



The INSTITUTE FOR NURSING NEWSLETTER

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Inside...



Now available through The Institute for Nursing

The Road to Evidence-based Practice: Interpreting Research

Purpose: Educate staff nurses to become informed consumers of research

13.5 contact hours
(Includes evaluation time and required reading)

The Road to Evidence-based Practice: Interpreting Research
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Mary Ann T. Donohue the 2008-2010 Institute for Nursing President

Mary Ann T. Donohue, PhD, RN, APN,C. will assume the presidency of the Institute for Nursing, the foundation of the New Jersey State Nurses Association.

Dr. Donohue was elected President-Elect of NJSNA in the 2008 NJSNA election and will also serve in that capacity for the next two years while heading up the Institute. She is Assistant



Mary Ann Donohue

Vice President, Patient Care Services Clara Maass Medical Center, Belleville NJ.

She is a past member of the NJSNA board of directors where she served for eight years and a past delegate to the American Nurses Association.

As Institute President she will lead the fund raising efforts of Institute for Nursing which support the scholarship, education, and research activities of the foundation.



Back row, left to right: Heather Howard, Commissioner; Susan D'Angelo; Gayle Walker-Cillo; Susan Spinner; Christine Arroliga; Loida Araneta; Carol Floyd; Pamela Bonning; Joy Spellman and Rebecca Graboso. Front row, left to right: Phyllis Begyn; Maria Brennan; Jon Corzine, Governor; Jessica Aston and Linda Flynn.

2008 Governor's Nursing Merit Awards

The 2008 Governor's Nursing Merit Award dinner was held June 5, 2008 at the Princeton Hyatt, Princeton, NJ. A crowd of over 450 nurses, friends and family gathered to honor 13 nurses for outstanding careers.

Governor Jon Corzine addressed the crowd with a laudatory address praising nurses for what they do for patients in all areas of health care. He again thanked the nurses at Cooper University Hospital for the care he received last year after his serious automobile accident. Commissioner of Health Heather Howard gave the keynote speech outlining the objectives and department initiatives for the coming year.

The Governor's awards are chosen by a committee appointed by the Commissioner of Health and work throughout the year to solicit candidates, review applications and make the final selections. The committee members are: Maris Lown, Chair, Aline Holmes, Tracy Castleman, Maryanne Crowther, Anne McCartney, Susan Bakewell-Sachs, Michelle Foley, Mary Germain, Carol Hernandez, Sandra Kearns, Susan Coppola, Barbara Carothers, Linda Parry Carney, Darlene Borromeo, Barbara Dickisson, Sherrie Dornberger, Deborah Gash, Pat Hunt, Judith Mullane and Phyllis Hansell.

The 13 2008 Governor's Nursing Merit Award winners are:

Susan J. D'Angelo, BA, ADN, RN, CCRN, Saint Peter's University.

Susan holds an associate in science degree in nursing from Muhlenberg School of Nursing at Union County College and a bachelor of arts in English & communications from Fairleigh Dickinson University.

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Unsolicited articles are welcomed by *The Institute Nurse*. Articles are submitted for the exclusive use of *The Institute for Nursing* the 501 (c)(3) foundation of the New Jersey State Nurses Association. Submissions will be acknowledged by e-mail or a self-addressed stamped envelope provided by the author. All articles require a cover letter requesting consideration for publication.

Articles can be submitted electronically by e-mail to Sandy Kerr at sandy@njsna.org.

Each article should be prefaced with the title, author(s) names, educational degrees, certification or other licenses, current position, and how the position or personal experiences relate to the topic of the article. Include affiliations. Also include the author's mailing address, telephone number where messages may be left, and fax number.

Authors are responsible for obtaining permission to use any copyrighted material; in the case of an institution, permission must be obtained from the administrator in writing before publication.

Only the articles for Research Corner will be peer-reviewed and all articles will be edited as necessary for content, style, clarity, grammar and spelling. While student submissions are greatly sought and appreciated, no articles will be accepted for the sole purpose of fulfilling any course requirements. It is the policy of *The Institute for Nursing* not to provide monetary compensation for articles.

LETTERS TO THE EDITOR

The purpose of *The Institute Nurse* is to further the exchange of information related to nursing practice, research and education among New Jersey nurses. We strongly encourage readers to submit letters to the editor concerning general topics and specific information addressed in the articles. Derogatory or inflammatory letters will not be considered. Letters should be brief. All letters accepted for publication will be edited at the discretion of the Editor.

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Registered Nurses are encouraged to join online at www.njsna.org or by calling 609-883-5335 ext. 13.

President's Report

Colleagues,
I write this column, my last as president of the Institute for Nursing of the New Jersey State Nurses' Association (NJSNA), with mixed emotions. I am somewhat saddened to leave the leadership of the Institute but at the same time excited and energized to begin my term as president of NJSNA. But that is still a few months away.



Barbara Chamberlain

While still president of the Institute, I'd like to tell you what the Board of Trustees has accomplished in the past two years. We have received wonderful financial guidance from Eleanor Dietrich, our treasurer, and Debbra Elko, finance officer that the Institute is in great financial shape for the current fiscal year.

We put together the first ever New Jersey Men in Nursing calendar and gala, awarded 28 scholarships (since 1990 more than \$300,000 has been awarded to deserving student nurses and nurses to further their education), offered numerous educational programs each with appropriate contact hours, had a successful Exceptional People in the Community (EPIC) luncheon, exceeded attendance expectations at the Divas and Dons gala, and listened to two wonderful speakers at our Institute lunch at convention. Dr. Felissa Lashley spoke about her research in genetics at the 2007 luncheon and Dr. Linda Carrick spoke about her research on leadership at the 2008 luncheon. We worked with the Concerned Black Nurses in establishing the Sylvia Edge endowment and attended receptions in Sylvia's honor at conventions. I personally had the opportunity to introduce Governor Jon Corzine at the convention and to remind him to make nursing appointments to the Board of Nursing.

But I believe the highlight of the past two years has been the movement and growth of the Recovery and Monitoring Program (RAMP). Although peer assistance had been in existence in New Jersey for 25 years, the concept for RAMP began in 1998 when the Board of NJSNA looked to explore alternatives to discipline for our colleagues. RAMP, a comprehensive, structured plan that promotes public protection, safe practice, and health, became part of the Institute in 2003.

The program grew slowly but RAMP Director, Joanne Cole and others began working with the State Board of Nursing on legislative activities and regulations. In May, 2005 the Alternative to Discipline act was passed in the State government and a Memorandum of Understanding between the Institute and the State Board of Nursing was signed in 2007. The State Board

of Nursing now refers nurses who qualify to RAMP as an alternative to discipline but even nurses who must be disciplined benefit from these services. Providing services has a payment attached and RAMP bills and is reimbursed monthly for expenses associated with running the program.

Who is eligible for RAMP? Any nurse or other health care professional who has their practice impaired by a physical, mental, or additive disease. These individuals must exhibit a willingness to refrain from practice and seek evaluation and treatment; agree to abide by a contract that sets the requirements for safe return to practice; and attend Peer Support Group meetings and a 12 Step Recovery program. They also must submit to randomized drug screening and submit all required reports.

The benefits of RAMP include early relapse protection, public protection, support for managers to retain/hire professionals in recovery, decreased facility costs by maintaining skilled employees, and an open work environment. We have many health care professionals taking advantage of this program and its services.

Upcoming Events

The APPLE (Acknowledging Physician Partners: A Liaison for Excellence) is coming in the fall. Begin thinking of physicians to nominate and check the *NJ Nurse*, the *Institute Nurse*, and the NJSNA website, njsna.org, for updates.

As I close this column, I'd like to thank the Institute trustees, the community members, the NJSNA staff especially Sandy, Deb Harwell, and Randi, and you, our members, who have supported me over the past two years. I look forward to seeing you as I travel the State.

Sincerely, Barbara Chamberlain, DNSc
President, Institute for Nursing, NJSNA

Institute for Nursing's Continuing Nursing Education Gift Cards



The Institute for Nursing has partnered with the Nursing Spectrum Division of Continuing Education to offer "Continuing Education Gift Cards" at a discounted rate. These cards allow nurses to choose from more than 400 different continuing nursing education (CNE) courses anytime, anywhere through the Internet. The courses range from one to 30 contact hours, with each course providing real time testing and a printable CNE certificate.

Mandatory CNE is here and schedules are full. The goal of The Institute for Nursing is to help nurses to meet the requirement for CNE through this program.

This endeavor is also a fundraiser as a donation of the proceeds, \$8 for members and \$12 for non-members, will contribute to the mission of the Institute for Nursing which is to advance the profession of nursing and the health of our communities through scholarship, research, and education. This mission stems from the belief that registered nurses have an obligation to maintain their practice ability and to continually develop their many professional roles to honor their stewardship to the public. Programs are offered by the Institute based on identified needs and cover a wide variety of topics.

For just \$28 for members of NJSNA and \$32 for non-members you can both support the fundraising activities of the Institute and meet your obligation to complete CNE and stay abreast of the latest developments in nursing practice. "PURCHASE YOUR CARD TODAY!" For more information, contact Debra Harwell, Associate Director at 609-883-5335 x19 or by email at deb@njsna.org.

