

The Alabama Nurse

The Official Publication of the Alabama State Nurses Association

Circulation to 76,000 Registered Nurses, Licensed Practical Nurses and Student Nurses in Alabama
Alabama State Nurses Association • 360 North Hull Street • Montgomery, AL 36104

Volume 39 • Issue 4

December 2012, January, February 2013

Inside Alabama Nurse



Alabama State Nurses Association 2012 Convention
Pages 10-11



CE Corner
ASNA's Healthy Nurse Symposium
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SAVE THESE DATES

NURSES AT THE CAPITOL:
February 14, 2013

ELIZABETH A. MORRIS CLINICAL EDUCATION DAY-FACES'13 April 23, 2013.
(Details and Registration form will be in next Alabama Nurse and on website www.alabamannurses.org)

ASNA/AANS/ALAONE ANNUAL CONVENTION
October 10-12, 2013

(at the Renaissance Montgomery Hotel & Spa in Montgomery, AL). Full convention materials will be printed in the June/July/August issue of *The Alabama Nurse*).

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A Story Worth Telling

Paula Davies Scimeca, RN, MS

This article was written by Paula Davies Scimeca, RN, MS, specifically for the Mississippi Board of Nursing Magazine. Scimeca obtained her baccalaureate degree in nursing from Adelphi University and her graduate degree from SUNY Stony Brook. Her career has spanned over three decades, with the first ten years spent in medical, surgical and critical care nursing. She has over twenty years' experience in addiction and psychiatric nursing, as well as a background in occupational health, case management and legal nurse consulting. Since 2003, her professional endeavors have been solely devoted to chemical dependency in nurses. As the author of "Unbecoming a Nurse," <http://www.unbecominganurse.org/about.html>, Scimeca's mission is to inform nurses and the public regarding the risk of chemical dependency in the profession, promote efforts which may prevent the development of an issue, and advance endeavors which provide support and advocacy for nurses who are or become chemically dependent.



Everyone has a story worth telling, especially nurses. While some can teach us how to succeed in life or render optimal care to patients, others can provide us with light bulb moments of insight into the dilemmas which confront us, either on or off the job. Some stories may even serve to shield us from making choices we might later regret or prompt us to awareness of a threat we never recognize.

Such is the case of twenty-nine nurses who entrusted me with their very personal and intimate stories of long term recovery from addiction a few years ago. One story in particular provided mega-watt illumination into an aspect of nursing I had never before considered as possibly leading a nurse towards a diversion of drugs.

Since nothing happens in a vacuum and other nurses may benefit from her candid remarks, which were uttered more as an aside than as any excuse for taking controlled substances from work, here is what she said: "After

A Story Worth Telling continued on page 2



From the ASNA Staff

THE ASNA OFFICE WILL BE CLOSED FOR BUSINESS
DECEMBER 24, 2012 THROUGH
JANUARY 1, 2013

Our normal office hours are
Monday-Friday 8 a.m. until 4 p.m.

NOTICE!

State agencies will be closed on the following dates:

Monday, December 24, 2012
Tuesday, December 25, 2012
Tuesday, January 1, 2013.

The Alabama Board of Nursing is a state agency and will be closed on these dates as well. Registered Nurses who have not renewed should carefully note the dates. **Following the Christmas holiday, the last day the Board office will be open is Friday, December 31, 2012.**

The law states that any RN's license not renewed as of December 31, 2012 (at midnight) shall automatically lapse. Online renewal is available 24 hours per day, 7 days per week at www.abn.alabama.gov. There is a late fee for those RN's who wait until December 2012 to renew.

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**VISION STATEMENT
Our Vision**

ASNA is the professional voice of all registered nurses in Alabama.

OUR VALUES

- Modeling professional nursing practices to other nurses
- Adhering to the *Code of Ethics for Nurses*
- Becoming more recognizably influential as an association
- Unifying nurses
- Advocating for nurses
- Promoting cultural diversity
- Promoting health parity
- Advancing professional competence
- Promoting the ethical care and the human dignity of every person
- Maintaining integrity in all nursing careers

OUR MISSION

ASNA is committed to promoting excellence in nursing.

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The Alabama Nurse is published quarterly every March, June, September and December for the Alabama State Nurses Association, 360 North Hull Street, Montgomery, AL 36104

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Published by:
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A Story Worth Telling continued from page 1

working in intensive care for six months, I went to work in another hospital's ICU. That's when it happened. I started diverting. I'm not sure why I started, but when I look back ***I remember what relief I felt when my patients would experience pain relief after I medicated them.*** I don't remember if it was physical or emotional pain that I had, but I started medicating myself." (Scimeca, 2010.)

Although studies since the terrorist attack on the World Trade Center have illustrated that caregivers are at great risk of self-medicating in an effort to reduce the stress associated with witnessing human tragedy and suffering (NYC, 2007; Peluso, 2010), the subtle effects of repeatedly witnessing the relief of pain in others over the course of a career has not yet been researched.

Clearly compassion is an attribute that is valued in the nursing profession. Caring and sensitivity are characteristics that rank high on any patient's wish-list for a caregiver and appear to be a pre-requisite to any nurse's ability to deliver quality care. For these reasons, our training as nurses cultivates our ability to readily recognize pain, and pain relief, in our patients.

Looking back over my own career as a nurse, these finely tuned qualities also served to escalate my stress and anxiety level when caring for patients in severe pain. While I did not divert medication to diminish my distress, I do recall feeling a rush of anxiety relief when I checked medication records and found that potent narcotics could be administered to my patients in pain. The more experience I had medicating patients in excruciating pain, the more accustomed, and the more conditioned, I became to anticipating the relief of patient symptoms which prompted a corresponding drop in my own discomfort.

