett, Chair (representing District 3); vacant (District 1); Michael Van Ruler (District 2); June Collison (District 4); Barb Lundgren (District 5); Mavis Hatcliff (District 6); Kay Olmsted (District 7); and Diana Syfie (District 9).

Name of Candidate: Betsy Raymer, RN BSN

NNA District Membership: 09

Work Experience: Niobrara Valley Hospital, Lynch, NE Nursing Supervisor 2007–present; in charge of Acute Care, E.R., Swing Bed and Custodial Care, patient care, utilization review Genoa Medical Facilities Genoa, NE Nursing Supervisor 2002 to 2007; in charge of Acute care, E.R., Swing Bed and Custodial Care, patient care, trauma designation committee member, wound care committee member Shenandoah Medical Facilities Shenandoah, IA Interim Chief Nursing Officer; 2002; Oversee all nursing in 44 bed medical surgical unit (E.R., Home Health/Hospice, Surgery, O.B., ICU, Geriatric/Pysch, Cardiac Pulmonary Rehab Occupational Health). Instigated a Nurse Executive Council, served on Infection Control, Safety and Finance committees. Updated education competencies for nursing and helped plan out mandatory in-services, did budget for nursing areas (time allocations, departmental expenses, capital allocations). O'Neill Healthcare O'Neill, NE Assistant Director of Nursing 2002; Nursing schedule, safety coordinator, fire drills, infection control coordinator, employee health, resident injury committee member also worked as staff nurse when needed. Community Memorial Hospital Burke, SD Director of Patient Care 2000–2001; Oversee Lab/X-ray, Clinic, Home Health, Hospice, Swing Bed, Custodial Care, Acute Care, E.R., Nursing schedule, safety coordinator, infection control coordinator, JCAHO compliance member, OSHA coordinator, risk management coordinator, Developed policy and procedures to be JCAHO compliant, helped plan mandatory in-services for all staff and developed competencies for nursing Northeast Community College O'Neill, NE Nursing Instructor 1997–2004; PRN status at college—Prepare and teach Practical nursing students clinical and also taught a home health aide college course over satellite.

Education: Mount Marty College Yankton, SD Bachelors Degree in Science—Nursing 1996; Northeast Community College Norfolk, NE Degree Practical Nursing 1992; Northeast Community College Norfolk, NE Diploma Accounting 1978.

Professional Memberships/Organizational

Experience: NNA District 9 President, Nebraska (and American) Nurses Association member; outstanding Staff Nurse Award 2008; Sigma Theta Tau (Nursing Honor Society); Multi State licensed Registered Nurse A.C.L.S.; certified (Advanced Cardiac Life Support) B.L.S.; certified (Basic Life Support) B.D.L.S.; certified (Basic Disaster life Support); Empire Who's Who for Professionals Non Nursing Memberships. American Angus Association member, Nebraska Snowmobile Association member and on scholarship committee LWML member.

Goals for leadership role: My goals would be to make RN's more aware of the Nebraska Nurses Association by meeting and greeting as many as I could and talk with them; work to ensure our finances are in order and be fiscally sound; to continue to have educational opportunities for all nursing; I am a self motivated individual who enjoys working with the association and also communities to get things done!

PROFILE(S) FOR SECRETARY:

Name of Candidate: Kathy Corbett, RN, MSN

NNA District Membership: 03

Work Experience: Staff Nurse Bryan Hospital 1987–1991; Case Manager—Mutual of Omaha 1991–1993; CNO—St. Lukes Health System—Kansas City, MO 1994–2000; CNO—Nebraska DCS 2001–2003; Infection Control 2003–2005; QI Specialist/Supervisor 2005–2006; Director Quality, Risk & Compliance 2006–2008; Assistant Professor—NWU 2008–Present.

Education: RN, 1987—Bryan School of Nursing; BSN 1997—Nebraska Wesleyan University; MSN 2003—University of Phoenix-Online

Professional Memberships/Organizational

Experience: NNA member 2001, District #3 Nominations Committee 2003, President 2005 NNA State Association Secretary 2007, NAHQRS (formerly NEAHQ) member 2003—President-Elect, President-Past President 2005–2007 ANA member 2002 to present

Goals for leadership role: Continue to record and distribute the Board meeting minutes, attend NNA Annual Conference, and serve the Districts and State in a positive manner.