Nursing Spectrum is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

Keys to New Jersey's Magnet Success: The Champions

Mary Ann T. Donohue, PhD, RN

According to the website of the American Nurses Credentialing Center (ANCC), Hackensack University Medical Center first received its Magnet recognition in 1995 and as we in New Jersey can attest, swiftly gained recognition for embracing the concept and influencing others to emulate its success. As Magnet "thought leaders" in the early 1990s, the nursing, executive and administrative leadership truly believed in the basic concept that lies at the very heart of the Magnet Recognition Award: It is the very role of the direct care staff nurse that must be supported because it is the basis upon which the best outcomes occur and thrive.

A revolution in health care was about to begin and spread throughout the country. This was a defining moment, in that change was not dependent solely on administrators and managers bringing ideas for improvement from the top down. As nurses in every successful Magnet facility know, the successful deployment of the 14 Forces of Magnetism have as their foundational elements a functional, supportive organizational structure and an empowered, autonomous nursing staff. The nurses themselves are led by a chief nursing executive who is a respected, valued member of the professional community and exemplifies the profession's expectations for our very best nursing leaders. Working together, an environment of trust makes achievement of outstanding outcomes possible. The staff nurses know and trust that leaders embedded throughout the organizational structure as well as nursing leadership, utilize evidence based principles to break down barriers and create and sustain excellence.

In a high functioning Magnet environment, the nurse-patient relationship is regarded as a unique and important one that must be safeguarded at any cost; following that, the organization is stabilized to further protect and prevent erosion of the ability of the nurse to safely and confidently execute the role; and finally, the nurse is given the recognition and accolades that achievement of positive outcomes deserve. In a true Magnet environment, nurses are actually champions of the change process, needed to advance scientific inquiry and research-based practice, as well as to promote the latest innovations in the clinical care of patients and to improve the day-to-day practice environment of the registered professional nurse.

Thus, the Magnet Champion idea was born at Hackensack University Medical Center, and quickly spread throughout the country. Wishing to emphasize that staff nurses drive excellence, Magnet Champions escort the appraisers during the site survey and in many organizations, actually drive the written documentation and application process itself. No outside consultant can ever imitate or substitute, as an example, for the energy and enthusiasm that springs up from the staff when excitement builds upon each incremental step toward the goal of Magnet designation. Interest in how to activate Magnet Champions remains high: At every national Magnet conference, for example, there is always a session or two about this role and this is why staff nurses are in high attendance at the conferences too.

What does it take to be a Magnet Champion? Someone who is articulate, can positively influence their peers, with the ability to be creative and energetic usually succeeds at the role. However, a Magnet Champion also needs to be persuasive, with the ability to lead others toward the common goal: Magnet designation!

PARLIAMENTARIAN WANTED

Parliamentarian needed for the New Jersey State Nurses Association Annual Meeting. Meeting dates for 2009 are Thursday, March 26 and Friday, March 27. If you are interested, please contact Sandy Kerr at 609-883-5335 extension 11 or by email sandy@njsna.org.

Institute for Nursing Staff News...

Joanne Cole, Director of RAMP, has been appointed to the Department of Human Services (DHS), Division of Addiction Services (DAS) Citizens' Advisory Council.



*Dr. Barbara Chamberlain
NJSNA's 42nd President*

*NJSNA Installation Brunch
Friday, August 1, 2008
11:00 a.m.—2:00 p.m.*

*NJSNA Headquarters
1479 Pennington Road
Trenton, New Jersey*

*We hope you will be able to join us.
Please R.S.V.P. to Sandy Kerr at 609-883-5335
extension 11 or by email sandy@njsna.org on or
before July 18, 2008.*



2008 Governor's Nursing . . .

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Susan is the charge nurse for a 54-bed Level III neonatal intensive care unit at Saint Peter's University Hospital. A key to Susan's success is her ability to apply the nursing process. For example, while delivering a newborn one night, the mother unexpectedly sustained a placental abruption. Susan coordinated the care among neonatology, nephrology and pediatric surgery. She also educated other nurses in care for renal failure and trained the baby's primary care nurses in dialysis. She used the talents of several members of the multidisciplinary team to facilitate teaching renal dialysis to this Spanish speaking family; to facilitate transportation to the hospital and sibling care when needed and overnight accommodations when it was needed.

Susan serves as co-chair for the hospital's Transcultural Committee. She was a key player in the creation of a Spanish Quick Guide—an index of questions and answers to help all hospital personnel assist patients and their loved ones.

Susan was the Magnet champion during the hospital's redesignation, and she continues as the NICU Magnet champion. She is a member of the NICU Advisory and Operating Committee and has been assisting the educator in creating new evidence based standards of care. In addition she is a Neonatal Resuscitation Program instructor.

She has demonstrated community service as a Girl Scout leader and member of the Rolling Hills Girl Scout Council. She is a volunteer with the Leukemia and Lymphoma Society. She has been involved with the Clinton Global Initiative and spoken at NICU orientation, bereavement services and her hospital's Magnet ceremony. She participates in organizing the NICU reunion. She is currently participating in a research study about nurses' work hours, sleep patterns and perceptions of fatigue with the Grand Valley State University Kirkhof College of Nursing.

Rebecca Deleon Graboso, MSN, RN, CCRN, APN, C, Advanced Practice Nurse Riverview Medical Center

Rebecca Deleon Graboso is an Advanced Practice Nurse for the Stroke Unit at Riverview Medical Center in Red Bank, New Jersey. She has worked for the last 20 years as a staff nurse in critical care, as a nurse manager, nursing supervisor, served on the code team and now as an Advanced Practice Nurse.

In her current role, Rebecca is responsible for all aspects of stroke clinical care from diagnostic consultation to clinical patient outcomes. She expedites patient care through astute assessment skills that leads to calling a "Code Stroke" when needed. After a thorough history and physical examination, she orders and oversees required testing and treatment.

She manages the stroke program development that incorporates both clinical and business evolution and outcomes, staff education and community outreach. Patient processes that have been improved including standing physician order sets for stroke care, translation of current literature into updated policies, procedures and clinical evidence-based practice guidelines.

Her efforts led to a stroke neurologist being on call 24/7 to respond when needed, and improved laboratory and CT turn around times. These efforts have led to reduced length of stay for TIA patients from 6.98 days to 4.95 days, significantly impacting outcomes for both the patients and the facility. Her efforts have led to the hospital's achieving the American Heart Association Bronze award in 2006 and the Silver award in 2008 for 85% compliance with core measures for Stroke care.

She supports nursing and medical research as principal investigator of a nursing study called "Go Team" and coordinator of a Duke Clinical Research Institute registry that assesses long term outcomes of stroke patients over time.

Rebecca graduated from Mary Chiles School of Nursing in Manila, Philippines in 1978. She received her Bachelor of Science in Nursing from the University of Manila in 1980, and her Master of Science in Nursing from Rutgers University School of Nursing in 2005.

Rebecca is Board certified as a Family Nurse Practitioner by the American Nurses Credentialing Center and the American Academy of Nurse Practitioners. She is active as President Elect of the Monmouth County Chapter of the Philippine Nurses Association of New Jersey, a member in good standing of Sigma Theta Tau, International, and a member of the New Jersey State Nurses Association's Forum of Nurses in Advanced Practice.

Joy Spellman, MSN, RN—Nurse Educator Academic

Joy Spellman is the Director of the Center for Public Health Preparedness located on the Campus of Burlington Community College in Mt. Laurel, New Jersey.

Since assuming this unique role in 2005, Joy is responsible to investigate and report on public health preparedness for bioterrorism, along with management and operation of the Center for Public Health Preparedness. She serves as a primary liaison between the Center and State Public Health Agencies, local organizations, and a national network. She is in direct communication with the Centers for Disease Control and Prevention.

Joy set out to work with a nation wide network of community colleges to demonstrate the importance of preparedness education. Fifty percent of all nurses and 85% of all EMT, fire, and law enforcement personnel have received training through the community college system. Joy and her 30 foot mobile training trailer have been seen traveling throughout the state providing educational programs to various agencies and organizations. College and university nursing programs have established partnerships with the Center to prepare students in disaster nursing.

Joy introduced the use of human patient simulators in pre-hospital response settings to educate nurses in healthcare settings, school nurses and long term care nurses.

An example of such programs is "Bioterrorism and Emergency Preparedness Training Certificate program for Public Health Nurses." Another groundbreaking program she developed is "Keeping Our Schools Safe: A Primer for School Nurses."

Three-six long term care residents lost their lives in the aftermath of hurricane Katrina due to lack of knowledge of safe evacuation procedures, Joy wrote a grant to allow for evacuation and evacuation training and education for all long term care facilities. Human patient simulators are used in a disaster scenario to teach staff to demonstrate disaster management of elderly persons.

An example of Joy's commitment to public health was demonstrated by her approaching two researchers of microbe modeling from Vanderbilt and Pittsburg and suggesting that their work be tied into a public health model of prevention. This team of 3 presented together at an international conference in 2007. Joy truly believes that we, the nurses of our community and world, bring unique skills to any disaster site.

Pamela Bonning, MSN, RN, Registered Professional Nurse Manager, Non-acute Care.

Pamela Bonning is the manager of Haven Hospice for the Solaris Health System. She has been in this position for seven years and had worked previously as a staff nurse for hospice. In her years as a manager, she tripled the growth of the program in census and employees and developed the home health aide department of the hospice program and also manages the Mary Ann Hale Pavilion, which is the dedicated inpatient hospice unit at JFK Medical Center.