Ivan Pavlov proved beyond doubt that repeated exposure to the sound of a bell could become so closely associated with food that the sound of the bell could cause salivation in the absence of food. Similarly, it seems plausible that witnessing the relief of pain countless times a day over the course of a career could condition a nurse's brain to pair the administration of controlled substances



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PUBLICATION

The Alabama Nurse Publication Schedule for 2012

Issue	Material Due to ASNA Office
Mar/April/May	January 30, 2013
June/July/Aug	May 1, 2013
Sep/Oct/Nov	July 30, 2013
Dec/Jan/Feb2014	October 29, 2013

Guidelines for Article Development

The ASNA welcomes articles for publication. There is no payment for articles published in *The Alabama Nurse*.

1. Articles should be Microsoft Word using a 12 point font.
2. Article length should not exceed five (5) pages 8 x 11
3. All reference should be cited at the end of the article.
4. Articles should be submitted electronically.

Submissions should be sent to:

edasna@alabamanurses.org

or

Editor, *The Alabama Nurse*
 Alabama State Nurses Association
 360 North Hull Street
 Montgomery, AL 36104

to others with a personal feeling of stress relief, which is clearly what the nurse quoted above was describing.

Rather than a single cue such as a bell, there is an elaborate and precise protocol of steps that nurses follow in administering controlled substances. Over decades of practice, these highly predictable and sequential activities may ultimately become triggers which provide vicarious symptom relief to some nurses whose brains pair these events as inseparable. Such a conditioned response could explain, at least in part, why nurses who most frequently administer narcotics to patients are more likely to divert medications than nurses who administer narcotics less frequently to patients (Trinkoff, 2000; Dunn 2005).

Statistics attest to the fact that nurses have a greater tendency to misuse and abuse prescription medications than the general public (Trinkoff, 1999) and that the majority of disciplinary cases brought before any State Board of Nursing in the U.S. are related to a substance use disorder (NCSBN, 2009). In 2012, the Minnesota Controlled Substance Diversion Prevention Coalition released the finding that reports of drug diversion by healthcare professionals more than doubled in that state between 2005 and 2010. (Minnesota Hospital Association, 2012)

The possibility that a nurse might become conditioned to pair the administration of narcotics to patients with his or her own vicarious stress relief merits study, especially in view of the escalating rate of drug diversion noted in Minnesota. Establishing such a link may help the profession, the healthcare system and other stakeholders enhance nurse narcotic safety in the future. In the meanwhile, it seems wise for all nurses to be vigilant in their own health, wellness, self-care and self-regulation practices so they may have the resilience and coping skills necessary to meet every personal and professional challenge they face.

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The President's Message

by **Arlene H. Morris, RN, MSN, EdD, CNE**
ASNA President



It is a very humbling experience to reflect on being elected as president of the Alabama State Nurses Association (ASNA). I highly value my nursing peers across the state and will strive to fulfill this role to the best of my ability over the next two years. I look forward to meeting more of you and working together to improve nursing and health in our state.

This is a momentous time in healthcare. The Institute of Medicine within the National Institutes of Health has published recommendations that all healthcare providers practice to the full extent of their educational preparation. Quality and safety standards for care are being developed based on best evidence for practice. It is a challenge to each nurse to be able to explain what is nursing's scope of practice at the various levels of education. This is imperative as citizens of our state, nation, and the world consider the most effective and efficient way to maintain their own health care. How would you describe what a nurse does? Is it dependent on the health care setting? How would you describe nursing in a clinic, an intensive care unit, a rehabilitation facility, or in a home setting? How would you describe the myriad of unnoticed assessments that a nurse performs even when greeting a person and their family? Perhaps assessment related to cognition, ambulation/mobility, sensory, interpersonal, support resources, or many other aspects come to mind. A nurse's initial assessment provides the foundation for further more in-depth assessments using standardized, evidence-based tools and documentation guidelines. Flowing further from nurses' ongoing assessments are interactions with various interprofessional team members to plan, implement and then evaluate outcomes of care. Aggregate outcomes evaluation then influences development of new best practices for further care. The cycle continues

with every nurse in every setting with every person for whom the nurse provides care. Health care delivery depends on nurses doing what they know how to do in the best manner possible. At times, that may necessitate change in the healthcare environment. Nurses must articulate the constant assessments and selection of appropriate interventions that are made in order for Alabama citizens to be aware that nurses do more than tasks such as administering medications! We must be able to clearly and succinctly describe roles of Licensed Practical Nurses, Registered Nurses and Advanced Practice Nurses. It is detrimental to consumers and nurses for misconceptions to exist like "a nurse is a nurse is a nurse." Do our own family members know nurses' roles? If not, now is an excellent time to describe to them what you do, a bit about how you do it, and the value you have within the healthcare delivery system to promote health, manage healthcare concerns, minimize suffering, and save lives! What assumptions do your family members have about nurses or nursing? What expectations do they have for nurses should they need care? How do you respond to these comments? What about yourself? What do we as nurses assume about the nurses who care for us when we need nursing care? What expectations do we have? How can we work together in order for those expectations to be met?

In addition to being able to articulate what nurses do, can we explain the different organizations related to nursing? Can we communicate that the Alabama Board of Nursing (ABN) has regulating powers to protect Alabama citizens which comes from the Alabama Legislature, and are periodically renewed? Licensing of nurses by nurses relates to nursing's autonomy as a healthcare profession. During the 2013 Alabama Legislative session, the ABN will undergo a sunset review. We need to be able to explain the importance of nursing regulating its own practice as a profession.