Nominee Profiles

PROFILES FOR PRESIDENT-ELECT (in alphabetical order):

Name of Candidate: Winnie Dolph, RN, BSN, MSN

NNA District Membership: 07

Work Experience: Nurse educator at Mid-Plains Community College for past 12 years

Education: ADN from Umpqua Community College Roseburg Oregon, 1980; BSN from Southern Oregon State College, Ashland, Oregon, 1982; MSN from Clarkson College, Omaha, Nebraska 2001

Professional Memberships/Organizational

Experience: NNA/ANA Member since 1996; Nominations Chairman 1998–2000; President District 7 2000–2002; Treasurer of District 7 2002–2004; Vice President of NNA 2002–2006; President District 7 2006–2008; Treasurer District 7 2008–present

Goals for leadership role: To be an advocate for all RN's in the state of Nebraska so those who do not belong to NNA will understand how NNA advocates for nurses and nursing issues. To become a liaison between NSSNA and NNA so student will want to join NNA once they are working in the nursing profession and become an active member of NNA. To represent NNA at National meetings and become more active in the legislative process so I can advocate intelligently on issues that affect nursing and public safety.

Name of Candidate: Torri Merten, RN, MSN

NNA District Membership: 02

Work Experience: March 2009–Present—System Consultant III—Bellevue Medical Center
2001–March 2009—Alegent Health—See Positions Below:

2006–Present Electronic Medical Record Training Specialist (Alegent Health Clinic)

2006–2006 Training Specialist (Alegent Health Clinic)

2004–2006 Clinical Nurse Specialist (Center for Nursing Excellence System-Wide)

2003–2004 Staff Nurse (Immanuel Medical Center Emergency Room)

2001–2004 Staff Nurse (Lakeside Express Care/Lakeside Emergency Room/Lakeside Observation Unit)

2003–2004 Registered Nurse/Nursing Instructor (Nebraska College of Business/Hamilton College)

2003 Staff Nurse (Methodist Hospital Critical Care)

2002 Graduate Assistant (University of Nebraska Medical Center)

2001 Staff Nurse (Clarkson Hospital Telemetry Unit)

2000 Patient Care Technician (University of Nebraska Medical Center Operating Room and Oncology Hematology Special Care Unit)

Education: May 2003 Master's of Science Degree in Nursing University of Nebraska Medical Center Graduate College; December 2000 Bachelor's of Science Degree in Nursing Clarkson College; 1996–1998 Pre-Nursing Courses University of Nebraska at Kearney

Professional Membership/Organizational

Experience: 2001–Present American Nurses Association (Nebraska Nurses Association—Vice President—October 2008–Present); Commission on Practice and Professional Development Chair (2007–2008); District 2—Membership Committee Chair—August 2002–January 2003; District 2—Marketing Committee Chair—2005–Present

2002–Present Sigma Theta Tau International Honors Society of Nursing

2001–2003 National Student Nurses Association (Sustaining Member)

1998–2000 Nebraska State Student Nurses Association (Image of Nursing State Officer—April 2000–April 2001)

1998–2000 National Student Nurses Association

1998–2000 Clarkson College Student Nurses Association (President—May 1999–April 2000)

1998–2000 Clarkson College Student Government Association

1996–1998 University of Nebraska at Kearney Student Government Association

Goals for leadership role:

- Act as an agent of change by encouraging all members to participate in the planning for the future of the organization.
- Actively work to increase membership through creative and innovative processes. Work closely with the membership task force to plan for the future growth of the organization.
- Represent the organization in positive ways. Participate and encourage other members to participate in their community and make the presence of nurses known.
- Participate actively in legislative activities and support our organization's stand on current issues.
- Work with current membership to form a mentoring program / develop a list of available members to work with our future nursing leaders and new graduates to assist with leadership development and the professional transition into nursing.
- Partner with the NSSNA Liaison to actively engage students in activities and encourage their participation in the organization upon graduation.
- Participate in district, state and national activities and represent Nebraska nurses positively and professionally.