Pamela has just finished her MSN in End of Life Care at George Washington University, and brings true expertise to her role as a manager of hospice. She has helped her staff integrate evidence based practice into all of the policies and procedures in the program and encourages them to research new practices and incorporate them into their care. Her support of staff, the fostering of creativity, the use of evidence based practice, while ensuring a spirit of fun, laughter and affirmation of life in the face of the somber work that is done has resulted in a nurse retention rate of 95% with a waiting list of staff who wish to work in her program. Her Press Ganey scores for customer satisfaction consistently rank in the 99th percentile.

Pamela is widely respected by her peers in the state, and has assumed a leadership role in her system for end of life and palliative care. She is a board member of the New Jersey Hospice and Palliative Care Organization and she has been working closely the Veterans Affairs Committee to strengthen the relationship of hospice and the VA.

As noted when she received an award in 2005—"Her southern graciousness never fails to put both patients and family members at ease as they move through the physical, emotional and spiritual impact of disease and death. Her co-workers and physicians truly admire her ability to individually embrace each patient and family member one-on-one amid moments of grief and sorrow.

Marie Brennan, MSN, RN, CPHQ, Nurse Administrator

Marie Brennan is the Vice President of Patient Care Services of St. Joseph's Regional Medical Center and the chief nursing officer of St. Joseph's Health Care System. With over 25 years of nursing administration experience, she consistently demonstrates excellence in providing an environment where quality and patient safety are paramount in the work that her staff does.

Marie created this environment using Jean Watson's Model of Caring as the basis of nursing practice, and had Ms. Watson come to the medical center and talk about her theory of caring and Relationship-based Care. The nursing practice council adopted this model and integrated it into the nursing orientation programs, where it is taught by staff RNs. To make Watson's theory more tangible for the staff nurse, Marie created "Watson Rooms" on the clinical units, where staff RNs can go to de-stress during their day. This allows them time to decompress and re-energize in order to return to the bedside and deliver the best nursing care possible.

Marie also incorporated Marie Manthey's "Partners in Practice" program to enhance the collaborative care between the RN and the patient care assistant in order to deliver care to a group of patients as a team.

Passaic County is an extremely diverse community with the second largest Muslim population in the U. S. She identified the need to modify the patients' nursing care plan and routine based on the cultural needs of this Muslim community. She invited the Outreach Direction of The Islamic Center of Passaic County to address cultural issues related to the hospitalization of the Muslim patient in order to facilitate nursing care based on their cultural needs. As part of the Clinical Nurse Leader project a couple of staff RNs addressed issues of privacy and respect in dress for these patients and in providing prayer rooms so that they can worship in privacy.

She is certified as a Certified Professional in Healthcare Quality and was honored by the Organization of Nurse Executives as the Nurse Executive of 2007 Award.

Carol Floyd, Licensed Practical Nurse, Acute Care

Carol Floyd is a Licensed Practical nurse who provides direct patient care on a 37 bed medical stroke unit during the 3-11 shift at the University Medical Center at Princeton.

She graduated in 1970 from the Princeton Hospital School of Practical Nursing. She is currently the First Lieutenant of the Allentown Volunteer First Aid Squad and has been a member since 1988. She has served as a Squad delegate and secretary to the 9th District of the New Jersey First Aid Council. She has raised 3 children as a single mother, since her husband died, and still continued to serve her community.

Carol has worked closely with her staff to reduce falls using the fall prevention measures defined in the fall prevention education program. Even though carol works part time she is an active and enthusiastic participant in all performance improvement programs.

Carol is frequently mentioned in our patient satisfaction surveys as "caring, competent, and wonderful." She is known for her attention to detail and treating her patients as family.

Phyllis Begyn, BSN, RN, OCN, CNA Registered Professional Nurse Manager, Acute Care

Phyllis Begyn is the manager of the inpatient and outpatient oncology units at Ocean Medical Center. With over 25 years of experience her leadership style has been characterized by her sense of accountability for excellent outcomes and her strong belief in involving staff in decision making about their units.

Phyllis is passionate about providing the right care and resources to her patients and their families. To this end she supported the installation of an oncology information kiosk from the National Cancer Institute right on her unit. Patients, families and staff have 24 hour access to evidenced based information related to their diagnosis and care which empowers them to seek the best possible treatment. She implemented a program of "therapy dogs" on the unit to support patients and their families, and this program has now been extended to other units and to other hospitals in the system. Her units consistently rank in the top 90th percentile or better in Press Ganey scores.

Phyllis is also very supportive of her staff, recognizing that caring for patients with cancer can be challenging. She budgeted for and supports an annual off-site retreat for her nurses to help keep them engaged and motivated, to promote team work and to help her staff connect with each other and with her. All available staff

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convene for a day of rest, relaxation and reflection, and grow to a more cohesive and coordinated team. The units' nursing turnover rates are very low and the majority of her staff have 10 years or more tenure. She encourages her patient care associates and LPNs to further their education and works with them so they have the time and resources to complete their educational requirements. She also recruited young school-aged children for Nurse Camp in 2007, aimed to give a "hands on" experience to young people thinking about a career in nursing.

Phyllis is well respected by her peers and is active with the Central Jersey Shore Chapter of the Oncology Nursing Society. She has traveled with the national ONS to Africa as part of the society's Ambassador Program. She has presented at numerous state and national meetings and has published a number of manuscripts.

Jessica M. Aston, Licensed Practical Nurse Non-Acute Care

Jessica is a Licensed Practical Nurse at Virtua Health and Rehabilitation at Berlin. She is the 3-11 charge nurses on a 52 bed Long term Care dementia unit.

Jessica started out in the health care field as a C.N.A. She graduated from Camden County Tech in 2003 and is currently pursuing her R.N. /BSN degree. Her future plan is to get her MSN degree.

She received Honorable Mention for the Humanitarian Award for Community Involvement in June 2007. She is a YMCA Volunteer, a member of Ministries for Change that provides services for inmates at the Camden County Correctional Facility, and a Community crafter for seniors who want to learn scrap booking. Jessica currently serves a two year term on Virtua's company wide Dispute Panel.

Jessica's team members rave about her superior ethics, impeccable standards and a team player they can always count on. She "invents" opportunities for actively encouraging her residents. She devises games to keep them occupied and provide an environment for reducing potential unsafe actions.

Her deliveries of care methods are known to be used by others successfully. One performance improvement activity Jessica addressed was the lack of appetite in many residents. She altered the visual presentation of the baked custard, given as a bedtime snack, by breaking graham crackers and placing them artistically around the top and dropping a cherry in the middle, to look more like a fancy dessert.

Jessica is an active member of the Ethics Committee. Her decisions to initiate interventions are both timely and accurate. She is a strong example of the nursing prototype and as a rising professional is not intimidated despite working with nurses having much more experience.

Susan Spinner, MSN, Nurse Researcher Proficient

Susan S. Spinner, MSN, an Advanced Practice Nurse in the Children's Program of Excellence, Virtua Health is the 2008 Nurse Researcher, Proficient Awardee. She is responsible for oversight of quality, standard of care and education for the pediatric and neonatal populations in two hospitals within the Virtua Health System.

Ms. Spinner has built a solid record of scholarship in research in neonatology, research which has led to regional changes in practice. She is also unique among many researchers in that she practices as an advanced practice nurse.

Here is a recent example of how this clinician-scholar took national guidelines on the Management of Hyperbilirubinemia in a Newborn Infant. Early in her Task Force's work, it was determined that there was NOT a consistent approach to measuring bilirubin levels in newborn infants. Only 33% of the health care facilities in the region performed serum bilirubin testing on all infants. The remaining institutions screened infants using an indirect, transcutaneous device. Two, competing schools of thought existed. To bridge the gap, the Task Force implemented a research study to compare the effectiveness of transcutaneous and serum bilirubin testing.

The study demonstrated that there was no significant difference between the two testing measures in their ability to screen newborn infants for hyperbilirubinemia.

The results led to implementation of standardized transcutaneous screening of all infants born within the Virtua Health System. All pediatricians are adhering to this uniform standard of care and a significant added outcome is empowerment of Virtua's nurses. The nurses now screen all infants using the transcutaneous

device, plot the results and in accordance with the clinical protocol, initiate serum bilirubin testing for infants whose initial transcutaneous screening values exceed the normal range. The nurses no longer have to wait for physician-directed follow-through. Screening, diagnosis and treatment are expedited. Two additional positive outcomes flowed from this project; newborns whose transcutaneous testing is normal, are spared a painful blood draw and the hospital does not incur the cost required for serum testing. Ms. Spinner and the Task Force are now seeking to make universal screening of newborn infants for hyperbilirubinemia a State mandate, similar to the requirement for metabolic testing.

Linda Flynn, PhD, RN, Nurse Researcher Expert

Dr. Linda Flynn earned masters and PhD degrees in Nursing from the Rutgers College of Nursing and completed a Postdoctoral Research Fellowship through the Center for Health Outcomes & Policy Research at the University of Pennsylvania, School of Nursing. She is an Assistant Professor of Nursing at Rutgers College of Nursing and the Associate Director of Research for the New Jersey Collaborating Center for Nursing where she leads the research team in conducting research and disseminating the results.

