



Nebraska Nurse

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Nurses: Building a Healthy America

Nurses are always on the forefront of health care improvement; and this year we celebrated that with our convention theme of “Nurses: Building a Healthy America.” A special thank you to Rose Gonzalez, Director of Government Affairs for the American Nurses Association (ANA), for her keynote presentation on health care reform. Thank you also to everyone who attended.

Our annual House of Delegates also met during convention and conducted its business efficiently in two sessions. Elected to the position of **President-Elect** was **Torri Merten, MSN, RN**; and re-elected as **Secretary** was **Kathy Corbett, MSN, RN**. Retiring from the board was **Past President, Carole Lainof, MSN, RN**.

Other members elected to positions were as follows:
COMMISSION ON ADVOCACY AND REPRESENTATION

1st Congressional District—Maureen Bausch, RN, NACC
2nd Congressional District—Linda Jensen, PhD, RN
3rd Congressional District—Patricia Moeller, BSN, RN

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NNA Inducts Two Into Nebraska Nursing Hall of Fame

NNA Members and Delegates, Nancy Shirley and Wendy Wells, observed a nurse being inducted into the American Nurses Association Hall of Fame during the 2008 House of Delegates and believed this was an idea that Nebraska could use. A reference proposal to pursue this idea in Nebraska was submitted and approved at the 2008 Nebraska Nurses Association House of Delegates. Before the 2009 Nebraska Nurses Convention, a task force consisting of Carole Lainof (Chair), Judy Billings, Nancy Shirley and Wendy Wells developed the criteria (based on ANA and Kansas models) and solicited nominations for the Nebraska Nursing Hall of Fame (NNHOF).

The Nebraska Nursing Hall of Fame was established to honor those nurses who through their work, scholarship and accomplishments have brought honor and fame to the profession of nursing and the State of Nebraska. Such a Hall of Fame serves as a memorial to the legacy of those nurses on whose shoulders we stand.

This award recognizes outstanding nursing leaders who have demonstrated excellence through sustained, lifelong contributions to the field of nursing and its impact on the health and/or social history of Nebraska. Patterned after the American Nurses Association Hall of Fame, the Nebraska Nursing Hall of Fame will be a permanent and lasting tribute to nurses whose dedication and achievements have enduring value beyond their lifetime.

Award Criteria includes:

- Nominee must have lived in and/or been educated in and/or worked in and/or represented Nebraska;
- Nominee must be/have been an NNA and/or ANA member at some point in his/her career;
- Nominee must have been prepared in a formal RN program unless the contribution was made before 1873 when no formal training was available;

- Nominee must have demonstrated leadership that affected the health and/or social history of Nebraska and/or the United States through sustained, lifelong contributions in or to nursing practice, education, administration, research, economics, or literature;
- Nominee’s achievements must have enduring value to nursing beyond the nominee’s lifetime



On October 8, 2009, the first two nurses were inducted into the Nebraska Nursing Hall of Fame: Madeleine Leininger and Barbara Braden.

A “native daughter” of Nebraska, Madeleine Leininger was born in the agricultural town of Sutton. She left her rural community in the early 1950s to study at Creighton University where she received nursing education and completed graduate work in administration, curriculum development and teaching.

Leininger left Nebraska to pursue her Masters in Psych/Mental Health Nursing at Catholic University in Washington, DC. She envisioned a new field of nursing that would integrate the concept of care with the concepts of cultural diversity. This field would later become known

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Nurses’ Day at the Legislature February 4, 2010 • Lincoln, Nebraska “Nurses: Building Bridges for Nursing”

We are excited to announce a collaborative nursing effort for the 2010 Nurses’ Day at the Legislature! This year the Nebraska Organization of Nurse Leaders (NONL) will team up with the Nebraska Nurses Association (NNA) to host a morning of dialogue with state legislative senators and colleagues.

The day will begin at 7:30 a.m. with a sit-down breakfast with the senators. This breakfast has been scheduled as the *exclusive morning event* on each of the senators’ social calendars, so we look forward to a great turnout. Each Senator always

wants to know if any of his/her constituents are attending, so please indicate your legislative district or your Senator’s name on the registration form.

From 9:00 a.m. to 12:00 noon we will have presentations and issue forums on Legislative Bills that have been introduced and that various nursing organizations are supporting or opposing, and will discuss how to be supportive of all nursing efforts. Be a part of the discussion on the most current issues, and take away valuable information about nursing topics.

For those who choose to make a day of it, lunch will be an open affair—either on your own or invite your senator

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current resident or



President's Column

Cinda Zimmer, MSN, RN

I am the doting grandmother of four beautiful grandchildren. Our oldest grandchild, John Michael is a bright, precocious 3 year old with an advanced ability to articulate. This articulation being identified, John's favorite word is "why". If why was a conversation filler, I'd believe that John Michael was simply chatting. However, when you interact with him and he asks "why?" you observe the intelligence and analysis of the inquiry, the quest for information and the machinations of his brain seeking explanation for a complex thought process... for example, why doesn't his doting grandmother stop what she is doing and come play with him?

In many respects I'm similar to John Michael, I ask "why?" Why would a nurse not join Nebraska Nurses Association? Why do many nurses choose not to join ANY professional nursing organization? Why do so few nurses choose to hold leadership positions in a nursing organization? As we have followed the rhetoric related to healthcare reform, the role of the nurse has been scrutinized; and an increased awareness of the scope and depth of the importance of nursing care for patient safety and outcomes is being evaluated. The role of the advanced practice registered nurse and the significant impact and contribution of this healthcare role and the contribution of the APRN to patient care is one of many discussion points



Cinda Zimmer

of reform. Recognition of the nursing shortage and the urgency to increase new nursing graduates and retain them in the healthcare system is another component of reform review. Finally, healthcare reform must incorporate nursing as an essential component of any healthcare system.

As our economy continues a sluggish recovery let us focus on our established nursing goals:

- Patient health and well being
- Patient advocacy
- Patient safety
- Patient autonomy

Reform is a political venue that necessitates each nurse sharing their stories and experiences of professional nursing in order to provide our representatives with a view of the humane foundation necessary in any healthcare reform. We may have diverse political beliefs but we are unified in our desire to assist our patients to improve their health, well-being and lives. Collectively, cohesively and united nurses can make a positive difference. Contact your political representative and share your passion, expertise and stories of what nurses need for reform. Policy promotes our agenda, procedure enables action. Nebraska Nurses Association (NNA) works diligently on the state level to scrutinize legislative action that will impact nursing practice. NNA collaborates with the Midwest states and the American Nurses Association in reviewing practice, legislative and regulatory issues, continually assessing proposals for relevance to Nebraska nurses. Nurses are the backbone of healthcare and NNA works for all Nebraska nurses; so I conclude with the question "why." If you are not, why are you not a member of Nebraska Nurses Association?

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

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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.

Photo on front page: "Strategic Air & Space Museum".

Photo by: ©2002 Eric Stenbakken/stenbakken.com.

"Explore mathematics, science, engineering, aviation, and space travel at the Strategic Air & Space Museum, west of I-80, Exit 426."

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.

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Executive Director's Column

by Annette Harmon

'Tis the season to count our blessings; and to be thankful for the gifts we have received. I recounted in my last article some things that my late father taught me, and thus "gifted" me and blessed my life. Now I would like to recount something that my mother, Lois Belitz, taught me.