Hastings Nurse-Midwives: Practicing Evidence Based Care

Written by Heather Swanson, CNM, MSN, IBCLC and Kymberli Shroul, UNMC-CON Kearney BSN Student, from Imperial, NE. Pictures by Douglass Haas, UNMC-CON Kearney BSN Student, from Oshkosh, NE.

The Midwifery Model of Care was again affirmed in 2008 as an Evidence Based Practice model of care in two publications. A Cochrane Database review of 11 trials involving 12,276 women comparing midwife-led care versus care led by other providers or shared care found that women cared for by midwives had fewer episiotomies and instrumental births (vacuum or forceps), greater success at delivering vaginally and breastfeeding, as well as women feeling a great sense of control during labor. After finding no adverse effects on infants, it concluded that "...all women should be offered midwife-led models of care."¹

Gaining significant press in USA Today and Consumer Reports in October of 2008, the Milbank Foundation reported on maternity care in the United States including the dramatically rising costs, evidence based practice, overused interventions, and underutilized providers—nurse-midwives being one of them. "The report finds that lower intensity care, like that provided by midwives, is safe and effective, avoids many procedures with established risks, and is cheaper. Yet, just a fraction of women who give birth in hospitals today receive low intensity care."²

Barbara Peckham-Devine and Rebecca Wells are Certified Nurse-Midwives (CNMs) practicing in Hastings, Nebraska. In addition to maternity care, they provide women's health and gynecologic care at Obstetricians and Gynecologists PC (located in the Hastings Medical Park) and attend births at Mary Lanning Memorial Hospital. They are quick to mention the significant 2008 publications and hope more women and families will become aware of what research is showing about their profession. Between the two, they have attended over 2,500 births, and from 2005-2007 attended 19% of the births occurring in Adams County. Despite their considerable presence in the Hastings healthcare community, they are eager to see more women and assured that they will still allow women and their families as much time as needed in clinic. They continue to allow 1 hour for initial prenatal visits and 20 minutes for other types of gynecologic or maternity visits and often book women for a double time slot without hesitation.

When asked what they enjoyed most about their work they didn't quickly jump to how exciting birth can be, but offered comments regarding taking time and providing education: *Being able to get to know the women we see, letting them know they have choices, empowering women to care better for themselves and their families, and that every woman is unique, special, and an individual.*

"After getting married and relocating to central Nebraska, I was introduced to the Midwives Model of Care™. I was able to establish a relationship with my CNM, Barbara, before getting pregnant and I am so thankful that she accompanied me on the journey to motherhood. She did not always tell me what I wanted to hear, but rather that which I needed to

hear, and helped me make decisions based on actual risk and what was best for my baby and me, not just what may have been convenient for me. I wish that more women had access to the specialists in normal pregnancy and birth that are CNMs."—Lenetta Kuehn from Heartwell, NE

Not only do they teach the women they see, but they also allow students to come observe them throughout the day. This is a wonderful experience as the students are able to discover a different aspect of health care for women. CNMs provide an alternative to health care commonly provided by physicians. They have the compassion of a nurse and the knowledge and authority of a physician. As BSN student Anne Cummings said, "Something happens when the intuitive and very human aspect of the nurse is intermingled with the medical aspect of the provider role." They take their time with the patients and act as an equal to them so as not to intimidate the patient and also to ensure all of the patients needs are met. Cummings further stated, "CNMs are missing that purposeful separation of client and provider, and the power disparity is not present. They have a personal interest in and genuine interaction with their patients." While this may make the CNMs job more demanding and emotionally draining, it is also very rewarding and results in a high quality of care and patient satisfaction.