Dr. Flynn's program of research investigates the impact of work environment traits, nurse staffing levels, workloads, and other structural characteristics on nursing and patient outcomes in settings across the practice continuum. Although the focus of her research includes acute care settings, she is among the first researchers to extend this line of inquiry into non-acute sites of care including home health, nursing homes, public health, and dialysis centers. Her body of work has gained national recognition, resulting in grant awards of nearly \$800,000 from funders including the Robert Wood Johnson Foundation and the Interdisciplinary Nursing Quality Research Initiative in just the last two years alone.

Recognizing her responsibility to provide evidence for policy decisions affecting New Jersey, she has focused much of her research on practice settings in the state.

In addition to scholarly publications in journals such as Nursing Research, Western Journal of Nursing Research, Public Health Nursing, Home Healthcare Nurse, and the Journal of Nursing Scholarship, she has recently published a significant report entitled *The State of the Nursing Workforce in New Jersey: Finding s From a Statewide Survey of Registered Nurses*.

Loida Araneta, BSN, RN Registered Professional Nurse Post-Acute Care/ Long Term Care

Loida Araneta, is a staff nurse at JFK Johnson Rehabilitation Institute. A dedicated and patient-focused RN with 17 years of experience. She is the Chair of Falls Prevention Committee for JFK and Johnson Rehabilitation Center and Johnson Rehabilitation Institute since 2006.

Founder and moderator of Online Unit Journal Club called Iebrehabstars@yahoo.com wrote and produced an educational DVD on safety and falls prevention for patients called "CATCH A FALLING STAR" which implements best practice fall prevention strategies.

With this nurse's participation in a staff driven Rehab Falls Reduction team called the Rehab Safety STARS, the development and implementation of Catch a Falling Star program was created for falls reduction. They designed their own falling stars, STARS of the day lists, patient safety signage and patient rounding sheets.

This program was so successful, it was adopted throughout the SOLARIS health system acute hospitals. In June 2007, the Rehab Safety STARS program was featured in the ADVANCE for Nurses cover and in a 4 page article and interview.

This Nurse also has a knack for bringing people together. She is responsible for the quarterly fiesta to enhance morale and teamwork.

A patient advocate, she planned a wonderful 1 year anniversary for her patient who was in Rehab so he and his wife could celebrate and played their wedding song on the piano for them.

Christine Arroliga, RN, CDE, Registered Professional Nurse, Community Health

Christine received her associate's degree from Gloucester County College after an L.P.N. certification from Camden County Vocational School.

Chris plans and manages all FitSmart activities and weight loss programs at Virtua Health. She developed and implemented New Beginnings, now recognized as one of the most comprehensive bariatric surgery programs in the country. New Beginnings provides nurses care management, nutrition counseling and

behavior modification, as well as group and individual support. She is now the Web Board Administrator for the internet-based enrollment program which she helped develop and implement for this New Beginnings program. Clinical outcomes exceed national statistics. Further, Chris's work in bariatric earned the Virtua Health Superstar Award in clinical excellence.

Chris was also co-developer of the database that logs all outcome data associated with the bariatric program. Her accomplishments are an inspiration to anyone whose ideas have ever been thwarted by a lack of a budget: Chris's bariatric programs were coordinated without a separate budget!

Chris has been a consultant to other health organizations around the country trying to medically integrate their health systems with fitness centers. She has addressed the annual conference of the Medical Fitness Association. She also presented on disease management on the Internet and on Virtua's experience in Internet-based diabetes management at the User Summit. This is the most comprehensive user group meeting in the healthcare industry.

Chris is a member of the American Association for Diabetes Educators and the National Association of Bariatric Nurses. She is an affiliate member of ANA. She has acquired her leadership certification from Virtua Health and is a Six Sigma Yellow Belt. Her community service includes speaking at support groups for diabetes, Parkinson's disease and stroke. She has also participated in fundraisers for American Diabetes Association, American Cancer Society and American Heart Association. She is an instructor in the Healthy Emergency Response Organizations program.

Gayle Walker-Cillo, MSN/Ed, RN, CEN Nurse Educator Clinical.

Gayle Walker-Cillo works full time in Morristown Memorial Hospital Emergency Department where she is responsible to insure staff competency for 250 staff members including nurses, technicians and unit representatives. She provides quality patient care for all age and cultural groups requiring Emergency services through advocacy, enactment of patient rights and application of evidence-based interventions. Gayle provides professional development/continuing education to the members of the ED and she acts as mentor to nursing staff.

Gayle has developed and presented evidence-based lectures for the ED such as "Gang Violence in the ED;" she also developed and implemented an *ED Nursing Fellowship* incorporating Imogene King's system theory, Knowles' adult learning model, Lewin's change theory, conflict resolution and Kramer's reality shock phenomenon. To date 10 nurses have completed the six month didactic and practical course. As one Fellow wrote: "The ED Nursing Fellowship program proved to be both exciting and challenging. Participating in the fellowship program required a firm commitment, tremendous dedication and many hours of studying. Was it worth it? Absolutely!"

Gayle's expertise in triage was solicited by the National Emergency Nurses Association in collaboration with Mosby publishers, to write two chapters in the new, on-line ED triage education program. Her chapters were scheduled for release in May 2008.

According to her peers and patients, Gayle Walker-Cillo is a committed patient advocate who provides nursing care with compassion and empathy.

Concerned Black Nurses of Newark, Inc. Presents Scholarships and Recognize Accomplishments

Concerned Black Nurses of Newark, Inc. (CBNN) held its 26th Annual Scholarship and Awards Luncheon at the National Newark Building, "The Mezzanine" located in Newark's Downtown Renaissance on May 17, 2008. This event was hosted by a powerhouse of healthcare professionals and supported by many organizations throughout New Jersey. Gwen Watford-Miller, President of CBNN; Diana Johnson, Scholarship Chair and Lynda Arnold, Scholarship Co-Chair facilitated this awesome celebration.

About 200 members, supporters, family and friends experienced an afternoon of good food, entertainment, socializing, and networking. But more importantly, they gathered to honor and give recognition of special accomplishments to individuals in the healthcare and community service industries.

The afternoon's event was hosted by Master of Ceremony Anthony Johnson, award winning journalist and Channel 7 Eyewitness News team reporter and Mistress of Ceremonies, Vanessa Tyler, Emmy award winning anchor and reporter on the CW11 ten o'clock news on WPIX-TV.

The theme of the luncheon "Nurses Addressing Chronic Diseases: Focusing on Prevention and Management," was presented by guest speaker Dr. Debra A. Toney, PhD, RN, President of the National Black Nurses Association from Las Vegas, NV. Concentrating on many of the chronic diseases that plague our local communities, Dr. Toney lamented about the high rates of diabetes, obesity, high blood pressure, and stroke many of these diseases are preventable. "We must change our behavior and live and eat healthy." Addressing some of the causes of these diseases such as smoking, poor diet, lack of exercise, and the common knowledge preventative measures that can be incorporated into our everyday lives, Dr. Toney challenged the attendees to make a change in their own behaviors and the behaviors of their friends and family.

The highlights of the afternoon were the awards to the special distinguished honorees and to the outstanding scholarship recipients.

O. Elizabeth Barry, MSN, RN, BC was honored as Outstanding Clinical Nurse of the Year. Ms. Barry is a Registered Nurse at the University of Medicine and Dentistry of New Jersey (UMDNJ) with an expertise in high-risk perinatal nursing.

CBNN's First Vice President since 2006, Lois Greene, RNC, MBA was honored as Outstanding

Administrative Nurse of the Year. Currently Assistant Vice President of Oncology/Hematology Services for the Cathedral Regional Cancer Center of St. Michael's Medical Center in Newark NJ.

Dr. Courtney Lyder, ND GNP, GAAN was honored as Outstanding Nurse Researcher of the Year. Dr. Lyder is Professor of Nursing, Internal Medicine and Geriatrics and the inaugural holder of the University of Virginia Medical Center Professorship in Nursing at the University of Virginia. He is also Chairman of the Department of Acute and Specialty Care at the University, where he directs a faculty of 45 researchers and educators interested in care issues related to hospitalized adults. Starting August 1, 2008 Dr. Lyder will become dean and professor of the UCLA School of Nursing.

Robert Skeist, RN, MS, ACRN was honored as Outstanding Nurse Educator of the Year. Mr. Skeist is currently staff nurse at the Family Treatment Center at Newark Beth Israel Medical Center where he cares for HIV-positive individuals from the greater Newark area.

The Community Service Awards were presented to a long time community activist the Honorable Mildred C. Crump, City of Newark's Councilwoman and Council President and Debra L. Harwell, Associate Director for New Jersey State Nurses Association and the Institute for Nursing. Ms. Harwell promotes and initiates interdisciplinary collaboration and networking with professional associations and nursing specialty groups.

A diverse group of students currently enrolled in an accredited nursing program were presented with scholarship awards. The five recipients included Antoinette Edwin, Alpha Jalloh, Gesmene Ulysse, Scholastica Okoye.

Special dedication to the Snead family, Asitdedima Bassey was presented with the first Juanita Snead Memorial Scholarship. Recently deceased, Juanita Snead was a dedicated member of CBNN and serviced in various capacities within the organization. Many of Snead's family members and friends were present to participate in this special scholarship presentation.

In closing the afternoon's events, Gwen Watford-Miller, President of CBNN for the past 2½ years said, "Let us continue to make a positive impact to educate our communities on health education and disease prevention." "Nurses continue to support and mentor our future leaders in nursing, they need us." For more information on CBNN, please visit www.cbnn.org.