Annette Harmon

It was my mother, not my father, who taught me to drive a car at age 15. I learned to drive a 1965 Chevy stick shift. For those of you not familiar with a stick shift (versus an automatic), it was the only way to change the gears in a car and to keep it moving. I remember one day in particular when I was driving in town and pulled up to a stop sign that was on a slight incline. My mother was in the passenger's seat. I used my left foot to put in the clutch, moved the gear lever to first, slowly stepped on the gas with my right foot and let out the clutch with my left at the same time. I killed the engine. I tried again; starting the car, and giving it more gas as I was letting out the clutch. I killed it again. This went on for about 20 minutes, starting and killing the engine. I begged my mother, in my embarrassment at sitting at the stop sign for so long, to please just come around and take the wheel and drive us home. She declined, saying that she knew I would get the hang of it and could do it myself. And finally, I did.

When driving a stick shift you need to know when to let out the clutch, and when to change gears, both up and down. You can't "ride the clutch" (leave your left foot pressed on it) without eventually burning out the

transmission. You need to confidently put the clutch in, switch gears, let the clutch out and accelerate. It's the ongoing process of getting the car to move along.

Running an association reminds me of driving a stick shift car and the process of movement. You need to know when to "change gears" to keep the organization progressing, and how to do so without burning out the very thing that makes it "go"—the volunteers, the members. It's time, in the life of NNA, to make some strategic changes to structure and function in order to "accelerate" the association and get the nursing car humming along the healthcare highway! We can't afford to sit at the stop sign forever; and there isn't anyone to come around, take the wheel and drive us home. We have to get the hang of this gear shifting and do it ourselves.

Albert Einstein defined insanity as "doing the same thing over and over again and expecting different results." I was insane to think I could get that car to move through that stop sign that day. I kept doing the same thing over and over, and expected the car to move. When I finally quit doing the same thing over and over and got the sequence and process right, then I was able to get different results and move the car ahead.

If the association were to "gear up", think of the progress we would make for the association and for nursing! If we are able to quit doing the same thing over and over and instead change gears, we can expect different and positive results. Plans are in the works to make some changes in 2010 with events and activities that we've pretty much done the same way for a long time. Those small gear shifts have the potential to move us a little farther along the highway.

Why continue to sit at the stop sign? Let's gear up and get the association moving! I know, together, we can do it!

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along. And then you are welcome to attend the regularly scheduled 1:30 p.m. hearings of the Legislature's Health and Human Services Committee.

This is a golden opportunity to meet with senators about issues pertinent to nursing in Nebraska and get a first hand view of the work of your unicameral.

All nurses and nursing students are welcome to attend this day at the Unicameral to learn more about the legislative issues in Nebraska and meet face-to-face with the representative from your district. The cost of this day is only \$20 per student; \$25 per RN or LPN. Come and learn to build bridges for nursing!

NNA's Annual Nurses' Day at the Legislature!
Thursday, February 4, 2010
Cornhusker Hotel, 333 S. 13th, Lincoln, Nebraska
7:30-9:00 a.m. Breakfast with Senators
9:00 a.m.-12:00 noon Workshops & Issues Forums

Name _____ Day Phone _____

Home Address _____
 City _____ State _____ Zip _____

Employer _____

Email Address _____

_____ \$20.00 per student, \$25 per RN or LPN, includes breakfast, workshops and break.

Please indicate your Legislative District # _____ or Senator's Name _____

Please enclose a check payable to "NNA" and send to:
 Nebraska Nurses Association
 PO Box 82086
 Lincoln, NE 68501-2086

Registration must be received by January 27, 2010. You can also register online at www.NebraskaNurses.org—
 Click on the calendar, and then the event listing on February 4.

2009-2010 NNA Calendar



November

- Oct. 31-Nov. 1— ANA Constituent Assembly, Omaha, NE
- Provider Renewal notices sent
- 3 Election Day
- 13 Nebraska Nursing Leadership Coalition meeting, Lincoln, NE
- 26-27 Thanksgiving Holiday, NNA office closed
- TBA Budget and Finance Committee prepares annual budget

December

- 1 The *Nebraska Nurse* is in your mailbox
- 4-5 NNA Board Retreat/Orientation/Meeting
- 24-31 Holiday Break, NNA office closed

January 2010

- 1 **Holiday Break, NNA office closed**
- 3-7 **ANA Executive Enterprise Conference, New Orleans, LA**
- 6 Nebraska Legislature Convenes
- 11 *Nebraska Nurse*: Articles for the March/April/May issue are due to NNA state office
- TBA Nominating Committee Meets and Prepares Slate of Candidates

February

- 4 **Nurses' Day at the Legislature—7:30 a.m.—Cornhusker Hotel, Lincoln, NE**
- 13 NSSNA Convention, Kearney, NE

March

- 1 The *Nebraska Nurse* is in your mailbox
- 18 NNLC Nursing Summit, Kearney Holiday Inn
- 31 Intent to run for NNA office deadline
- TBA Bylaws Committee meets
- TBA CE Approval Committee meets

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as Transcultural Care Diversity and Universality.

In 1960, she traveled to the Eastern Highlands of New Guinea as a NLN Research Fellow to study the customs and culture of the native population. Subsequently, Leininger was the first nurse to earn a doctorate in Anthropology from the University of Washington in 1965. She later, (1970) published *Nursing and Anthropology: Two Worlds to Blend*, the first book to link nursing and anthropology.

As she continued to develop the nursing theory of Transcultural Care and Universality, she defined transcultural nursing as a field of study and practice, and coined the term “culturally congruent care”. Leininger developed the Sunrise Conceptual Model of Transcultural Care Diversity and Universality which is used globally as a visual construct of the theory and can be applied in practice, education, administration and research. In 1974, Leininger founded the Transcultural Nursing Society and in 1978 wrote the first nursing text: *Transcultural Nursing Concepts, Theories and Practice*. A later book, *Cultural Care Diversity and Universality: A Global Theory of Nursing* is used worldwide by nursing and other disciplines.

Leininger was a prime mover in launching the *Journal of Transcultural Nursing* and a pioneer in the concept of qualitative research in nursing. A strong advocate of the Care Theory, she wrote several books promoting “Care” as the essence of nursing and that nursing must be studied and practiced in relationship to specific cultures. The construct of “culturally congruent care” is used globally and is federally mandated for all US health facilities.

A “Living Legend of the American Academy of Nursing (AAN)” Madeleine Leininger was nominated to receive the Nobel Peace Prize for her work. Now retired from academics and living in Omaha, she continues to be active in the Transcultural Nursing Society and the AAN. She writes mentors and consults for the globalization of transcultural practices and principles. As a “Living Legend” and a native daughter of Nebraska, the NNA is proud to induct Madeleine Leininger into the first Nebraska Nursing Hall of Fame.

Barbara Braden

Few names are more familiar to practicing nurses than “Braden.” The Braden Scale for Predicting Pressure Ulcer Risk is used by nearly every student nurse and practicing nurse in the US and across the globe. The researcher and designer of that scale is Nebraska’s own Dr. Barb Braden and one of the inaugural inductees in the Nebraska Nursing Hall of Fame.

Dr. Braden received her basic nursing education in Omaha at St. Joseph’s School of nursing and completed her BSN at Creighton University. Her master’s degree is from University of California at San Francisco. Dr. Braden earned her PhD at The University of Texas at Austin.