Can we discuss the Alabama State Nurses Association as the organization for nurses within this state for nearly 100 years? This is the one organization that includes nurses from all practice settings and all levels of education. It is one clearinghouse for all nursing matters within Alabama. Very importantly, representative members are elected or appointed to sit on state level health committees and task

forces. It annually recognizes outstanding nurses in practice, education, and administration. It collaborates with other nursing organizations and provides web-based resources on its website, in this newsletter, and at meetings across the five districts throughout each year. An annual convention is held each fall at various locations around the state, and a state-wide educational meeting is held each spring in Montgomery. Special programs include the Leadership Academy that is appropriate for nurses at all levels, and special interest workshops are provided such as for nurses providing care at End-of-Life scheduled for March 2013. ASNA provides the voice for nursing in the state and has a legislative presence, lobbying for nurse related issues such as the Nurse Practice Act (which cannot be provided by the Alabama Board of Nursing). District level meetings provide opportunity to interact with nurses within five geographic regions, allowing discussion of pertinent local issues. Can we describe the individual member benefits of potential selection for scholarship funding from the Alabama Nurses Foundation or legal consultation from the ASNA attorney? What about discounts on nursing malpractice insurance, personal health insurance, pharmacy discounts, or other product discounts? ASNA is NOT a labor organization, but does provide information regarding nurse and workplace safety and effectiveness.

Joe Decker, Executive Director is retiring and will be missed tremendously. Although he cannot be replaced per se, a search committee is interviewing applicants for the Executive Director position. Additionally, changes are occurring within the American Nurses Association. This is a crucial time, with many questions regarding nursing and healthcare. A plaque in my office states "Opportunity is found in the middle of a dilemma." ASNA can provide a link for all nurses in Alabama to seek these opportunities. We cannot let decisions regarding nursing be made by others.

It is imperative that nurses have a ready answer to explain what nursing is as a profession, and benefits of membership in the Alabama State Nurses Association. Please contact the ASNA office for information to join or renew your membership at this critical time. The mission of ASNA is to promote excellence in nursing!



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The E.D.'s Notes

by Joseph F. Decker, II
Executive Director



As we reach the end of 2012 we reflect on another solid year for ASNA. However, we now need to focus on our future direction and a number of challenges we face in the new year. In the legislative arena we will see a number of recurring issues with which we will have to deal. CY 2013 is a Sunset renewal year for the Alabama Board of Nursing. As you know, the ABN, like most state Boards, must be renewed by the Legislature every four years. This year could be a critical one for ABN since a number of the issues they face can be controversial. For example, we can recall only a few years ago there was an effort by the Alabama Board of Medical Examiners (BME) to restrict the ability of CRNAs across the state to administer treatments for chronic pain management. There has also been consistent and significant resistance by the BME and the Medical Association of the State of Alabama (MASA) to opening up the ability of Nurse Practitioners to practice to the full extent of their education, training and scope of practice, and to prescribe controlled substances medications. This last issue hung up on the insistence of the BME to control the DEA certification process, when in fact 41 states currently use their state Boards of Nursing to do that job. Furthermore, 16 states plus the District of Columbia already have fully independent practice for NPs and 48 states have prescriptive authority for NPs for controlled substances. This obstructionism by the BME and MASA is both "penny foolish and pound foolish." Given the state of health care in Alabama, the looming shortfall of medical practitioners of all types, and the woeful shortage of health care—especially in rural Alabama, it simply makes no sense, and has no basis

in fact. We would hope that all health care professionals would come together in 2013 to help each other solve the myriad of health care and access to health care problems facing our state. The difficult situation last session over the Medicaid budget (General Fund Budget) and the resulting Constitutional Amendment in September to take \$145 million for three successive years from the principle of the Alabama Trust Fund clearly points this out. In my view, this effort would easily be a "win-win" for all parties, but most especially for the citizens of our state.

The second major challenge facing us in 2013 involves ASNA, our relationship to the American Nurses Association, the current efforts by ANA to restructure and reorganize, and the whole spectrum of membership in both organizations. As I have noted many times in this column and in other venues, the keys to success in the public policy arena are tied directly to membership (read: voting power) and the ability to fund political action and support (read: money). ANA membership has declined, in some cases dramatically and suddenly, over the last 10-15 years primarily due to hostile labor union activity. Most recently, the NY State Nurses Association abruptly left ANA last December taking 38,000 union members and a significant chunk of ANA (planned) revenue for 2012. Let me again remind our readers that **ASNA is not a labor union**, but is a 501(c)(6) professional association per IRS code. During 2012 ANA has worked very hard to reorganize, and ASNA has made a big effort to both participate and to shape the future. We are currently talking with affiliates in GA and SC to discuss possibilities of partnering with those states to increase economies and efficiencies, and thus cut operating costs. Rest assured there is no discussion of any kind of merger. ASNA members are adamant that ASNA remain independent and clearly identifiable as the most widely recognized state organization for nurses in Alabama. We think 2013 will be a critical year for formulating the way ahead, and promise to keep you informed as to our progress. But here is the unbridled truth: we must make sustained, successful efforts to increase ASNA membership if we want to maintain our position as the voice for all nurses in Alabama. I urge your support and active participation in that endeavor.

Finally, please allow me to thank all of you for your steadfast support and wonderful participation in ASNA over the last 8 years that I have been privileged to serve as your Executive Director. As many of you know, I will retire on 31 December this year in order to spend more time with my family, most especially our three grown children, their spouses and now 4 grandchildren. My wife Betty and I very much look forward to those visits, and to enjoying our new home in the Emerald Mountain area of Wetumpka and Elmore County. My association with ASNA and all the members of the nursing profession has confirmed the very high opinion I have always had of nurses. As I said in my very first *Alabama Nurse* article eight years ago, my Mom—a wonderful RN for over 50 years—would be so pleased and proud that I was able to serve the nursing profession. Please know that you will all remain in my thoughts and prayers. I bid you a fond farewell.