L to R: Charles Miller, Anthony Johnson—Channel 7 Eyewitness News Reporter, MC; Vanessa Tyler—Channel 11 WPIX-TV Reporter, MC; Lois Greene—CBNN VP & 2008 CBNN Nurse Administrative Award Recipient; William F. Owen, Jr., MD—University of Medicine & Dentistry of New Jersey, President; The Hon. Mildred Crump—2008 CBNN Community Service Award Recipient & City of Newark Council President; Mrs. Alice Owen; Gwen Watford-Miller—CBNN President; Dr. Courtney Lyder—2008 CBNN Nurse Research Award Recipient; and Dr. Debra Toney—NBNA President



L to R: Lynda Arnold Scholarship-Co-Chair; Gwen Watford-Miller, CBNN President; Dr. Toney, NBNA President; Diana Johnson, Scholarship Chair

Most Health Care Workers Do Not Intend To Receive Pertussis Vaccination, Despite Their Increased Risk Of Acquiring And Transmitting The Infection

Pertussis, also known as whooping cough, is a contagious infection of the respiratory tract. Its incidence in the United States has increased significantly in recent years, with a rise from 1.8 to 8.9 cases per 100,000 individuals from 1994 to 2004. Health care workers (HCWs) are particularly at risk of both acquiring pertussis—because of their contact with infected patients and the waning protection of childhood vaccinations—and transmitting the infection to others, especially their patients, coworkers, and family members. Although vaccination can effectively prevent the spread of pertussis in adults, the vast majority of HCWs do not intend to receive it, according to a new study.

Of the HCWs surveyed, 87 percent did not plan to get the pertussis vaccine, while 13 percent either had already received it or intended to receive it. The most common reasons cited by those who did not plan to receive the vaccination were a perceived lack of recommendations and misconceptions about pertussis vaccination and infection. As for those who intended to get vaccinated, the primary reason was to protect their patients and family from getting whooping cough. The analysis identified four positive predictors of receiving the vaccine: a physician recommendation, awareness of the Centers for Disease Control and Prevention's recommendations for pertussis vaccination for HCWs, encouragement from a coworker, and the belief that HCWs may spread pertussis to others. Two negative predictors were also identified: the presence of children at home and employment as a nurse.

This study was conducted at Vanderbilt University Medical Center using a self-administered, Web-based survey sent to 14,893 potentially eligible employees. Only the 1,819 employees who completed the survey and anticipated direct physical contact with patients in the upcoming year were analyzed. The research was supported in part by the Agency for Healthcare Research and Quality (HS13833).

More details are in "Healthcare workers' knowledge and attitudes about pertussis and pertussis vaccination," by William P. Goins, MD, William Schaffner, MD, Kathryn M. Edwards, MD, and Thomas R. Talbot, MD, MPH, in the November 2007 *Infection Control and Hospital Epidemiology* 28(11), pp. 1284-1289.

U.S. Department of Health and Human Services • No. 333, May 2008

Nurses Can Facilitate Quality Improvement In Primary Care Practices With Electronic Medical Records

Nurses can play an important role in facilitating quality improvement in primary care practices with electronic medical record (EMR) systems, concludes a new study. The Practice Partners Research Network (PPRNet), a primary care practice-based research network, disseminated a five-pronged improvement model to its practices through quarterly performance reports for each quality of care indicator, practice site visits, and annual network meetings. The goal of the QI model was to prioritize performance, involve all staff, design delivery systems, activate the patient, and use EMR tools.

The PPRNet practices boosted the involvement of staff members to determine approaches to improvement and focused on specific quality indicators each quarter. They also made efforts to redesign the delivery system. For example, they reviewed office processes to streamline and reduce redundancy or inefficiency, established written protocols to guide chronic disease management, and formed care management teams of providers and nurses to help patients with chronic illness. They also made more use of EMR tools. For example, they used EMR ticklers and recall systems to remind patients of screening services needed. Except for one patient education tool, patient activation strategies were the least commonly adopted improvement strategies.

Practice nursing staff assumed many new roles to enhance communication between patients and providers. Using templates within the EMR system, they reviewed what health maintenance screening tests were due and reconciled medication lists with patients. They increased the accuracy of patients' medication lists. Nurses also alerted providers to elevated blood pressures and other clinical parameters not at goal, and prompted them to administer or schedule interventions. The study was supported by the Agency for Healthcare Research and Quality (HS13716).

See "Strategies to accelerate translation of research into primary care with practices using electronic medical records," by Lynne S. Nemeth, PhD, RN, Andrea M. Wessell, Pharm.D, Ruth G. Jenkins, PhD, and others, in the October-December 2007 *Journal of Nursing Care Quality* 22(4), pp. 343-349.

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The Road to Evidence-based . . .

continued from page 1

Module 1: Introduction to Nursing Research: Part I

- Objectives:
- Examine the concepts relevant to nursing research.
 - Explain the steps of the quantitative research process.

Module 2: Introduction to Nursing Research: Part II

- Objectives:
- Describe methods of analysis in research.
 - Explain methodologies used in qualitative research.

Module 3: Weighing the Evidence for Change

- Objectives:
- Describe the steps in a critique of a research article.
 - Discuss the levels of evidence required to support a change in practice.

Module 4: Incorporating Research into Practice

- Identify barriers to change.
- Describe models used to incorporate research into practice.

If your organization is interested in having this continuing nursing education activity presented to staff, contact Dr. Ann Curley, Director of Practice preferably by email at ann@njsna.org or by phone at 609-575-2766.

This activity is provided by the Institute for Nursing, an accredited provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

The Institute for Nursing has been approved by the New Jersey Department of Education as a Professional Development Provider ID# 1199

See page 8 for more info.

Hospitalists Shorten Stays But Don't Save Much Money Or More Lives

Hospitalists are physicians who spend at least a quarter of their time serving as physicians for inpatients and return the patients to their primary care physicians at discharge. An increasing number of U.S. hospitals have adopted the practice of having these physicians on staff. However, a new study finds that while these hospitalists do reduce patients' stay lengths, they don't necessarily save money or reduce death and readmission rates when compared with general internists and family physicians.

Researchers used a database developed to measure health care use and quality to compare the performance of 993 general internists and 971 family physicians with 284 hospitalists. The researchers looked at length of hospital stay, cost, death rates, and readmission rates for adult patients admitted to 45 U.S. hospitals from September 2002 to June 2005 with 7 conditions, including pneumonia, heart failure, and stroke.

Patients seen by hospitalists were likely to have shorter stays (2.9 days) compared with patients of general internists and family physicians (3.3 days). Costs remained in the same ballpark for all three (hospitalist: \$5,129, internists: \$5,397, and family physicians: \$5,254), as did death rates and 14-day readmission rates. This study contradicts earlier findings that suggest employing hospitalists equals cost savings.

Although stay length was 10 percent shorter when hospitalists were in charge, these doctors may have been able to squeeze in more tests and treatments, as reflected in care costs, which were similar to the costs for internists and family physicians as the lead, the authors suggest. This study was funded in part by the Agency for Healthcare Research and Quality (HS11416).

See "Outcomes of care by hospitalists, general internists, and family physicians," by Peter K. Lindenauer, MD, Michael B. Rothberg, MD, MPH, Penelope S. Pekow, PhD, and others in the December 20, 2007 *New England Journal of Medicine* 357(25), pp. 2589-2600.

U.S. Department of Health and Human Services • No. 333, May 2008

Institute for Nursing Presents "The Road to Evidence-based Practice: Interpreting Research"

by Maureen Clark Gallagher, RN, MS, APN,C

Research is in the forefront of health care as nurses are expected to base their practice on emerging evidence from research and utilization of evidence-based practice. Evidence-based practice is "broadly defined as the use of the best clinical evidence in making patient care decision, and such evidence typically comes from research conducted by nurses and other health care professionals"¹

The mission of the Institute for Nursing is to advance the profession of nursing and the communities we serve through scholarship, research and education. Following this mission, the Institute for Nursing Provider Unit developed a two-day educational program titled "The Road to Evidence-based Practice: Interpreting Research." The purpose of these sessions is to educate staff nurses to become informed consumers of research.

Capital Health System (CHS) was the pilot institution for the program. CHS is a Magnet-designated health system made up of two hospitals (589 beds) and ambulatory locations serving patients throughout Mercer County, NJ and Lower Bucks County, PA. The classes were held at the CHS Hamilton Campus in the brand new, state-of-the-art classroom. Fifty-three staff nurses attended and the excitement in the room was palpable.

Day One of the series focused on introduction to research. Dr. Ann Curley, PhD, RN examined concepts relevant to nursing research as well as explaining quantitative and qualitative processes. The staff nurses were asked to read relevant articles prior to the session which spurred discussion and gave a background for covered topics.

Day Two was held one month later. Weighing the evidence for change was discussed. The session concluded with incorporating research into practice. A concrete plan for unit based research utilization was developed prior to the end of the session.

Dialogue and question and answers formats were inherent in the presentation of information. The

nonthreatening environment was relaxed and conducive to learning. An additional bonus was the 13.5 contact hours that were earned by the staff nurses. The evaluations were overwhelmingly positive.

For those individuals who are interested in attending this program, note our upcoming program dates and register. If your organization is interested in having this program presented to staff, contact Dr. Ann Curley, Director of Practice preferably by email at ann@njsna.org or by phone at 609-575-2766.