A long-time faculty member at Creighton University, Dr. Braden started researching pressure ulcers as part of a larger project that fulfilled the objectives of the Robert Wood Johnson Teaching Nursing Home Project and while partnering with Nancy Bergstrom to write an NIH grant to study nutrition as a risk factor in pressure ulcer development. Pilot testing for reliability and validity was conducted as part of the Teaching Nursing Home Project and extensive testing in various settings and sites was conducted. This work was funded by two large NIH grants. The initial publication of the reliability and validity of the Braden Scale took place in *Nursing Research* in 1987. Since that time, the Braden Scale disseminated rapidly and is in use all around the world. It has been translated into as many as 20 languages.

Dr. Braden, currently Dean, University College at Creighton University, has been the recipient of various honors related to her research and Braden Scale. Among these include distinguished alumni from both Creighton and the University of California, San Francisco as well as Hall of Fame at the University of California SF School of Nursing. Her dissertation demonstrating the effect of relocation stress on serum cortisol and pressure ulcer development was awarded the Outstanding Dissertation. Dr. Braden was inducted as a fellow in the American Academy of Nursing and received the Maes-MacInnes Award, New York University, for contribution to and impact on the nursing profession.

Global honors include the Keynote address for Wound Ostomy and Continence Nurses Annual meeting being renamed as the Barbara Braden lecture and Lifetime achievement award from the European Pressure Ulcer Advisory Panel. Dr. Braden was recognized for exemplary contribution to the discipline at the opening ceremonies for the World Union of Wound Healing Societies in June 2008.

During her induction into the Nebraska Nurses Hall of Fame, Dr. Braden responded in her usual humble way. While recognizing the impact of the Braden Scale on

mortality and morbidity, she credited those staff nurses using it as making the difference. Clearly, when we speak of standing on the shoulders of giants, the shoulders of Dr. Barbara Braden, nurse extraordinaire, are at our feet.

Future Nominations:

Information regarding the nomination and award process can be found on NNA’s website at www.NebraskaNurses.org. Look under the “Nursing Issues & News” tab.

Annual Award Winners Announced

The annual Awards Banquet celebrated NNA members who clearly showed their passion for nursing as a profession and were honored in six categories: Outstanding Achievement in Nursing, Distinguished Service Award, Outstanding Nurse Educator, Outstanding Staff Nurse, Outstanding New Nurse and Nurse of the Year. Congratulations to the winners of each of these awards.

Outstanding Achievement in Nursing

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.

This year’s winner of the Outstanding Achievement in Nursing is **Wendy Wells, BS, BSN, MSN, RN of Scottsbluff, Nebraska**. As a 1996 graduate, Ms. Wells became a member of Nebraska Nurses Association, and has continued to be an active member in the organization since that time. She served as President Elect for District V from 1997-1998 and then was the President of District V from 1998-2000. She has also been involved in planning conventions and organizing events locally for Nurses’ Day. She encourages students to be involved in their professional organization while in school, and then actively recruits them to our District upon graduation.

Since receiving her Bachelors of Science in Nursing in 1996, Ms. Wells has continued her education, receiving her Masters degree in Nursing in 2001. She is a community health nurse and an educator; and as such has primarily been involved in those areas of nursing. She involves students in many community events, such as the HIV/AIDS walk, health screenings, soup kitchens, immunization clinics, and school events. She has been the organizer/ UNMC representative for the Adopt-A-School project since 2003 and was recognized by receiving the Honorable Mention award from the Chamber of Commerce for her work. She is currently the Chair of the Community Health Coalition. For her educational efforts, Ms. Wells received the “Silver U” award from the Chancellor of UNMC in 2006. She is currently involved in a grant through Health Resources and Services Administration (HRSA) that provides nursing care to diabetics across the state of Nebraska.

Over the past thirteen years of Ms. Wells’ work as a nurse, her contributions to the profession of nursing at the local, state and national levels are numerous. They have contributed to the cultivation of an environment on the UNMC Scottsbluff campus that encourages students’ involvement in the state and national student nursing organizations.

Distinguished Service Award

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

This year’s winner of the Distinguished Service Award is **Jackie Wilmarth, MN, RN of Lincoln, Nebraska**. Ms. Wilmarth served as treasurer of NNA District 3 from 2005-2007, and also served on the Budget & Finance Committee from 2007-2008. In 2006 she was appointed to NNA’s Continuing Education Approval Committee. Wilmarth brought a wealth of knowledge and energy to the committee because of her role as Program Director of the Center for Advancing Nursing Practice and the lead nurse planner for BryanLGH College of Health Sciences provider unit.

In 2008 Wilmarth replaced Roberta Kroeger as Administrator of the Continuing Education Approval Committee. This position requires intense time, expertise and attention to detail. Revenue brought in from this committee is also critical to the financial stability for NNA. She empowers CEAC committee members and uses their individual talents to strengthen this team of volunteers. In 2009 there were additional responsibilities for the Administrator as the provider application process and manual needed to be updated according to the American Nurses Credentialing Center’s (ANCC) mandate. Wilmarth stepped up to the challenge of this massive revision process, and continues to maintain a professional relationship with the administrative team at ANCC, in turn strengthening the image of NNA. Even

when her son was critically ill last year, she did not shirk her administrative responsibilities. She has demonstrated outstanding leadership in this role, and truly provided distinguished service to NNA.

Outstanding Nurse Educator

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.

This year’s Outstanding Nurse Educator is **Missy Ofe Fleck, MSN, RN of Tecumseh, Nebraska**. Ofe Fleck is well known by faculty and students as an outstanding educator at the University of Nebraska, College of Nursing where she teaches in the undergraduate BSN program in Lincoln. She has high standards for herself and her students see her as a role model in the OB clinical area. Her support and encouragement of students results in student lifelong learning. It is typical to see past nursing graduates stopping by her office to fill her in on their latest trials, successes, and educational pursuits. Ofe Fleck is vivacious and articulate about her love of nursing and students naturally want to emulate her. In 2007, she won the UNMC College of Nursing Kathryn Sandahl Philip Award for Creativity and innovation in teaching. Letters in support for this award were written by students and patients’ family members from the hospital setting where she is seen first as a nurse, and also as a nursing educator.

Ofe Fleck teaches the importance of professional nursing organizations in her course “Introduction to Professional Nursing.” She always outlines the advantages and need for students to be active in NNA once they graduate. She takes time once again to talk to graduating seniors about NNA and invites them to attend a board meeting, a dinner presentation, or an NNA educational luncheon. She is consistently the first faculty to encourage students to apply for NNA scholarships every year and writes many letters of support for students’ and peers’ awards.

Missy Ofe Fleck has been very active in NNA over the past 20 years, serving in a number of committees in a variety of capacities. She has been a delegate to state convention many a year, and has presented a workshop entitled “Building Nursing Unity Through the Internet” with a colleague at convention. She has served on the NNA Continuing Education Approval Committee and is currently the District 3 Co-Chair for the Program Committee.

Outstanding Staff Nurse

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.

The 2009 Outstanding Staff Nurse is **Faye Weckle, RN, BC, CRRN of Holland, Nebraska**. Faye Weckle has been a nurse in Nebraska since 1977, when she graduated from Bryan School of Nursing; and a staff nurse at Madonna Rehabilitation Hospital since February of 1987. Weckle has been certified in Gerontology since 2002 and Rehabilitation Nursing since 2008. She has been a member of the American Nurses Association for 27 years; and is currently the NNA District 3 Co Chair of Publications and PR committee.