Joe Decker
Executive Director

Legal Corner

Legally Yours – OR – Where's a Lawyer When You Need One?

by Don Eddins, BS, MS, JD



Nurses often inquire about benefits of joining the Alabama State Nurses Association. Perhaps I am biased, but in my opinion one of the most important is the legal program. Of course, I am partial because I am the ASNA attorney and, as such, provide the legal services.

One component is that any member of the ASNA is entitled to a free one-hour legal consultation once a year. And I do not start the clock when the nurse enters the door. I take as much time as the ASNA member needs to discuss his/her issue.

The consultation can be about any matter, whether it is job-related or not. I should put a caveat on that statement—that being that you can discuss with me any legal matter for which I feel qualified to discuss. Estate issues, real estate, accidents, etc.

The other component of the Association legal program relates to work issues. Often those type matters relate to the Board of Nursing but may pertain to any job matter. For instance, if a nursing instructor is an ASNA member and has a complaint filed with her employer by a parent whose son or daughter didn't make an "A", I might get involved. Have a consultation with the ASNA member to discuss strategy, write a letter to the dean, etc.

More often employment matters do involve the Board of Nursing, however, a nurse practitioner and a physician may be at odds, prompting the doctor to report the nurse to the Board. Normally in a situation like that, we can work through the issues without the nurse's license being blemished.

But let's face it, we're all humans. We can all make mistakes. Often, when a nurse received a letter from the Board of Nursing, the nurse has violated the Nurse Practice Act. Then we have to work for a warning or reprimand. In more extreme cases, licensure probation or suspension are about the only options. In still more extreme cases, the nurse's license can be revoked.

In any case, provided that the alleged violation occurs while you are a member of ASNA, the ASNA attorney will represent you before the Board of Nursing without charge to you. **Your membership dues pay for the service.** If you are not a member, representation by an attorney can cost thousands of dollars.

Most common Nurse Practice Act errors that I've come across relate to just poor judgment. The nurse knows not to pre-chart in the morning that a medication was given at 2:00 p.m. What if the nurse has to check out later in the morning, but the records indicate that she administered the medication in the afternoon?

Please know that I always stand ready to speak with ASNA members who have questions about nursing law. My office is in Auburn and a good way to contact me is by email at doneddins@auburnlaw.us

Free legal help is an important component of your ASNA membership dues. You can be assured that I am honored to represent registered nurses, who are among the finest and most caring people on earth, and that I will fight for you and your rights.

If you are not an ASNA member, the legal services program is a good reason to join. The application is available on the ASNA website at <http://alabamannurses.org> or by contacting April at memberasna@alabamannurses.org

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What Makes Us Keep Trying?

Robin E. Pattillo, PhD, RN, CNL

We are nurses. We do things often in spite of inevitable and unalterable outcomes. We continue to offer loving care to patients who may not live through our shift. We assist families to find hope in often hopeless situations. We do our jobs when we do not have adequate assistance, staffing, resources or support. Yet, somehow we keep going. We get reinforcement in whatever way we each have determined works for us. However, what happens if we do all of this, work as hard as we can, and do not get the reward of at least some positive outcomes? Do we stop? Are we angry, frustrated, or perhaps depressed? How do we keep going?

When we address public health consequences related to the natural environment we can easily become overwhelmed. Personally, I look back at what we knew in the 70's and wonder why my generation did not do a better job of making changes when we first learned about environmental issues related to health. Did we think the concerns expressed by Rachel Carson in "Silent Spring" about DDT would only impact birds? How did we lose sight of the need for alternative sources of energy? Did we get caught up in life, family, raising children or making a living? I don't know. I do know that personally, I have come full circle back to the issues that both motivated and

excited me when I was young (Alas, for those of you who know me, never innocent).

I have lived in two of the most beautiful states in the country-Alabama and Idaho. I go often to the Florida panhandle. I have travelled to South and Central America, Canada and Australia. What I see so often is what we, the people, have done to nature. Diving on the Great Barrier Reef was not a fulfillment of a lifelong dream last year. It was a devastating experience to see the lifeless vistas of ghost coral. Living on the Snake River in Idaho included watching what seemed to be a limitless and indiscriminant amount of pesticides and herbicides being used to grow potatoes and flowing into the pristine river. In Alabama, I live about 2 miles from a huge trash dump on the side of highway 29. I really don't understand how we have gotten to the point of not realizing that the harm we do to the environment ultimately really does harm us. When we are not able to drink the water coming from our faucets or cannot go outside because of air pollution, maybe we will notice. No, wait a minute! That has happened in some places and we... do nothing.

As a nurse, I have found that people are concerned about the environment in relation to human health. That is fine with me. When we are seeing infants that are born "pre-polluted" we become concerned. As my dear friend and mentor Barbara Sattler says, "If we work to protect the

unborn child, the birds and bunnies will be fine." So what do I do?

Well, I am getting started. I am writing this. I participated in a symposium at the International Conference on Human Caring in Philadelphia this year focusing on how Human-caring relates to Earth-caring. I try to include at least one article related to the environment in my "News, Notes and Tips" for every issue of the journal Nurse Educator. I read. I talk. I share. I am a little afraid of this late-in-life end-of career passion, because I really don't know where it is taking me.