When asked what both CNMs wished more people knew about their practice they responded with the options women have when it comes to labor and birth. If labor is going well and women don't want an IV or continuous fetal monitoring "they don't have to have them". If they want to walk or get in the tub during labor, "they can". If women want to labor and birth without medications or common interventions for pain management they will be supported and provided alternatives. Though if women want pain relief medications or an epidural, "they can have them too". Another BSN student, Tonya Carlson, who observed Barbara and Rebecca in clinic and at the hospital commented, "I enjoyed just seeing what a nurse-midwife does on a day-to-day basis. It isn't all babies and birthing, it is really focused on holistic women's health. It was good to see that though a woman may choose a midwife, she may still want to have the options she would have in a more medical birth. Some women choose a midwife for their personal approach, not their natural approach. That is something I need to keep in mind..."

Rebecca Wells, CNM, obtained her RN from Union College in Lincoln, then a masters in parent and child nursing—education track from Loma Linda University in CA, and her nurse-midwifery certificate in 1996 from Frontier School of Midwifery and Family Nursing in Hyden, KY (www.midwives.org). She has over 15 years of teaching experience in pediatrics and obstetrics for Union College and UNMC. She worked in Peds and L&D in AZ, CA, and at Bryan and Lincoln General in Lincoln. She has been licensed and practicing as a CNM in Nebraska since 1997. She "...always wanted to be a midwife... It's rewarding to have a chance to impact a women's health and birth experience."

Barbara Peckham-Devine, CNM, obtained her RN associate in nursing from Garden City Community College in KS, bachelors and CNS masters degrees from Texas Woman's University in Denton, TX, women's health nurse practitioner certificate from University of Texas Southwestern Medical School (UTSWMS) in Dallas, and her nurse-midwifery certificate from Parkland School of Nurse-Midwifery in Dallas in 1991. She was the third CNM to become licensed in Nebraska and began practicing in Hastings in 1993 after moving back home to NE. She also performs colposcopy and will be trained to insert Implanon at the end of April. Barbara wanted to become a nurse-midwife after she saw a picture in her sister's book on nursing that showed Mary Breckinridge, CNM (founder of Frontier School of Midwifery in 1939) on horseback making home visits. "How much fun can you have? Horses and midwifery—it fascinated me"

Barbara and Rebecca both 1st Assist for c-sections, place IUDs, and are members of the American College of Nurse-Midwives (www.midwife.org).

¹Hatam, M., Sandall, J., Devane, D., Soltani, H., & Gates, S. (2008). Midwife-led versus other models of care for childbearing women. Cochrane Database of Systematic Reviews, Issue 4. Art. No.: CD004667. COI: 10.1002/14651858.CD004667.pub2.

²Sakala, C., & Corry, M. (2008). Evidenced-based Maternity Care: what it is and what it can achieve. Milbank Memorial Fund. <http://www.childbirthconnection.org/pdfs/evidence-based-maternity-care.pdf>



DHHS Presents Exceptional Merit Award to Betty Cernech

Betty Cernech of the Omaha Visiting Nurse Association was recently presented the Individual Exceptional Merit Award at the Nebraska Public Health Conference in Lincoln.

The Exceptional Merit Award honors an individual, organization or business making a significant positive impact on public health, particularly among underserved populations. The work is high quality, science-based and outcome-oriented. The positive impact on public health is documentable and likely to be long-lasting.

"For more than 25 years, Ms. Cernech has been dedicated to serving the most vulnerable in her community," said Dr. Joann Schaefer, Nebraska Chief Medical Officer and Director of the Division of Public Health. "Her spirit, enthusiasm, and tireless efforts have left a significant mark on the wellbeing of women, infants, the elderly, and the homeless."

Cernech's many accomplishments are:

- Advocating at the state and federal levels for funding for home visitation to reduce child abuse and neglect and reduce out-of-home placement.
- Funding for development of a home visitation state pilot for at-risk families, a pregnant and parenting teen program, and Project WIN (Welcoming Infants into the Neighborhood). No incidents of abuse or neglect or out-of-home placement occurred in the families served.
- Working with other non-profits to improve and increase health care services to the homeless. In 2008, almost 4,000 persons were served.
- Development of the VNA Bridge Program to help frail or disabled elderly to maintain quality of life and independence in their own homes.
- Collaboration with other nonprofits for better nutrition and childhood obesity programs. Operation Frontline curriculums in community sites provided nutrition education to low-income families.
- Participating in the Building Bright Futures Task Force to increase intensive home visitation to an estimated 3500 newborns in 2009.
- Increasing funding for public health nursing to vulnerable populations to reach over 9,000 men, women, and children.