As a staff nurse at Madonna, Weckle currently works on the Acute Rehabilitation Unit and floats between four very different patient populations (Brain Injury, Spinal Cord Injury, Stroke and Pediatrics). Her knowledge base allows the staffing director to place her where she is needed to provide support for the patients and peers on that unit. She is quick to find ways to motivate her patients and her peers; even nominating one of her peers for each of the different Nurses’ Day awards. As a result of this work, one of her peers was a Lincoln Journal Star Nursing Award winner and another was a NNA Nurse of the Day award winner.

Weckle works closely with students doing their clinical rotations on Acute Rehabilitation, also serving as a resource to new staff who lack rehabilitation knowledge and as a faculty member in helping prepare nurses in pursuit of their Rehabilitation Certification.

Not only is Weckle active with her employer, she is also involved in her community. She volunteers at a nursing home in Adams, Nebraska once or twice a week, regularly donates blood, volunteers as the Advancement Chair for the Boy Scout Troop 64 in Hickman, and also volunteers at her church in various capacities including providing blood pressure checks.

She goes out of her way to provide positive encouragement, pointing out others’ accomplishments and minimizing her own. She provides guidance, support and encouragement to others working on projects without feeling the need to take any of the credit herself. Patients

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and family always have great things to say about Faye. Her positive demeanor, her "get it done" attitude and her patience are what make Faye Weckle an outstanding staff nurse.

Outstanding New Nurse

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.

This year's Outstanding New Nurse is **Sandra Carney, BSN, RN of Beatrice, Nebraska**. A 2007 graduate of the University of Nebraska Medical Center, College of Nursing with a BSN, Carney's first and current nursing position is with Madonna Rehabilitation Hospital as an evening shift nurse on the Pediatric/ Traumatic Brain Injury Program. Although new to nursing, she has been in healthcare for many years. In 1994, she worked as an OB Scrub/Nursery Aide at Beatrice Community Hospital. She has worked as a Medical Assistant working with the "Every Woman Matters" and "Vaccines for Children" programs.

In nursing school Carney was involved in the Student Nurses Association and served as a Class level representative. She represented UNMC/CON at the National Student Nurses Convention in 2007.

Since becoming an RN, Carney has been involved in assisting with the development of the Pediatric Rehabilitation Program at Madonna. The Pediatric Program is state of the art and provides rehabilitation services to victims of violent injuries throughout a mid-United States Region. The program was started in 2007, right as she was coming on board as a brand new nurse. She worked with others to develop policies and procedures

for the new program, has become PALS certified, is now assuming the role of team leader in the evening, and is responsible for serving as a nurse preceptor for new individuals being hired on the unit. Just this past July, a young patient on her unit underwent a Diaphragmic Pacer placement. This device sends an electrical impulse to the diaphragm causing it to contract, thus simulating breathing. The placement of this pacer device will allow this young girl with a spinal cord injury to be independent of a ventilator for long periods of time, increasing her ability to interact with her environment and return to her life role. Carney was involved in preparing the unit for the care of this patient. (Note: This is the first time that this device has been placed in a patient west of the Mississippi River.)

Carney has also been on a committee developing new behavior rounds for the Brain Injury population and has audited records to ensure that documentation supports the medical necessity of the admission. She has received multiple compliments from patients and their families about the kindness and caring that she shows. For a new nurse, Sandy has shown exceptional clinical skills, and is greatly deserving of the award "Outstanding New Nurse."

Nurse of the Year

The focus of this award is an 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.

This year's Nurse of the Year is **Sara Seemann, APRN-CNS, BC, ONC of Lincoln, Nebraska**. Seemann has been a practicing nurse in the State of Nebraska for over twenty years; and has been involved with NNA for the past ten years in a variety of capacities, currently serving as NNA District 3 Treasurer and on the NNA Convention Planning Committee. Seemann is dually certified as a Clinical Nurse Specialist in Adult Medical-Surgical Services and in Orthopedic Nursing.

During the past year, Seemann has been functioning as a Clinical Nurse Specialist at the BryanLGH Emergency Department. At Bryan she has been a key member of the Sorian project, which is an upgrade of the electronic medical record. Through her work, she is moving to make the inpatient care planning process more intuitive and easier for nurses to use. She was actively involved in improving physician and nursing documentation of sedation. Her creative ways to reward and incent behavior changes have been extremely successful. This has improved the safety for the patients in our community who enter two of the largest emergency rooms in our district. Also this year, she has been instrumental in implementing a Sepsis screening program for patients in the ED. As part of this program, Seemann has completed education for the ED staff on the early recognition of Sepsis, implemented an ED specific documentation program for screening and monitoring for sepsis, and served on a house wide quality initiative for Severe Sepsis Management. This program's initial preliminary results are showing a tremendous impact on the lives in the hospital as well as within the system.

Also this year, Seemann was involved in a monitor installation and upgrade in both of the Emergency Departments, investigating, designing and implementing

Evidence Based Practice for Promethazine. She works diligently in all of her projects to ensure that the patients that enter either of these two EDs receive the safest, most efficient and effective care.

Despite Seemann's extensive projects as an employee of BryanLGH, she has also contributed a significant amount of time outside of work for nursing organizations. She is a member of the Emergency Nurses Association, the National Association of Clinical Nurse Specialists, Sigma Theta Tau Nursing Honorary, National Association of Orthopedic nurses, Nebraska Nurses Association and the American Nurses Association, and Kappa Gamma Pi.

As Treasurer she has helped NNA District 3 maintain a balanced budget and yet not cut activities. She has been instrumental in addressing the tax exempt issues for the district and is actively involved in the District Board.

Seemann is a role model for all nurses. She is certified. She is involved in key nursing organizations to represent the interests of the clients and peers with whom she works; and she is committed to making improvements in the functioning of those organizations. While this award is for the Nurse of the Year, Seemann is so much more than just a "one-year wonder!" She is a "lifer." Her contributions to nursing throughout this past year make her deserving of the recognition of "Nurse of the Year."

2009 Scholarship Winners

NNA's scholarships are sponsored by the Arthur L. Davis Publishing Agency, Inc. If the students who submitted applications for the Arthur L. Davis Scholarship are indicators of the student population at large, the future of nursing is in amazingly capable hands. As it has each year, reviewing these applications and their accompanying letters of recommendation renewed our excitement about the potential of the nursing profession and made us proud to be involved with such an amazing group of people.

The 2009 scholarship winners are Lisa Kendle, a BSN student at Nebraska Wesleyan University and Marie Sandoval, a student enrolled in the accelerated nursing program at Nebraska Methodist College.

NNA is pleased, with the sponsorship support from Arthur L. Davis Publishing Agency, to congratulate Misses Kendle and Sandoval on being the 2009 scholarship recipients.

Wilson Gives to NNA Members

Longtime NNA Member, Carol Wilson passed away in the Fall of 2008. Unbeknownst to even some of her closest friends, Carol left some amazing gifts to several organizations through her estate. The Nebraska Nurses Association (NNA) was grateful to receive a gift of over \$216,000. Carol's stipulation in gifting the funds was that they would be used to support NNA membership attendance at conventions and workshops, thus ensuring that nurses continue to be supported with lifelong learning endeavors.

While the exact distribution of the funds has not yet been determined, NNA is grateful and humbled by the size of Carol's heart and her subsequent gift to nursing.