¹. Polit, D.F., Beck, C.T. (2008). *Nursing Research-Generating and Assessing Evidence for Nursing Practice*. Philadelphia: Wolters Kluwer/Lippincott Williams & Wilkins.

"The Road to Evidence-based Practice: Interpreting Research"

Purpose:	Educate staff nurses to become informed consumers of Research	
Dates:	Friday, October 10, 2008 and Friday, October 17, 2008	
Time:	8:00 am 8:30 am-3:45 pm	Registration Program
Cost:	Members	\$150-One day \$300-Two days
	Non-Members	\$250-One day \$500-Two Days
Place:	Institute for Nursing 1479 Pennington Road Trenton, New Jersey 08618	
Contact Hours:	13.5	

The Institute for Nursing is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

The Institute for Nursing has been approved by the New Jersey Department of Education as a Professional Development Provider ID# 1199.

Researchers Examine The Relationship Of Workarounds To Technology Implementation And Medication Safety In Nursing Homes

As many as 42 percent of adverse drug events in nursing homes are preventable. One way to reduce these errors is through the implementation of technology in the systems of medication administration. This technology, however, sometimes causes blocks in the work flow (e.g., through safety alerts and requests for more documentation). When nursing home staff work around these blocks, new types of medical errors and unintended consequences are introduced. A new study provides practical examples of workarounds in the nursing home and examines the risks to medication safety.

Researchers observed five Midwestern nursing homes that had implemented a fully integrated electronic health record (HER) and an electronic medication record (eMAR). The medication administration system was mapped before the technology was implemented and then six months after implementation.

The authors identified two distinct root causes for workarounds. First were those introduced by the technology itself. For example, intentional blocks were designed in the system to prevent the ordering of excessive medication, but staff often worked around this block by entering several smaller doses of the same medication to obtain the full order. Unintentional blocks were also evident; for instance, slow wireless connections when viewing multiple screens of a patient's health record led frustrated staff to consult written notes instead. A second root cause of workarounds was the failure to reengineer related processes for technology. For example, staff bypassed safety features that they perceived to be time consuming, such as a double documentation check at the time when medication was prepared and again when administered.

Nursing home staff most often engaged in first-order problem solving when they bypassed blocks in their work flow. That is, they found the most immediate solution to getting past the block. But a more effective and sophisticated approach is second-order problem solving, which addresses the root causes of the blocks. This strategy can be enhanced by the presence of the medication safety team, as well as by encouraging open communication among the staff so that they can talk openly about the blocks they face. Workarounds, such as overriding alerts, are a particular concern for patient safety. This study was supported in part by the Agency for Healthcare Research and Quality (HS14281).

More details are in "Technology implementation and workarounds in the nursing home," by Amy A. Vogelsmeier, MSN, RN, Jonathon R.B. Halbesleben, PhD, Jill R. Scott-Cawiezell, RN, PhD, in the January/February 2008 *Journal of the American Medical Informatics Association* 15(1), pp. 114-119.

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Helene Fuld Dean named President of NCHASCN

Blackwood, April 28, 2008: Rose Saunders, EdD, RN, CNE, Dean of Helene Fuld School of Nursing in Camden County, was named president of the National Coalition of Hospital Associated Schools and Colleges of Nursing (NCHASCN) at the annual meeting in March. The Coalition supports hospital associated schools and colleges of nursing in their efforts to prepare licensed nurses to meet the health care needs of society. The organization also provides educational programs for the members, offers scholarships for students enrolled in member school of nursing programs and recognizes faculty excellence. Saunders lives in Winslow Township with her husband, Don.

About Helene Fuld School of Nursing in Camden County

Helene Fuld School of Nursing in Camden County, a cooperative program with Camden County College, is sponsored by Cooper University Hospital and Virtua Health, with an enrollment of approximately 450 students. HFSN is approved and accredited by the NJ Board of Nursing and the National League for Nursing Accrediting Commission. More than 4,500 professional nurses have graduated from HFSN and its antecedent schools. The majority of graduates work in the southern New Jersey region in a variety of nursing positions. It is located on the 320 wooded acres that comprise the campus of Camden County College in Blackwood, New Jersey.



Rose Saunders

New Pill Card Helps Patients Take Medications On Time

Free, online instructions for creating a pill card—an illustrated medication schedule—using only a personal or lap top computer and printer are now available from the Agency for Healthcare Research and Quality.

One in four Americans do not take prescription medicines as prescribed. Adherence to medication instructions is particularly important when people have chronic illnesses such as diabetes or heart failure. Many people who fail to adhere to medication instructions do so because they do not understand how to take their medicines. Medication non-adherence costs an estimated \$100 billion annually in hospital admissions, doctor visits, lab tests, and nursing home admissions.

Research has shown that using a pill card with pictures and simple phrases to show each medicine, its purpose, how much to take, and when to take it reduces misunderstandings. A pill card can serve as a visual aid for confirming that patients understand how to take the medicines properly and as a reminder to take medicines. AHRQ's *How to Create a Pill Card* provides step-by-step instructions for making a pill card. A person needs a computer with word processing software, a printer, and information on all of their medicines.

How to Create a Pill Card is intended for anyone who takes medicines regularly or who cares for someone who does. More information can be found at www.ahrq.gov/qual/pillcard/pillcard.htm.

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Peer Assistance Program

Nurse Support Groups

These are self-help smoke-free groups facilitated by a volunteer nurse who understands addiction and the recovery process. The Recovery and Monitoring Program of NJ (RAMP) requires that nurses attend one of these support groups in addition to Alcoholics Anonymous or Narcotics Anonymous. Many nurses find it more therapeutic to share their experiences with peers who understand the profession. **Note: You must contact the group facilitator prior to attending the meeting of your choice.**

NURSE SUPPORT GROUPS 1-800-662-0108

ATLANTIC & CAPE MAY COUNTY

Marmora

Plaza 9
289 S. Shore Rd., Office #1
Every Monday 7-8:30 pm
Jill H. H-609-390-3287; W-609-390-2894
Eileen P. W-609-748-4037; H-609-861-1834

BERGEN COUNTY

Paramus

Bergen Regional Med. Ctr. Rm. E222 (2nd fl)
Behavioral Health, East Ridgewood Ave.
2nd & 4th Wednesday every month
7:30-9 pm
Lucille J. 201-265-0734
Kem L. 973-279-8473
Teddy S. 917-566-7758

Teaneck

Holy Name Hospital
Women's Ambulatory Care Center
Cedar Lane & Teaneck Road
1st & 3rd Tuesday every month
7:30-9 pm
Nancy E. 201-692-1774
Deborah M. 201-384-3699

BURLINGTON COUNTY

Moorestown

Baptist Church, Main Street
1st, 3rd, 5th Monday every month
7-8:30 pm
Pat M. H-856-235-2916
Pat F. H-856-866-1458

CAMDEN COUNTY

Haddonfield

First Presbyterian Church
20 Kings Highway East, Room 304
Every Wednesday 7:00 pm
Mary M. H-856-228-1573; W-856-757-3315
beeper. 856-756-9014

CUMBERLAND AND SALEM COUNTY

Seabrook

Seabrook House
133 Polk Lane—Counseling Center

GROUP FACILITATORS URGENTLY NEEDED—

**Expanding Support Group
Enrollment requires your
expertise to assist our
colleagues with Impaired
Practice Problems**

**Please contact Dr. Ruth Gage at
609-883-5335 ext. 24**

Off Route 77
Every Tuesday 7-8:30 pm
Tina C. H-856-546-1529; W-856-342-2421
C-609-313-3762

HUNTERDON COUNTY

Flemington

Hunterdon Medical Center
2100 Wescott Dr. (off Rt. 31)
Substance Abuse Conference Center
Every Wednesday 7-8:30 pm
Sean M. 908-806-8916
Cindy F. 908-361-0353

MERCER COUNTY

Trenton

New Jersey State Nurses Association
1479 Pennington Road
1st & 3rd Tuesday
7-8:30 pm
Rosaline F. 609-466-0405; C-609-462-3382

MIDDLESEX COUNTY

Woodbridge

Trinity Episcopal Church
Rahway Avenue
Every Wednesday 7:30 pm
Dorothy S. 732-494-3508
Kathy T. 732-525-2338

MONMOUTH COUNTY

Freehold

CentraState Medical Center
OB Conf. Floor (use escalator)
West Main St.
1st & 3rd Friday every month
7-8:30 pm
Mary Lou H. 732-919-1378
Eleanor D. 732-728-1516

Neptune

Meridian Life Fitness
2020 Highway 33, 2nd floor conference room
Every Friday 7-8:30 pm
Pat O. 732-291-0938
Bill P. 732-539-3433

MORRIS COUNTY

Boonton

St. Clare's Hospital—Boonton
Partial Day Program Group Room
1st & 3rd Monday every month
6:30-8 pm
Susan C. H-908-218-9790; W-973-316-1895
MaryAnn P. H-973-586-8991

OCEAN COUNTY

Manahawkin

Southern Ocean County Hospital
Conference Room 2 (off lobby)
2nd & 4th Wednesday every month
7-8:30 pm
Barbara M. 609-296-7024

Toms River

Community Medical Center
Dietary Conference Room
Route 37
Every Wednesday (except 1st Wednesday)
9:30-11:00 a.m.
Deborah B. (c) 848-702-2816
Barbara W. 732-598-8689