So, why do I keep on? Am I looking for success, recognition, publications? No. I really do just want to motivate one or two people, students, hospitals, nursing schools to change in one or two ways. That sounds like I don't expect much. I don't. Not to be jaded, or negative, but I really am going down this road because it just seems like I should. How much of our nursing care do we provide because we know we should? When we are tired, running from room to room and heeding the call of technology from the room of every single patient, how do we offer a moment to a family member and reassure them about the noises in their loved one's room? We do it because our hearts, minds, morality, and conscious all work to let it us know this is what we should do.

My husband's niece in Park City, Utah is a librarian who has become a successful writer of books for teens. She tells me that she writes because she cannot not write. Maybe that is why we as nurses keep going: We cannot not try. Maybe as we confront environmental giants we do it because we just have to. robin-pattillo@uiowa.edu



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Research Corner

New Study Counters the Urban Legend that Insurers Won't Cover Patients Who Leave the Hospital Prematurely

Nationally, 500,000 patients (1-2 percent) in the United States leave hospitals against medical advice (AMA) each year. Many of these patients are warned by their doctors that if they leave, they might have to pay their bills themselves. However, a recent study failed to find any hospital patient whose insurer refused to pay because the patient left against medical advice. The researchers sought to determine whether this course of action by insurers was real or represented an urban legend, primarily used to dissuade the patient from leaving the hospital. They found that, of 526 patients who left the medical center AMA over a 9-year period (1.1 percent of patients admitted during this period), insurance refused payment in 18 cases (4.1 percent), but no patient was refused payment because they left before discharge.

However, the researchers found in a June 2010 survey of 50 internal medicine residents and 41 attending physicians that a majority of the physicians (74 and 56 percent for residents and attending physicians, respectively) believed that insurers will hold patients who leave the hospital AMA financially responsible. Most of the physicians reported that they learned this from their peers or from case managers. The researchers suggest that residency programs and hospitals educate physicians to give patients the proper information about insurers' response to them leaving the hospital AMA.

The researchers used data from all patients enrolled in the University of Chicago Hospitalist Study from July 2001 to March 2010, and surveyed a convenience set of internal medicine residents and attending physicians in the Chicago area. Their study was funded in part by a grant from the Agency for Healthcare Research and Quality (HS16967) to the Hospital Medicine and Economics Center for Education and Research on Therapeutics (CERT) at the University of Chicago. For more information on the CERTs program, visit www.certs.hhs.gov. More details are in "Financial responsibility of hospitalized patients who left against medical advice: Medical urban legend?," by Gabrielle R. Schaefer, B.A., Heidi Matus, M.D., John H. Schumann, M.D., and others in the *Journal of General Internal Medicine* 27, 2012. DIL

LPN Corner

What's On Your Menu?

by Gregory Howard, LPN

As life continues to present us with such a variety of choices and challenges, we must choose wisely. The quest for the "Brass Ring" requires skillful planning.

They say life is a "Banquet" and we get to choose from the menu of life. If, by chance, we choose something we are not satisfied with, we can make a better choice the next time.

So What's On Your Menu? It's "Build Your Own" and the hot and cold drinks come with the meal.

Menu

Appetizer: Go to school and discover your passion and the perfect fit for yourself.

Soup: Work in a place that you choose, in an acceptable position, with room to advance.

Salad: These are choices we make and the things that just happen: Relationships, Family, Marriage, Financial Challenges, Desires, Necessities, Job Challenges, Health Problems, etc. All tossed to perfection, with oil and vinegar, or some house dressing.

Entrée: Choice of Four (4)
 1. Satisfaction
 2. Contentment
 3. Survival
 4. Unhappiness

You get to choose, legally, two (2) sides—take more at your own risk: Stress, Working Multiple Jobs, Depression, Anger, Happiness, Desperation, Delusional, Resourceful, Visionary, Leader, Icon, Helpful, Caring, Positive Attitude



Dessert: The specialty of the house is "Moderation." And you have a choice of toppings:
 1. Vacations
 2. Weekend Trips
 3. Shopping Sprees
 4. Night Life Entertainment
 5. Spiritual Fulfillment
 6. Rest and Relaxation
 7. Or your choice, if it's available

Tip: No Regrets

If you choose a menu that causes heart burn or just didn't suit you, try something different as soon as possible. If depression or something worse sets in, seek help, professional help. Nurses "do not" try to treat yourself.

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Don't Be Surprised—Taxes Scheduled to Increase in 2013

by Gerald Kassouf

There has been significant discussion about changes in the Federal Estate Tax Law scheduled to take place in January, 2013. Did you know that significant Federal Income Tax changes are also scheduled to take place, too? This article will provide a broad overview of some of the Federal tax changes and an idea of the additional tax impact those affected could pay/

The most radical changes occur in the following areas:

- The regular income tax rates
- The capital gains tax rates
- The tax rate on qualified dividend income
- The redeployment of cut-backs in exemptions and itemized deductions

The Regular Income Tax Rates

Five of the six income tax rate categories are scheduled to increase in 2013. The lowest rate, currently at 10 percent will increase to 15 percent. While the current 15 percent rate is scheduled to remain the same, the 25, 28 and 33 percent rates are scheduled to increase to 28, 31 and 36 percent respectively, and the current 35 percent rates will rise to 39.6 percent. To be more precise—the 10 percent rate will increase

50 percent, and the 35 percent rate will increase by over 13 percent—so the tax changes are dramatic.

Capital Gains Rate

Capital gains have been taxed at 15 percent for Federal purposes, and are scheduled to increase to 20 percent effective January, 2013. This will have a significant impact on those who sell stocks at a profit, or who are selling business interests and real estate.