Carol Wilson

Raising the Bottom—Alcoholism and Drug Addiction Recovery

Health care professionals battle alcoholism or drug addiction just like everyone else. They battle it until they can no longer deny that the destruction occurring in their lives is the result of their own inability to control their use of alcohol or drugs. In the world of the 12-Step recovery programs like Alcoholics Anonymous (AA) and Narcotics Anonymous (NA), this phenomenon is described as hitting bottom. The alcoholic or drug addict has come to believe they indeed are powerless over their use of alcohol or drugs. This acceptance of alcoholism or drug addiction enables them to embark on their own unique journey from this bottom to sobriety and a healthy recovery from their illness.

The NE LAP has been privileged to have been involved in the recovery journeys of many health care professionals over the seventeen years the program has existed. In the spirit of trying to inspire other health care professionals to raise their bottom and choose to prevent the further destruction of alcoholism or drug addiction in their lives, we offer the following thoughts on recovery.

- The earlier in the destructive process of alcoholism or drug addiction the health care professional hits bottom the better. Putting off changes in lifestyle until there is more evidence of abuse or dependence usually results in more serious consequences and unnecessary pain or suffering. For example, another DUI may result in incarceration; not seeking alternative pain management options may lead to drug diversion and loss of employment; not arresting the chronic relapsing disease of alcoholism or drug addiction can end in the loss of family relationships, employment and the revocation of a health care professional license. Making a decision to stop the abuse and end the dependency before the most serious destruction occurs, enables health care professionals to more quickly restore their careers and lives.
- The 12-Step recovery programs of AA and NA continue to be the preferred path of recovery for alcoholics and drug addicts and the treatment providers who serve them. Health care professionals who become members of AA or NA work these

recovery programs. They admit they are powerless over alcohol or drugs. They come to believe a Power greater than themselves can restore their health. They make a decision to commit to this Power greater than themselves. Continuing to work the program, they will heal their emotions and mend important relationships. They also will take action steps to maintain their sobriety and help others. By helping others, their own recovery is reinforced and strengthened. Health care professionals, and others, continue to go to meetings and work the 12-Step program because they want to—for themselves, their families and those they serve.

If you or a loved one are battling the destructive effects of alcohol or drug abuse, it is a daunting task to consider making the necessary changes that would have to be made to utilize AA or NA and treatment to arrest the destruction. However, you can see from the many positive things that occur for alcoholics or drug addicts in recovery, it is well worth it. It will prevent further destruction and ensure a healthy and happy future. As we say in the NE LAP, “all good things come from recovery.”

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.

Nurses: Building a Healthy America

Thanks to Our 2009 NNA Convention Sponsors

Every year we are dependent upon sponsorships to support our convention. We are grateful to the following sponsors:

Thursday Lunch

BryanLGH Medical Center

Reception

Arthur L. Davis Publishing Agency, Inc.

Refreshment Break Sponsor

Mary Lanning Memorial Hospital

Coffee Sponsors

Kearney Visitors Bureau
Saint Elizabeth Regional Medical Center

Registration Coffee

Madonna Rehabilitation Hospital
Marsh Affinity Group Services

2009 NNA Convention Exhibitors

We are also extremely grateful to our exhibitors at this year's convention:

AAA Nebraska
Alegent Health
Box Butte General Hospital
Catholic Health Initiatives – Nebraska
Children's Hospital and Medical Center
Clarkson College
College of Saint Mary
Correct Care Solutions
Creighton University School of Nursing
Gideons International Auxiliary
Good Samaritan Hospital
Madonna Rehabilitation Hospital
Mary Lanning Memorial Hospital
Methodist Health System
Nebraska Beef Council
Nebraska Child Find
Nebraska DHHS, Hepatitis Prevention Program
Nebraska Methodist College
Nebraska Nurse Practitioners
Nebraska Organ Recovery System
Nebraska Wesleyan University
New Beginnings Health Care Center LLC
Omnicell
South Dakota Lions Eye Bank
Uniform Connection
Uniforms 'N More

Convention Report continued from page 1

At Large—Linda Stones, MS, BSN, RN; and Jean Phelan, MS, RN

COMMISSION ON NURSING PRACTICE AND PROFESSIONAL DEVELOPMENT

- 1st Congressional District—Kathy Corbett, MSN, RN
- 2nd Congressional District—Torri Merten, MSN, RN
- 3rd Congressional District—Debbie Ussery, BSN, RN
- At Large—(none elected; will be appointed by NNA Board)

ANA DELEGATES

- Cinda Jourdan Zimmer, MSN, RN
- Nancy Shirley, PhD, RN
- Linda Jensen, PhD, RN
- Wendy Wells, MSN, BSN, BS, RN
- Torri Merten, MSN, RN
- Winnie Dolph, MSN, RN

Thank You, Speakers!

Of course, we couldn't have done it so successfully without our wonderful volunteer speakers. Many thanks go to the following:

- Rose Gonzalez, MPS, RN, ANA Director of Government Affairs
- Louise LaFramboise, PhD, RN
- Sara Seemann, RN, MSN, CS, ONC
- Joleen Huneke, Executive Director, Rural Comprehensive Care Network
- Michael Sherburn, PhD, MHA, RN
- Melissa Dearmont, MSN, LCSW, LMHP, EAP Certified
- Kristin Gall, Nebraska Refugee Health Program Coordinator
- Elaine Schumaker, Nebraska Infertility Prevention Project

Not only do our presenters give of their time and expertise, many of them pay their own mileage expense to travel to convention. We are deeply grateful for your willingness to share with our profession.



**NURSING
THAT WORKS™**



How Coaching Differs from Mentoring

by Pat Williams

As you progress through your nursing career, your needs may change and you may find yourself wondering about the difference between coaching and mentoring.

Both coaching and mentoring involve a supportive partner who can help an individual improve personal and professional satisfaction. In both relationships, the client or person being mentored is responsible for the decisions they make and the actions they take.

Coaching is an individualized, structured partnership in which the coach listens, observes and customizes their approach to the client's needs. A professional coach believes that the client is naturally creative and resourceful and seeks to elicit solutions and strategies from the client. The coach's job is to provide support to enhance the skills, resources and creativity that the client already has. A professional coach may help the client:

- Brainstorm strategies to deal with a difficult situation at work.
- Practice new skills or critical conversations in a safe, non-judgmental environment.
- Plan for the next phase of his or her career.

- Look at the way current choices impact work-life balance and identify the changes that will have the biggest impact on personal and professional satisfaction.
- Objectively assess leadership, communication or conflict skills and provide tools to increase emotional intelligence and become more effective both personally and professionally.

A coach and client may or may not come from the same field. Even if the coach and client share a similar background, the primary focus of coaching is to help the client find his or her own answers, rather than the coach offering advice. A coach and client typically work together for a specified period of time or through a specified issue or transition.

According to the International Coach Federation (www.coachfederation.org), mentoring can be thought of as "guiding from one's own experience or sharing of experience in a specific area of industry or career development." A mentoring relationship typically, but not always, involves an older or more experienced mentor sharing wisdom and offering advice to a younger or lesser experienced individual in the same profession.

A mentor may:

- Serve as a role model for the person being mentored.