New Medicaid Card

DRAFT NEBRASKA MEDICAID IDENTIFICATION CARD

NEBRASKA		ISSUE DATE
RXBIN 013766		00/00/0000
RXPCN P063013766		ID NUMBER/DATE OF BIRTH
RXGRP NEBMEDICAID		
Susan B. Individual	523000000-01	11-12-68
John M. Individual	523000000-02	03-06-00
Mary K. Individual	523000000-03	07-14-07
NEBRASKA DEPARTMENT OF HEALTH AND HUMAN SERVICES		

FOR CLIENT:

This is your permanent Medicaid ID card. Keep this card. To verify your current eligibility for Medicaid, call toll-free at 800-383-4278 (in Lincoln 323-7455). If your card is lost or stolen, call your caseworker.

THIS CARD DOES NOT GUARANTEE ELIGIBILITY.

FOR PROVIDER:

Eligibility must be verified. To verify eligibility and obtain information regarding claims submission, call NMES at 800-642-6092 (in Lincoln, 471-9580); log-on to www.dhhs.ne.gov/med/internetaccess.htm; or call the Medicaid Inquiry Line at 877-255-3092.

This card is non-transferable and is for identification only and is not a guarantee of benefits or eligibility. Any fraudulent or unauthorized use of this card is strictly prohibited and punishable by law. 08-30

Last fall, the Nebraska Dept. of Health & Human Services sent a communication regarding the redesign of our Nebraska Medicaid card which will be effective August 1, 2009. Like many states, we are moving from a document that includes eligibility information to an identification card.

With the implementation of this new card, it will be easier for the client to carry in a wallet or pocket, mirror the insurance industry in design so it is not such an obvious Medicaid card to observers, and reduce printing and mailing costs. Here is an update on the progress.

Card Design: The card will be plastic and wallet sized. It will be generic for all Medicaid clients, including Managed Care clients. The card will list all household members (by program case) and two duplicate cards will be mailed. If there are too many clients to fit on the card, a second card will be printed. (See example card.)

Issuance: The card will be mailed to all Medicaid clients by August 1, 2009. This will be a one-time issuance, however replacement cards will be issued for special circumstances (examples: lost or stolen cards, a child moving into foster care, unborn born, new person is added to the program case, Medicaid number changes). If the card is lost or stolen, the client will call their caseworker for a replacement.

Eligibility Verification: Since the new card will not contain specific client eligibility information, providers will continue to have access to the NMES line, Medicaid Inquiry Line, and the Internet Eligibility Access site and the information on the card directs them there. If providers are not currently registered for the Internet access, we encourage them to go to <http://www.dhhs.ne.gov/med/internetaccess.htm> or call 866-498-4357 (toll free) or 402-471-9461 or e-mail medicaid.edi@dhhs.ne.gov to register.

Provider Education: a Provider Bulletin will be issued in early June. This will be posted on the DHHS website with a link to a brief Power Point presentation.

Client Education: A mailer will be sent to all Medicaid clients June 1, 2009 and again on July 1, 2009 with information regarding the new card. This communication will include a picture of the new card. There will also be a cover letter accompanying the new Medicaid card when it is mailed to them. Clients will be given the Medicaid Inquiry Line number to call if they have questions about the new card.

If you have any questions about the new Medicaid Identification Card, please feel free to contact Patricia Taft at medicaidcard@dhhs.ne.gov.



Nebraska Nurses Association Membership Application

PO Box 82086, Lincoln, NE 68501-2086 • (402) 475-3859 • Fax: (402) 643-2518 • 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 # _____



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	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

Rev. 10-2008

*Monthly epay includes \$.50 service charge (eff. 1/04)