Qualified Dividend Income

An even more dramatic increase is scheduled to come from the changes in the qualified dividend income tax rates. This income has been taxed at the favorable rate of 15 percent. However, effective January, 2013 the rate of tax could be as high as the 39.6 percent rate—an increase of as much as 2.64 times the current income tax rate.

Additional Hospital Insurance Tax for High Income Wages Earners

If you file a joint income tax return with your spouse and have a combined income of \$250,000 or more; file your return as married filing separately with an income of \$125,000 or more; or file any other return with an income of \$200,000 or more, you will be expected to pay an additional

0.9 percent hospital insurance (Medicare) tax on top of the 1.45 percent amount you have been paying.

New Medicare Tax on Unearned Income

Another significant change in the tax code that is scheduled to take place at the first of the year is the new Medicare Tax on unearned income. In addition to the income tax changes outlined above, if you file a joint income tax return with your spouse and have a combined income of \$250,000 or more; file your return as married filing separately with an income of \$125,000 or more; or file any other return with an income of \$200,000 or more, you will be expected to pay a 3.8 percent tax on investment income. Calculations are too complicated to present in this article. Net investment income included:

- Interest
- Dividends
- Annuities
- Royalties
- Rents

Other than income received in the ordinary course of a trade or business, less deductions;

- Income from a passive activity or trading of financial instruments or commodities;
- Net gain of property other than property held in a trade or business
- Disposition of real estate
- Disposition of a primary residence if there is a taxable gain that exceed the exclusion amount

In addition, loss of deductions for personal exemptions and itemized deductions are scheduled to re-appear in 2013. The effect of these changes also mean increase in income tax paid.

I reviewed a recent calculation of a taxpayer with the following fact pattern:

- Wages \$250,000
- Outside business income \$50,000
- Capital gains \$120,000
- Rental Income \$90,000

The anticipated total burden will be \$24,000 higher in 2013 than the same income in 2012.

Do not let these new rates and taxes surprise you. These are tax planning opportunities that could mitigate some of the effects, but you must act in 2012.

©2012 L. Paul Kassouf & Co., P.C. Gerard J. Kassouf, CPA is a director of the Birmingham, Alabama firm of L. Paul Kassouf & Co., P. C., Certified Public Accountants and Business Advisors. He can be reached at gkassouf@kassouf.com

Alabama Nurses Foundation

The Alabama Nurses Foundation has been designated by the Internal Revenue Service as a 501(c) (3) organization existing exclusively for charitable, educational, scientific, and literary purposes. All gifts to the Foundation are tax deductible to the extent allowed by applicable law.

The Foundation invites and sincerely appreciates donations in any amount.

This year the primary goal of the foundation is to raise enough money to be able to offer several scholarships to encourage nurses to become nurse educators/faculty.

The public is already aware that this nation is suffering a severe nursing shortage. Alabama is not at this shortage level yet. Alabama's severe shortage is in available nurse faculty. What this means is that just about every school of nursing in the State must turn away qualified students because they do not have the nursing faculty to accommodate the increasing enrollment.

With the ever increasing costs of tuition the Foundation want to be able to offer scholarships to individuals interested in pursuing the advance degrees required to become a faculty member of a school of nursing. But help is needed. Please invest in the future of nursing and nurses in Alabama. The Foundation invites and sincerely appreciates donations in any amount. If every nurse in Alabama would donate just a few dollars we could solve this shortage in record time.

If we got just \$1 from every licensed nurse in the State of Alabama, we'd have almost \$80,000 to give away in scholarships!

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Alabama State Nurses Ass

CONVENTION 2012 DEDICATION



The 2012 Alabama State Nurses Association Convention and House of Delegates is dedicated to our own **Ruby Morrison, DSN, RN, CNL**. Dr. Morrison earned her BSN from Mississippi College, her MSN at the University of Washington and the DSN from the

University of Alabama at Birmingham. She has received awards for outstanding teaching skills from the Alabama State Nurses Association and the Alabama League for Nursing, and the Outstanding Alumnus award from the Mississippi College School of Nursing. Professional memberships included the National League for Nursing, Sigma Theta Tau, the American Nurses Association, and the Southern Nurses Research Society. Ruby has served as the President of the Alabama State Nurses Association and the Alabama League for Nursing, and was also the Chair of the Alabama Coalition of Nursing Organizations. Ruby recently retired from her position as Professor at the Capstone College of Nursing at the University of Alabama in Tuscaloosa. In every post and every endeavor throughout her long and illustrious career Dr. Morrison lent her considerable energy and enthusiasm to the task at hand, motivating and encouraging all who came in contact with her. We wish her well in her retirement; she will be sorely missed.

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- University of Alabama, Capstone College of Nursing
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2012 Election Results

President-elect Brian Buchmann, MSN, RN, MBA

Treasurer Marilyn Rhodes, EdD, RN, MSN, CNM

Commission on Professional Issues

. Gennifer Baker, MSN, RN, CCNS

. Natasha Renee Colvin, BSN, RN-BC

. Lisa Gallagher-McGraw, BSN, RN

. Beverly J. Myers, PhD, MA, CRNP

Nominating Committee

. Martha Dawson, DNP, RN, FACHE

. Etta Felton, MSN, RN, PMHCNS

. Donna Everett, RN, BS, CIC

2012 Award Winners

Lillian B. Smith Award
Delores M. Sherman, RN, MSN, CHPN

D. O. McClusky Award (Healthcare Administrator)
Deborah Andrews, MSHSA, RN

Lillian Holland Harvey Award
Maggie K. Antoine, M.Ed, BS, RN, CRNP

Outstanding Legislators of the Year Award
Representative April Weaver, RN, BSN, MBA and
Senator Tom Whatley, BA, JD