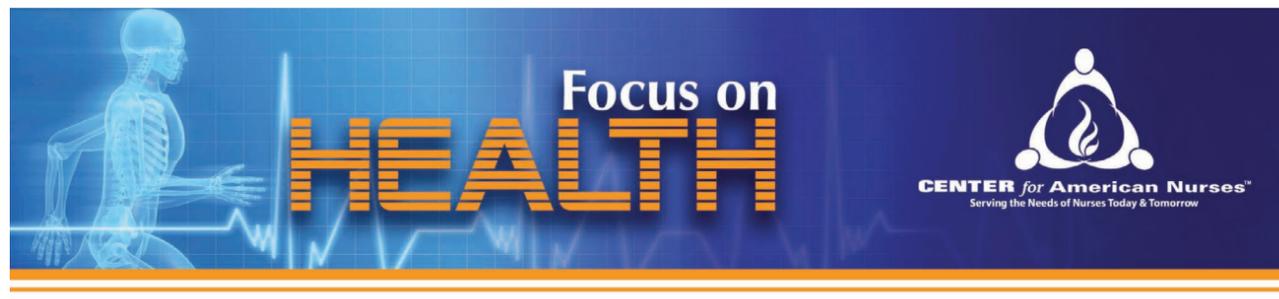
- Provide useful introductions and networking opportunities.
- Help an individual successfully navigate the culture, politics and unwritten rules of an organization.
- Advocate on behalf of the person being mentored.

Mentoring may occur in a structured setting, but can also be more informal in nature. A mentoring relationship may be for a defined time period or continue throughout an individual's life, and the mentor may, over time, become a trusted friend.

Both mentors and coaches can be valuable as part of a nurse's career support team. The Center for American Nurses has launched a new coaching program designed to help nurses connect with professional coaches familiar with the diverse aspects of a nursing career. To learn more about the coaching program and meet the coaching team, visit www.centerforamericannursescoaching.org.

About the Author

Pam Williams, ACC, is a Chief Innergy Officer at Innergized!, Inc. She and her partner, Marci Moore, are working closely with the Center for American Nurses to coordinate the Center's Coaching Program. Marci and Pam presented *Take Off the Cape and Soar* and provided career coaching at the 2007 LEAD Summit.



Surprises about Salt

by Diane E. Scott, RN, MSN

As someone who does not routinely reach for a salt shaker and only occasionally uses canned goods or consumes salty snack foods, you may think that you have a good handle on your salt intake. But you would be surprised to learn that your diet contains more salt than you thought.

Consider this –

According to the MacDonald's nutrition website, which of the following food on their menu has the most salt?

- Large French Fries
- Hamburger
- Low Fat Balsamic Vinaigrette

If your answer was the large French fries, you are incorrect. In fact, McDonald's large French Fries have only 350 milligrams (mg) of salt and the hamburger, 520 mg. The low fat balsamic vinaigrette packs in a whopping 730 mg! Keep in mind this refers to the sodium content alone, and not the fat or caloric intake.

Salt Recommendations

While it is true that you do need salt to maintain the right balance of fluids in your body as well as for proper nerve and muscle functions, too much sodium increases your chance of having high blood pressure. High blood pressure can lead to multiple cardiac, vascular and kidney diseases.

The FDA guidelines call for less than 2,400 mg of sodium per day. Other organizations recommend keeping sodium intake in the range of 1500 to 2400 mg a day for healthy adults. If you are older than 50, or have high blood pressure, heart disease, diabetes or kidney disease, you may be more sensitive to the effects of salt on your blood pressure and may require even less sodium intake, so please check with your doctor to find the proper range.

At the American Heart Association's 49th Annual Conference on Cardiovascular Disease Epidemiology and Prevention, they implored the use of less salt in the American diet as well. Their research demonstrated that for every gram of salt that Americans reduce in their diets

daily, a quarter of a million fewer new heart disease cases and over 200,000 fewer deaths would occur over a decade.

Where does the salt come from?

According to the Mayo Clinic, the majority of sodium (77 percent) in the US diet is not delivered through the salt shaker, but through processed or prepared foods. The best advice for really looking at your sodium intake is to read the labels of every packaged food item that you consume. Here are some surprising sodium culprits:

Frozen Dinners usually have from 700 to 1800mg of sodium, basically an entire day's worth of sodium. The low sodium options may not be much better, so be sure to be observant when using a lower sodium choice.

Soy sauce (1 Tablespoon) may contain 1,000 mg of sodium. If adding to take-out Chinese food, you may be getting a phenomenal amount of sodium in just one sitting.

Deli Meats are notoriously high in sodium but can vary greatly in the amounts. Be sure to check at the deli counter for nutrition information

Sauces are synonymous with salt. In fact, one-half cup of spaghetti sauce may not cover an entire plate of pasta, but can pack 600 mg of sodium.

Restaurant Meals generally have higher sodium content. Websites for many restaurants contain nutrition information, so spend a few minutes before you go out to eat to read up on potential choices.

Bottom line, read the label for every packaged food item you consume and request nutrition information from restaurants and delis. The craving for salty foods is an acquired taste, but can be reversed with mindful thinking about what you are eating.

Diane E. Scott, RN, MSN is a Program Director for the Conflict Engagement Program at the Center for American Nurses.

Resources

American Heart Association: Salt News Release. <http://americanheart.mediaroom.com/index.php?s=43&item=689>

Mayo Clinic Salt Information. <http://www.mayoclinic.com/health/sodium/NU00284>

McDonald's Nutrition Information Website: http://nutrition.mcdonalds.com/nutritionexchange/nutrition_facts.html

Around the Districts



DISTRICT 1

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

**Coleen Dygert,
RNC, BSN**



District 1

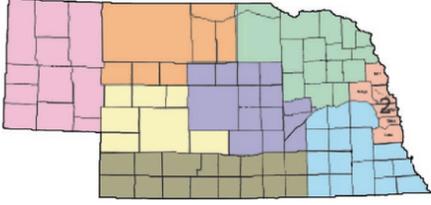
District 1 members attended the NNA convention in Kearney Oct 8-9. We were enlightened by the many presenters of educational sessions. We increased our knowledge with the House of Delegate sessions and discussion of proposals. We were energized for our profession with the networking, awards banquet, silent auction and the gracious acceptance speeches by Madeleine Leininger and Barbara Braden at their induction to the Nebraska Nursing Hall of Fame. We remembered our deceased nurse colleagues with the Nightingale Tribute. Our district would like to thank the convention committee for their planning and work and the host district 4 for their gracious welcome and contributions to the success of the convention. We will have our district's annual meeting with election of officers December 8, 2009.



DISTRICT 2

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

**Bonnie Kokes,
BSN**



District 2

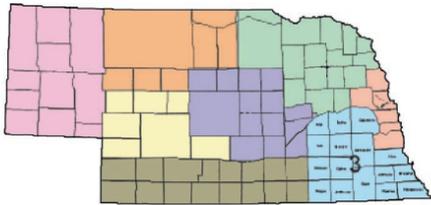
Fall is upon us and 2009 is quickly coming to an end. I want to sincerely thank the members of the District 2 board who have fulfilled their elected roles. Each of you has giving freely of your time, ingenuity and expertise to serve the members of our organization. Thank you, also, to each of you who volunteered to have your name placed on the ballot. Your willingness to be actively involved in NNA makes our nursing organization vibrant.

The newly elected officers of District 2 are Joyce Sasse, President Elect, and Karen Smith, Secretary. The new practice representatives are Hillary Price, psychiatric, Deb Welk, gerontology, and Anna Cohn, community health. I am looking forward to working with all of you. All NNA

District 2 members are always welcome to come to the board meetings as well as to our general meetings. The board welcomes each member's input, ideas, and help!
I wish you all a very happy holiday season.