PASSAIC COUNTY

Passaic

St. Mary's Hospital
350 Blvd., Classroom C, 3rd Flr. Reed Bldg.
Elevator
Call: 973-365-4300 ext. 5 for further directions
2nd & 4th Tuesday every month 7-8:30 p.m.
Lee B. 973-904-0822
Debbie H. 973-743-4551

SUSSEX COUNTY

Lafayette

Sunrise House
37 Sunset Inn Road
2nd & 4th Monday every month
5:30-7 pm
Rita G. W-973-579-2456; H-973-383-3012
(cell) 201-213-7017
Marla C. W-973-383-6300 x114
C-914-443-9123

**A service of the Peer Assistance Program,
sponsored by the Institute for Nursing (the
foundation of the New Jersey State Nurses
Association) Peer Assistance Forum**

**Peer Assistance Line For
Nurses in New Jersey with
Chemical Dependency
Problems
1-800-662-0108**

The Institute for Nursing

The foundation of the New Jersey State Nurses
Association
1479 Pennington Road
609-883-5335
Fax: 609-883-5343
Website: www.njsna.org

**Also through the Institute for Nursing
The Recovery and Monitoring Program (RAMP)
609-883-5335 x34**

Rutgers College Of Nursing Professor Lucille A. Joel Named As Its Interim Dean

Rutgers-Newark Chancellor Dr. Steven J. Diner has announced the appointment of Dr. Lucille A. Joel as interim dean of the Rutgers College of Nursing, effective immediately. Joel will administer the daily operations of the college while the university seeks a permanent replacement for the previous dean, Dr. Felissa Lashley, who retired last month.



Lucille Joel

Since coming to Rutgers in 1979, Joel has served in a variety of academic and administrative roles, including interim associate dean for academic affairs; chair, Department of Adults and the Aged; director, Teaching Nursing Home program; and associate dean for clinical affairs. Joel teaches at the baccalaureate, masters and doctoral levels, and previously was professor and director of the Post Baccalaureate Program in Nursing at Seton Hall University.

In June the Oradell, N.J. resident was honored by the American Nurses Association (ANA) Board of Directors, which presented her with the 2008 Honorary Recognition Award, one of ANA's highest honors.

Joel is author of *Dimensions of Professional Nursing* and *The Nursing Experience*, and *Advanced Practice Nursing*, published by McGraw-Hill and FA Davis, respectively. She is an international advisor to the *American Journal of Nursing*.

The interim dean is a recipient of the New Jersey Governors Nursing Merit Award for Education. She received a Diva award from the New Jersey Institute of Nursing, the McManus Medal from the Nursing Education Alumni Association of Teachers College, Columbia University, and is a member of the Seton Hall University College of Nursing Hall of Honor.

Among her many professional affiliations, Joel is the immediate past president of the Board of Trustees of the Commission on Graduates of Foreign Nursing Schools and acts as the official representative to both the United Nations and to UNICEF for the International Council of Nurses.

Lucille Joel holds masters and doctoral degrees from Teachers College, Columbia University in New York. She received her B.S. in Nursing from Seton Hall University.

From its headquarters at Rutgers-Newark, Rutgers College of Nursing offers a broad range of academic programs on all three Rutgers campuses. The college offers a master's program with unique practitioner specialties, a Doctor of Nursing Practice (DNP) degree, and the first Ph.D. nursing degree in New Jersey.

They Say We Can't Do It...They Say that Nurses Can't Work Together... Let's Prove Them Wrong! BIG GIFTS REQUIRE MONUMENTAL DREAMS 2008 Institute for Nursing Annual Giving Campaign

The Field of Dreams movie says "Build it and they will come." The Institute for Nursing has "Dreamed it and would like to make it a reality." The Institute for Nursing is asking every nurse in the State of New Jersey to give \$10.00 in support of its 2008 Annual Giving Campaign. We have a lot of work to do in order to reach our goal of \$1,000,000 and we believe it can be done based on the support of all our registered nurses in the State of New Jersey.

"5 Top Reasons to Support the Institute for Nursing..."

- Advances the profession by presenting high quality continuing nursing education programs and publicizing and funding nursing research
- Since 1990 has granted nearly \$300,000 in annual scholarships to deserving student nurses and nurses further their education
- As a 501(c)(3) philanthropic organization relies solely on tax-deductible contributions
- Aids nurses with issues of impaired practice through the Recovery and Monitoring Program (RAMP), a service critical to patient safety and in helping retain good people in our profession
- Helps ensure the future workforce includes dedicated, well educated nurses committed to furthering the success and leadership contributions of their profession.

Nursing is the respected, invaluable profession it is today thanks to many outstanding nurses and supporters who had a vision for the future. We count each of you among those visionaries and are

enormously grateful for your past, present and future assistance. We cannot make this campaign a success without your support.

Give your \$10.00 to support our annual campaign. Mail your donation to the Institute for Nursing Annual Campaign, 1479 Pennington Road, Trenton, New Jersey 08618. For more information contact Debra Harwell, Associate Director, at 609-883-5335 x19 or by email at deb@njsna.org.

The mission of The Institute for Nursing is to advance the profession of nursing and the health of our communities through scholarship, research, and education.

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I understand that my contribution to the Institute for Nursing, which is a 501(c)(3) entity, is tax deductible in accordance with the rules and regulations of the Internal Revenue Service.

Practice/Regulatory News

Carolyn Torre, RN, MA, APN,C., Director of Practice, NJSNA

Mandatory Staff Level Posting and Reporting Standards: These regulations (new rule, 8:43G-17A, and amendment, 8:43G-1.2) were published as a final adoption in the *New Jersey Register* March 17, 2008. They are available on the njsna.org website for members under Government Affairs, Regulations. They are also accessible for all at a Lexis/Nexis link to the New Jersey Register provided free of charge by the NJ Office of Administrative Law at <http://www.lexisnexis.com/njoal>. If you go to njsna.org, LINKs and scroll down to Free Access to NJ Administrative Code, the directions for attaining link are there. You must allow pop-ups to open link to NJ Register (the pop-up will show up at the bottom of your page).

ANCC Now Notifying Individuals of Pending Certification Expiration: ANCC (American Nurses Credentialing Center) has again begun notifying ANCC certified RNs and APNs of soon-to-be expiring certification. ANCC says that they will make reasonable efforts to contact individuals in a timely framework that their certification expiration dates are approaching. However, ANCC says that the responsibility for being aware of a pending need for recertification remains up to the individual since because of changes in address or name, unknown to ANCC, a recertification reminder may not reach its intended recipient. ANCC recommends that those seeking recertification submit their recertification application packet 10 weeks in advance of the certification expiration date. Everyone pull out your certification now and check your dates!

ANCC Changes in Certification Designation: Many NJ APNs recently received notification from

ANCC that the formal title originally conferred after initial certification has been changed to a new set of letters and they received a new certificate with those new letters appending their names. NJ APNs should be aware that this set of certification letters has no legal relevance in the state and should be confined to use on a CV. The legally required title for APNs in the state of NJ, is, as of this writing: RN, APN, C. That title is required on prescriptions and records and should be used on stationary, cards, etc. so that there is consistency. It is permissible to use one's highest academic degree along with the RN, APN,C.

Amendments to Continuing Nursing Education Regulations, Proposed: The New Jersey Board of Nursing published a number of proposed amendments to the Continuing Nursing Education regulations in the April 7, 2008, *NJ Register* (N.J.A.C. 13:37-5.3). Access them at the Lexis/Nexis link noted in paragraph one, above. The amendments include: (**Bolded** words are proposed language)

1. Successful completion of continuing education courses or programs related to nursing and approved by a credentialing agency accredited by the National Commission for Certifying Agencies or provided by **an International Association for Continuing Education Training (IACET) Authorized Provider: one hour for each (60 minutes);**
2. **Successful completion of continuing medical education courses recognized by the American Medical Association, the American Osteopathic Association of the American Podiatric Medical Association; One hour for each 60 minutes of attendance;**
3. **Successful completion of a continuing education course offered by a provider approved by the American Council of Pharmaceutical Education; one hour for each 60 minutes of attendance;**
4. **Courses related to nursing including courses taken as a student enrolled in an accredited nursing degree program when the student is obtaining a higher degree: five hours for each credit successfully completed.**

These proposed amendments cannot be applied to completing the CNE license renewal due May 31, 2008, because they have not yet been adopted. These proposed amendments do not contain language which the Board had previously expressed an interest in adopting regarding accepting completion of Professional Development Hours required by the DOE of school nurses. The Board reportedly expects that amended language to appear in a future proposal. Comments on the proposed rule must be received by George Hebert, Executive Director of the State Board of Nursing, PO Box 45010, Newark, NJ 07101 by June 6, 2008.

New Jersey Advanced Practice Nurses

by Grace Reilly, RN, MSN, APN President
NJSNA Forum of Nurses in Advanced Practice

I recently returned from the American Academy of Nurse Practitioners Annual Conference in Washington DC. It was wonderful to be surrounded by 3300 APNs who have a strong personal commitment to our profession and the future of health care.

I met a group of APNs from NJ. They were not Forum Members. I took this wonderful opportunity to ask them why? I know that apathy is rampant in our country; all memberships are decreasing, not just in nursing. I knew these men and women were NOT apathetic, they are here, in Washington DC, meeting with the legislators about APN issues.