Cindajo Overton Outstanding Educator Award
Marilyn K. Rhodes, EdD, RN, CNM

Outstanding Health Care Organization
Cooper Green Mercy Hospital

2012 ASNA Scholarship Recipients

Rose Sharon Linsky \$2000.00
Susan G. Williams \$2000.00
Sarah M. Sims \$1000.00

District 2 Scholarship Recipient

Lauren Fraser \$500.00

District 3 Scholarship Recipients

Elizabeth Broome \$1500.00
Ginger Letson \$1500.00
Wanda Morrison \$1500.00



Association 2012 Convention

Resolutions Passed at 2012 ASNA Convention

In Support of International Women's Day

- Resolved That the Alabama State Nurses Association (ASNA) Board of Directors will direct the Ethics and Human Rights Committee to publish awareness articles in *The Alabama Nurse* at least twice next year, and be it further
- Resolved That the ASNA will promote an awareness activity for IWD on or near March 8, 2013.

Emergency Preparedness

- Resolved The Alabama State Nurses Association (ASNA) will encourage nurses across the state to learn more about emergency preparedness at both home and work. In addition, ASNA will publish articles related to emergency preparedness in the *Alabama Nurse* each year, and be it further
- Resolved That the ASNA will provide emergency preparedness information links on its website.

Service Dogs

- Resolved That the Alabama State Nurses Association (ASNA) will promote a continuing education activity for nurses and other health care providers about the training, function, capability, and benefits of Service Dogs, and be it further
- Resolved That the ASNA will advocate for the use of Service Dogs for disabled veterans, and be it further
- Resolved That as research findings about the benefits of Service Dog utilization becomes available, the ASNA will publish an article in *The Alabama Nurse* and will provide a link to information about Service Dogs on the ASNA website.

Hazing

- Resolved That the Alabama State Nurses Association (ASNA) will publish articles in *The Alabama Nurse* and will provide continuing education opportunities on consequences of hazing, and be it further
- Resolved That the ASNA, in collaboration with the Alabama Association of Student Nurses (AASN), will disseminate information regarding hazing at the District level and at Schools of Nursing across Alabama, and be it further
- Resolved That ASNA will support the Alabama's hazing law through participation of the legislative process.

Nurses Fit and Wellness Campaign

- Resolved That the Alabama State Nurses Association (ASNA) will join with the American Nurses Association (ANA) to promote wellness programs for nurses by publishing health and wellness articles in *The Alabama Nurse*, and be it further
- Resolved That the ASNA will collaborate with other entities to encourage members to develop a personal wellness program that includes physical fitness activities, obtaining and maintaining a healthy Body Mass Index (BMI), emotional health and spiritual well-being, and be it further
- Resolved That Alabama nurses' will endeavor to become role models for the personal wellness and fitness campaign.

Resolution Focus on Intervention to Combat Childhood Obesity

- Resolved That the Alabama State Nurses Association (ASNA) will support the Alabama Department of Public Health, Alabama Obesity Task Force, Action for Healthy Kids, and Association of School Nurses in their efforts to determine the most appropriate interventions from aggregate data, and be it further
- Resolved That the ASNA, in conjunction with other organizations working to reverse the childhood obesity trend, will through the most appropriate format disseminate healthy lifestyle materials, and be it further
- Resolved That ASNA will continue to work with the Association of School Nurses to educate students, parents, and the public on the long term consequences of obesity and physical inactivity.

Alabama's Future of Nursing: Support for the Institute of Medicine's 80/20 Goal

- Resolved That the ASNA will promote educational advancement among its nurse members to promote the highest quality of health care for the citizens of Alabama, and be it further
- Resolved That the Alabama State Nurses Association will provide leadership to support meeting the IOM's 80/20 goal within the state of Alabama through establishment of The Future of Alabama Nursing Task Force to promote collaboration between key leaders in nursing practice, nursing education, and nursing workforce development, and be it further

Zero Tolerance for Bullying in the Workplace

- Resolved That ASNA will provide information about horizontal violence/bullying to nurses through an article in *The Alabama Nurse* and present a continuing education event at the ASNA Convention, and be it further
- Resolved That ASNA will encourage dissemination of resources (e. g. PowerPoint presentation, binder of references) for teaching about horizontal violence/bullying within each district, and be it further
- Resolved That ASNA members will recognize bullying behaviors and their effects, and will commit to personal behaviors of excellence in patient care, respect for others, conflict resolution, and nurturance of novice nurses or nurses transitioning in practice settings, and be it further
- Resolved That ASNA will use these efforts to initiate a "Zero Tolerance" campaign to establish policies in healthcare institutions that create an organizational culture to promote quality patient care and health of staff, and be it further
- Resolved That ASNA will support research regarding effects of Healthy Workplace legislation efforts across the United States to advocate for Alabama legislation.

Education Regarding End of Life Choices

- Resolved That the Alabama State Nurses Association (ASNA) will promote efforts to increase awareness of the need to discuss and create a plan for end of life choices through dissemination of information in an article in *The Alabama Nurse* and in information pieces to editors of local newspapers or magazines, and be it further
- Resolved That ASNA will provide materials for education of nurses and the general public within each district regarding end of life choices (i.e., PowerPoint presentation, factsheets, and an example of a Reminiscence Notebook for initiating end of life discussions), and be it further
- Resolved That ASNA will provide workshops to educate nurses to increase awareness and competency in discussing end of life choices with individuals and families facing end of life issues, including, but not limited to, palliative care, hospice services, methods for communicating end of life choices (e.g. Five Wishes, Advance Directives, POLST, Lifeplan, TNEEL, ELNEC).