DISTRICT 3

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



Around the districts continued on page 11

New NNA Members: July-August 2009

Around the Districts

Around the districts continued from page 10



DISTRICT
4

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

**Judy Billings,
PhD, RN**



District 4

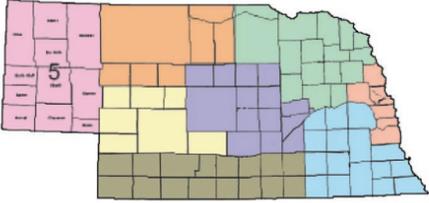
District 4 served as the host district for the NNA State Convention in October. A number of District 4 members attended Convention to assist with credentialing, hostess duties, decorating tables, etc. A big thank you to all the District members who helped with Convention.

District 4 members met in September in Broken Bow. A District meeting had not been held in Broken Bow for several years. Members in the Broken Bow areas turned out in great numbers and we had a good discussion of plans for state convention.

The November District meeting is the annual meeting. New officers will be installed at that meeting. Denise Waibel-Rycek will be the new president for District 4. The District 4 scholarship will also be awarded at the November meeting.

DISTRICT
5

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



District 5

Our district was busy preparing for convention, and is now preparing for election of officers. All three of our delegates, Rob Flynn, Wendy Wells and Connie Morrill, were able to attend the convention in Kearney this year. Our district had submitted a proposal on workplace violence, as did District II; so both districts worked together to present one concise reference proposal at the House of Delegates. Wendy Wells was the recipient of the *Nebraska Nurses Association Outstanding Achievement In Nursing Award* at the dinner awards ceremony at convention. We will be electing new officers in November, so the nominations committee is busy recruiting potential candidates for offices.

DISTRICT
6

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



District 6

District 6 will conduct its annual meeting November 23 at 5:30 PM by conference call. Members will be voting for new officers by electronic or mailed ballot. We are piloting electronic balloting since all but a few members have access to email. During the coming year the district will be focusing on retaining our members by completing membership profiles and sharing the information so that members can become better acquainted. We hope all members join in the activity.

DISTRICT
7

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




DISTRICT
9

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

Betsy Raymer, RN



District 2

Peggy Brown
Wanda Carter
Jenna Cheese
Stephanie Christensen
Sara Darrah
Patricia Elliott
Carole Jacoby
Joy Okoruwa
Myshell Olds
Jennifer Sundermeier

District 3

Debra Caudill
Heidi Estell

District 4

Michelle Lerdahl

District 5

Susan Wilhelm
Michele Anderson

District 6

Gretchen Sandall
Courtney Thompson

Nebraska Nursing Leadership Coalition Summit

7 Summits: A Nurse's Quest

Presenter—Patrick Hickey R.N., B.S.N., M.S., M.S.N., D.P.H., C.N.O.R., is a Clinical Assistant Professor in the College of Nursing at the University of South Carolina. On May 24, 2007, Dr. Hickey completed the 7 Summits of the World (highest mountain on each of the 7 continents) when he stood atop Mt. Everest. In doing so, he became the first nurse in the world, and one of only 120 people in the world, to complete this “holy grail of mountaineering.”

He has been described by the press as “a cross between Florence Nightingale and Indiana Jones” despite his extreme fear of heights!

In Dr. Hickey’s new book, “7 Summits: A Nurse’s Quest To Conquer Mountaineering and Life,” he describes the importance of balance, wellness, goals, attitude, potential, success, and legacy. He has coined these factors as the “7 Summits Of Life” and describes at length how each of these factors are integral to a quality lifestyle.

March 18, 2010
Holiday Inn
110 South 2nd Avenue
Kearney, Nebraska
308-237-5971

Target Audience—All Licensed Nurses in Nebraska

8:00 a.m. Registration
9:00 a.m.—4:30 p.m. 7 Summits: A Nurse’s Quest

Objectives:

- 1. Discuss balance in life and work;
- 2. Discuss wellness in life;
- 3. Discuss goals and attitude in life; and
- 4. Discuss potential, success, and legacy in life.

For further information on the program contact LPNAN at 402-435-3551.

Registration Information

Registration fee—\$40 (includes lunch, breaks, and handout materials)

Application for approval of nursing content hours has been made to the North Dakota Nurses Association, an accredited approver by the American Nurses Credentialing Center’s Commission on Accreditation.

Hotel Information

A block of rooms is reserved through February 17 at a rate of \$71.95 for 1-4 people in a room. When making reservations, ask for the Nebraska Leadership Summit.

Name: _____

Address: _____

Daytime Phone: _____ RN _____ LPN _____ Student _____

Make check payable to NHCF

Mail Registration with payment to:

Nursing Leadership Summit, c/o NHCF, 3900 NW 12th St., Suite 100, Lincoln, NE 68521

Registration must be received by/or postmarked March 11

Late Fee: Any registrations after March 11 will be charged an additional \$10 late fee.

Refunds for cancellations in full prior to March 12 only. No refunds after March 11, 2010.



Nebraska Nurses Association Membership Application

PO Box 82086, Lincoln, NE 68501-2086 • (402) 475-3859 • Fax: (402) 328-2639 • 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* _____

To be completed by NNA/ANA

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



NNA Districts

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.

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

Rev. 10-2008

*Monthly epay includes \$5.50 service charge (eff. 1/04)

Occupational Health Nurse Drives Forklift... It's Her Job

by **Cathy Parker MSN RN**
President, NAOHN

I spoke with Cindy Kempt this summer while she was working in the corn fields with the teenage detasseling crews. I have since learned that Cindy is a certified forklift driver and she is certified in pesticide application. Cindy is the sole occupational health nurse at Monsanto in Kearney, where the workforce varies from 100 employees to 900 employees during seasonal work fluctuations. You see, Cindy believes it's important that she can do the work her employees do so she understands the hazards they face each day. So she unloads trucks, sorts corn and tests corn samples. Her 'uniform' is blue jeans, a t-shirt, steel toed boots, a hard hat, leather gloves and hearing and eye protection. Cindy is also an EMT, PHR (Professional in Human Resources), an instructor for the American Red Cross and she teaches pandemic preparedness for the State of Nebraska.

You see, occupational health nurses have unique responsibilities and work in unique environments. When Regina Clone goes into the plant at Farmland Foods in Crete to evaluate an ergonomic issue or tend to an injured employee, she wears steel toed boots, a hard hat, a hair net, hearing protection and a smock. And absolutely no jewelry is allowed. She is certified in occupational health (COHN) and hearing conservation (COHC).

Jeanne Demars works at Mutual of Omaha. She works with primary care residents during their occupational health rotation. She has the opportunity to help them understand how the employee/employer relationship pertains to occupational health. She also has a chance to teach them about insurance benefits and return-to-work programs for injured employees.

At Tabitha Health Care Services in Lincoln, Angie Cardwell is the occupational health nurse. She conducts the usual duties in a health care facility, like new employee health screens, immunizations, drug testing and case management of work injuries. But since she is a nurse practitioner, she also treats work injuries and provides medical services for employees and their families.

You might think occupational health nurses have great hours, but at Nucor Steel in Norfolk, nurses are on call 24 hours a day, 7 days a week. Sherry Hake is a Certified Occupational Hearing Conservationist (COHC) there. She wears safety glasses, metatarsal boots and all natural fiber clothing. Laree Stephens works at Tyson Foods in Lexington. Their A shift runs from 0530 to 1430 and the B shift runs from 1400 to 0030. They work whenever the plant is running production, including Saturdays. They do first aid, wellness, pre-employment physicals, pulmonary tests and they case manage work injuries. She is on the HazMat Team in case of a chlorine or ammonia leak. She also teaches classes on bloodborne pathogens, CPR and AEDs.