Most answers involved finances. There are so many nursing organizations asking for support. Sigma Theta Tau, Alumni Associations, Critical Care and other specialty organizations. Medicine is now opening membership to "Allied Health" such as the American College of Cardiology. Too many organizations to join, so little money.

My question to them was this: What exactly is (are) those organizations doing on a daily basis to PROTECT YOUR LICENSE AND YOUR ABILITY TO PRACTICE? ARE THEY LOBBYING FOR YOUR RIGHTS TO CONTINUE TO PRACTICE AND GET PAID? DO THEY CARE THAT YOU GET PAID AT 85% INSTEAD OF 100%???? DID THEY SUPPORT THE RIGHT FOR APN PRESCRIPTIVE PRACTICE?

I respect their positions. I personally no longer belong to a few organizations for the same reasons. With the exception that I chose, and will continue to choose to support the organization(s) that supports APN practice. Without these organizations, I don't have a job. (No Job = No money)

They all will join the NJSNA Forum, and 3 gave us money on the spot. Good for them and welcome! We are honored to have them as members. They are active; dedicated APNs who are personally meeting and greeting the law makers for the benefit of all the APNs in NJ. Not every APN has the interest or ability to attend. However, most APNs have the ability to participate from their own computer. Send an email to legislators.

If all you can do is join, we welcome you too. Numbers speak volumes to legislators! If all 4000 APNs in NJ became members, every legislator in our state would recognize the importance of this. That's a lot of votes! And we all have families, neighbors, PATIENTS! We could change this state, but we need some help from all of you.

Helene Fuld and Thomas Jefferson University Sign RN to BSN Agreement

A formal agreement between Helene Fuld School of Nursing in Camden County, Thomas Jefferson University (TJU), and Camden County College (CCC) was signed on May 9, 2008 offering Helene Fuld graduates the opportunity to obtain a baccalaureate nursing degree in a short period of time following completion of the HFSN diploma nursing program and the CCC Associate in Science degree.



Rose Saunders

"I believe that this collaborative endeavor is the first to actually implement the recommendations that have been made by many of our professional and educational bodies related to integration among nursing education programs that fosters progressive academic opportunities for students," says Mary G. Schaal, EdD, RN, Dean and Professor of Jefferson School of Nursing.

"Helene Fuld has always encouraged lifelong learning," says Rose Saunders, EdD, RN, CNE, Dean of Helene Fuld School of Nursing. "Students choosing to earn a BSN will be admitted concurrently in the two schools. Upon completion of the diploma track, the graduates will continue in the TJU track and may earn a BSN within a year of initial licensure through this cooperative program," says Saunders. Graduates may also benefit from having the final year of the BSN program paid through tuition reimbursement plans offered by local hospitals.

Representatives from Thomas Jefferson University and Helene Fuld Student Services will provide academic counseling sessions on the Blackwood campus this fall for current students and alumni. Helene Fuld School of Nursing is co-sponsored by Virtua Health and Cooper University Hospital.

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The New Jersey State Nurses Association is offering a \$99 membership special from June 21, 2008 thru September 15, 2008. This includes membership in NJSNA only.

You may take advantage of this offer if:

- You are currently not a member of NJSNA
- You are a new RN
- You currently belong to another professional nursing organization

After the first year, the renewal fee for state-only membership will be \$130. you may increase your membership to a dual membership (NJSNA & ANA) at this time. The price for dual membership is \$298.

Call (609) 883-5335 ext. 13
 or
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7% of your NJSNA annual dues is a voluntary contribution to the Interested Nurses Political Action Committee. You may choose to decline to contribute

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RESEARCH CORNER

Journal Clubs to Facilitate Research/ Evidence Based Practice

Susan B. Fowler, PhD, RN, CNRN, FAHA
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So you want to start a journal club but are just not sure where to start. Here are some tips based on the literature and personal experiences.

A journal club serves several purposes. It assists with evaluating current nursing practice on a particular nursing unit; provides a format for discussion of clinical questions; helps us keep abreast of current evidence-based practice; improves our understanding of the strength of evidence used to recommend a practice change; stimulates critical thinking; and, increases our comfort with reading scientific literature.

The initial meeting of the journal club should be an educational session on basic concepts of evidence-based practice and research. In addition, a review on literature searching skills may also be helpful. The librarian may be able to assist with this aspect of education.

The format for the journal club needs to be stimulating and engaging. You want to generate curiosity, enthusiasm, interest, comfortable discussion, and most of all, learning.

What time and when should you have your journal club meetings? Meeting once a month is reasonable to start with. Pick a time of the month that staff are coming in for something else such as a staff or shared governance meeting. Length should be no more than an hour and you may want to start with ½ hour meetings every other month or quarterly. Also consider building a journal club into council or committee meetings outside of the unit level.

Advertise the topic in an interesting manner to stimulate interest in attending. Use pictures and short phrases. Keep it simple but attractive. Use email if staff all have access to email. This is a good way to communicate the topic and send them the article at the same time. If the article is available electronically, on-line, then you do not have to be concerned with copyright issues.

Once you are ready to start your first official meeting that focuses on a research article start by introducing the topic and rationale for picking the article and consider using a clinical case study as example of clinical relevancy to practice area. A brief review of the following is important to increase comfort and understanding of research articles:

- Studies purpose and review of literature discussed in article
- Research methodology
- Setting and sample
- Reliability and validity of tool used if appropriate to the article
- Findings of study
- Strength of evidence of the study and any limitations identified.

The majority of time should be spent on discussing the relevance to practice. Ask the following questions at the end of the meeting: What is the relevance of this article to our practice?, Should consider changing our practice based on this information?, and What are the findings of other studies do they support this study or refute this study?

Remember to keep a record of your meetings. Pass around an attendance sheet. Document the discussion (be brief and capture major points) in the minutes. Evaluate the journal club on a regular basis to determine needed changes. Keep a separate binder for the articles, attendance, and minutes.

Setting ground rules at the very beginning is important to ensure success of the efforts by everyone. Remind members to BE PREPARED which means reading the article prior to coming to the meeting. Be an active participant. Share your thoughts and ideas. Be in good attendance.

The initial facilitator of the journal club may be an advanced practice nurse or staff nurse interested in EBP and research. The facilitator has a number of roles to play before and during the journal club meetings. A facilitator should:

- Advertise the meeting and topic.
- Provide the initial introduction to the basic concepts of evidence based practice, and research.
- Assist with literature searches.
- Present the first few articles and help staff find articles as they begin to present.
- Assist with writing the summary of the article
- Identify the strength of evidence for practice in the article.
- Assist the group with finding other supportive literature if a change in practice is being considered.
- Help summarize the findings.
- Maintain minutes of the meetings.

How do you measure success of your journal club? Certainly, attendance is one way to gauge it. If articles start to build on one another indicating interest on a particular topic, that may be used as an indicator. When a research project develops after discussion of an article, this shows the thinking, interest, and enthusiasm continuing. Finally, success can be evaluated when investigation into a practice change takes place and is taken one step further as change is implemented and maintained.

These final words say it all. Start small but think BIG. Tap all the available resources. Ask the experts. Generate interest and enthusiasm for this type of learning. Have FUN.

Celebrate your success. Nothing can get accomplished if you don't start.

Nurse Practice Alert

Reported by Carolyn Torre RN, MA, APN,C.,
NJSNA Director of Practice

Urgent Alert to all NJ Nurses Regarding Biennial Licensing Renewal Requirements:

New Board of Nursing biennial licensing renewal regulations were published as an adoption in the *New Jersey Register* on June 2, 2008. These rules include provisions which all licensees should be alert to and since time issues may apply to some individual licensees, it is recommended that every licensee obtain a copy of the law (go to: <http://www.lexisnexis.com/njoal/>; follow the pop-up at the bottom of page, click on New Jersey Register, on left; in text box write: "Adopted amendments:13:37-5.5"—be sure this phrase is in quotations and select fast print). Scrutinize this law and follow it to the letter. Among the requirements of the rule:

- Licensees who have not submitted the renewal application and paid the fee for renewal by the expiration date on their current license will have an expired license. **Nurses working in nursing with an expired license are violating the law even if no notice of suspension has been received by the person at the address registered with the Board.**
- Licensees who have not submitted the renewal application and paid the fee within 30 days after the expiration date will be **administratively suspended without a hearing.**
- Licensees seeking reinstatement within 5 years after **administrative suspension** must submit the following to the Board: a completed reinstatement application; payment of all past delinquent renewal fees; payment of a reinstatement fee; verification of completion of 30 contact hours of continuing nursing education in the 2 years prior to renewal and an affidavit of employment listing each job held during the period of suspension, including the names, addresses and telephone numbers of each employer.
- Licensees seeking reinstatement after 5 years of **administrative suspension** of a license **must complete all the original requirements for licensure, including retaking/passing the NCLEX exam.**
- Licensees may choose paid **inactive status** if currently not working as a nurse. However, **when seeking to return to active status within 5 years of becoming inactive, licensees on inactive status must fulfill the same requirements as those on administrative suspension for less than 5 years, noted above.**
- Licensees who are on **inactive status** more than 5 years and seek to become reinstated with an active license must, like those on administrative suspension more than 5 years, **fulfill all the initial licensure requirements including retaking/passing the NCLEX exam.**

NJSNA strongly recommends that all licensees maintain active licenses unless they are sure that they will not work in nursing again. Reinstatement from either inactive or suspended status will be both more onerous and more expensive than simply maintaining a current license.