Jennifer Walls loves working at Covidien in Norfolk, where they make insulin syringes, safety syringes and blood collection tubes. She enjoys getting to see and work with her 'patients' every day as they are her coworkers. And she loves the autonomy her position offers.

Many occupational health nurses focus their practice on case management. They coordinate medical treatment for work injuries, medical/surgical leave, FMLA, long term disability and some do life planning for individuals who have long term, life-long medical conditions.

So what is my unique responsibility? I coordinate a headache management clinic at BryanLGH Medical Center in Lincoln. Our nurse practitioner sees students and employees with migraine headaches. She conducts a thorough assessment and develops an individualized treatment plan. Preliminary data show a significant improvement in productivity, absenteeism and quality of life for the program participants.

As you can see, occupational health nurses play many roles and have a variety of credentials. Kathy Novacek from Pfizer in Lincoln holds a COHN (Certified Occupational Health Nurse), CCM (Certified Case Manager) and COHC (Certified Occupational Hearing Conservationist). Deb Gengler of Union Pacific in Omaha is enrolled in the University of Iowa Master of Occupational Health Nursing program. Kris Kusik of Nebraska Occupational Health Center in Lincoln is a graduate of this program.

Occupational health nursing practice offers autonomy, variety and excitement. Occupational health nurses provide nursing treatment to employees, manage employee injuries, promote workplace wellness and disease prevention, coordinate modified duty and return-to-work programs, conduct hearing tests, assess work conditions for ergonomic concerns, give immunizations, conduct fit tests, and much, much more. For more information on occupational health nursing, see www.aohn.org. For occupational health nurses who would like to join the Nebraska Association of Occupational Health Nurses, see www.naohn.org.

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Happy Holidays



from the Board and Staff
of The Nebraska Nurses
Association

The National Database of Nursing Quality Indicators® Reaches 1500 Hospitals

The American Nurses Association (ANA) is proud to announce that 1,500 hospitals now participate in the National Database of Nursing Quality Indicators® (NDNQI®), that figure represents 25% of all hospitals in the U.S. The accumulated data from those institutions serve to provide valuable insight on nursing workforce and patient outcomes that are related to nursing care.

“ANA has a long-standing commitment to promoting nursing quality as a means of improving patient safety,” said ANA President Rebecca M. Patton, MSN, RN, CNOR. “Reaching this milestone of 1,500 participating hospitals shows that this unique database continues to be the most powerful research tool available to nurse executives.”

NDNQI® is a program of ANA’s National Center for Nursing Quality® (NCNQ®). Launched in 1998 as part of ANA’s Safety and Quality Initiative, the program collects nursing-sensitive data affecting patient outcomes. The program’s goals are to provide comparative information to health care facilities, such as the frequency of patient falls and pressure ulcers, and develop national data on the relationship between nurse staffing and patient outcomes. NDNQI® remains the only national database containing data collected at the nursing unit level.

The ANA is the only full-service professional organization representing the interests of the nation’s 2.9 million registered nurses through its constituent member nurses associations, its 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.

News Briefs

Medication Errors: Reduce Your Risk

Experts estimate that nearly 98,000 people die in any given year from medical errors. A significant number of those deaths are due to medication errors.¹

The National Coordinating Council for Medication Error and Prevention defines a medication error as “any preventable event that may cause or lead to inappropriate medication use or patient harm while the medication is in the control of the health care professional, patient, or consumer.”

Mistakes can happen

As a nurse, you dispense medication to your patients on a regular basis. Consequently, you're charged with knowing the “five rights” in administering medication—right patient, right drug, right dose, right time, and right route. And while you take every precaution to avoid making errors that may put your patients at risk, mistakes can happen.

Common reasons for mistakes include distractions and interruptions during medication administration, inadequate staffing, illegible medication orders, and sound-alike drug names and packaging.

Reduce your risk

To reduce your risk of liability, take the time to read medication labels—especially those that you're not familiar with. It is also your responsibility to know the drug's dosage range, possible adverse effects, toxicity levels, indications and contradictions. Understand the medications you administer and don't hesitate to ask questions. Consult your nurse drug guide, the physician, a pharmacist or your supervisor if you have any questions.

Further protect yourself and your career with an individual liability coverage policy. Professional Liability Insurance protects you against real or alleged malpractice claims you may encounter from your professional duties as a nurse.

Even if you have Professional Liability coverage through your current employer, it may not be enough. That coverage may have some serious gaps, including:

- Policy limits may not be high enough to protect you and all of your co-workers
- You may not be provided with coverage for approved lost wage reimbursement, licensing board hearing reimbursement defense reimbursement.
- You may not be covered outside of the workplace, such as when you engage in volunteer or part-time work
- You may not be covered for suits filed after you have terminated your employment

In the event of a lawsuit, your own Professional Liability Insurance policy would:

- Provide you with your own attorney
- Pay all approved and reasonable costs incurred in the defense or investigation of a covered claim
- Pay for approved lost wages up to the limits of the policy
- Provide reimbursement of defense costs if licensing board investigations are involved
- Pay approved court costs and settlements in addition to the limits of liability, in accordance with the policy.

Arm yourself with the protection you need so you can focus on providing excellent patient care and reduce your exposure to liability.

For more information about Professional Liability Insurance, visit www.proliability.com.

This article contains a summary of the insurance certificate provisions. In the instance of conflict between this article and the actual certificate, the insurance certificate language will prevail and control.

The Professional Liability Insurance Plan is underwritten by Chicago Insurance Company, a member company of the Fireman's Fund Insurance Companies.

¹www.nccmerp.org

NNA Members in the News

The National Council of State Boards of Nursing (NCSBN) recognized its dedicated and exceptional membership and guests at its annual awards ceremony on Thursday, August 13, 2009, during the NCSBN Delegate Assembly held in Philadelphia.

Specific award recipients include:

Sheila Exstrom, PhD, RN, nursing education consultant, Nebraska Board of Nursing, received the Meritorious Service Award, which is granted to a board or staff member of a member board for positive impact and significant contributions to the purposes of NCSBN.

NCSBN acknowledges each member board of nursing as they reach the significant milestone of 100 years of nursing regulation. In 2009, nine member boards celebrated 100 years of service:

Delaware Board of Nursing
Michigan/DCH/Bureau of Health Professions
Missouri State Board of Nursing
Nebraska Board of Nursing
Oklahoma Board of Nursing
Pennsylvania State Board of Nursing
Texas Board of Nursing
Washington State Nursing Care
Quality Assurance Commission
Wyoming State Board of Nursing

There was also a special presentation during the awards ceremony honoring the late **Charlene Kelly** who was the executive officer, Nebraska Board of Nursing, for 21 years before her death earlier in 2009. To recognize Kelly's visionary leadership, NCSBN has established the Charlene Kelly Scholarship Fund grant. Grants from this fund offer a distinguished leadership growth opportunity for current executive officers of state boards of nursing.

The National Council of State Boards of Nursing (NCSBN) is a not-for-profit organization whose members include the boards of nursing in the 50 states, the District of Columbia and four U.S. territories—American Samoa, Guam, Northern Mariana Islands and the Virgin Islands. There are also four associate members.