Narcissistic Personality Disorder: Effect on Relationships

Authored by: Sybil V. Roark, DNP, MBA, MSN, RN, Nursing Department Freshman Level Liaison, Calhoun Community College, sroark@calhoun.edu

Intended Audience: RN and LPN

Disclosures:

1. The author and planning committee discloses no conflict of interests.
2. The activity is valid through 1 November 2014.
3. Course requirements—see directions

Goal: The purpose of this activity is to examine the negative impact of Narcissistic Personality Disorder on interpersonal relationships.

Objectives: At the completion of this course the participant should be able to:

1. Discuss the diagnosis of Narcissistic personality Disorder
2. List four (4) symptoms of persons diagnosed with Narcissistic personality Disorder.
3. Describe the link between Narcissistic Personality Disorder and impaired interpersonal relationships.

Directions: Read the monograph *Narcissistic Personality Disorder: Effect on Relationships*. Complete the Post Test and evaluation and return both completed forms to ASNA (360 N. Hull Street, Montgomery, Alabama 36104 or (F) 334-262-8578). A Continuing Nursing Education certificate of completion will be sent to you upon successful completion of the post-test and evaluation sheet. You must score at least 80% on the post-test to pass. Should you score below 80%, you will be notified and offered the opportunity to retake the post-test for an additional cost of \$5.00.

Board of Nursing Transcript: ASNA will enter the course on your Alabama Board of Nursing transcript (**you will be unable to successfully enter the course on your transcript yourself**) within two weeks of successful completion of the activity.

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Narcissistic Personality Disorder: Effect on Relationships

Abstract by Sybil V. Roark, DNP, RN, MBA

Background: Personality disorders, by definition, affect relationships. Narcissistic Personality Disorder can negatively impact relationships in all areas of life: the workplace, the community, and the family. A clear understanding of the types and extent of interpersonal impairment can assist nurses in establishing therapeutic relationships with those diagnosed with Narcissistic Personality Disorder.

Aim: The purpose of this activity is to examine the negative impact of Narcissistic Personality Disorder on interpersonal relationships.

Method: A review of literature connecting Narcissistic Personality Disorder to impairment in relationships.

Results: Research findings show that Narcissistic Personality Disorder symptoms and behaviors will negatively impact interpersonal relationships across all areas of life.

Conclusions and Comment: Nurses interact with diverse populations in a variety of settings. Establishment

of a therapeutic relationship with individuals who have Narcissistic Personality Disorder can be aided by a clear understanding of the associated relationship issues.

Background and Definition

There are several classification systems for personality disorders. One of the most widely used systems is the Diagnostic and Statistical Manual. In the current Diagnostic and Statistical Manual of Mental Disorders, Fourth Edition, Text Revision (DSM-IV-TR), personality disorders are listed as clinical syndromes which affect an individual's manner of interaction with the world, and have long lasting symptoms (American Psychiatric Association [APA], 2000). There are three major categories of personality disorders: Cluster A, the odd/eccentric personality disorders, Cluster B, the dramatic/emotional personality disorders, and Cluster C, the anxious/fearful personality disorders. Within each cluster type, there are several distinct personality disorders (APA, 2000).

Narcissistic Personality Disorder is identified as a Cluster B personality disorder. Narcissistic Personality Disorder is characterized by grandiosity and self-importance, a sense of entitlement, exaggerated or even false self-representation, the expectation of extreme admiration from others, lack of empathy for others, and general devaluing of others (MacDonald, 2011). Narcissistic personality disorder occurs more frequently in males (Miller, Campbell, & Pilonis, 2007).

There is a difference between "healthy" narcissism, and Narcissistic Personality Disorder. As infants, humans exhibit a phase of narcissism. With a loving parent, the child moves past this stage to a healthier self-concept. The healthy form of narcissism can contribute to healthy self-esteem, confidence, and the ability to achieve. However, with Narcissistic Personality Disorder (NPD) the person becomes overly confident, preoccupied with self, and unable to form loving relationships (MacDonald, 2011).

According to the current DSM-IV-TR (APA, 2000), NPD is diagnosed if the client presents with at least five of the following characteristics:

1. has a grandiose sense of self-importance (e.g., exaggerates achievements and talents, expects to be recognized as superior without commensurate achievements)
2. is preoccupied with fantasies of unlimited success, power, brilliance, beauty, or ideal love
3. believes that he or she is "special" and unique and can only be understood by, or should associate with, other special or high-status people (or institutions)
4. requires excessive admiration
5. has a sense of entitlement, i.e., unreasonable expectations of especially favorable treatment or automatic compliance with his or her expectations
6. is interpersonally exploitative, i.e., takes advantage of others to achieve his or her own ends
7. lacks empathy: is unwilling to recognize or identify with the feelings and needs of others
8. is often envious of others or believes that others are envious of him or her
9. shows arrogant, haughty behaviors or attitudes

The criteria for diagnosis may be slightly altered in the new edition of the DSM, scheduled for publication in the year 2013 (APA, 2012).

Clearly, by a review of the symptomatology, persons diagnosed with this disorder will have difficulty with interpersonal relationships. The interpersonal relationships of a narcissist are fraught with problems due to the sense of entitlement, selfishness and self-centered thinking, and exploitation of others. Persons with this disorder may function by emotional game-playing, infidelity, and lack of empathy or caring toward others. Narcissists may even resort to outright violence in their interpersonal relationships (Miller, et al., 2007). The interpersonal impairment extends not only to intimate or family relationships, but also into other social relationships such as schools, the workplace, and the community.

Workplace Relationships

In the workplace, NPD can pose many challenges. It is not uncommon to find narcissists in supervisory positions. Many are driven to achieve. Narcissists present as dominate individuals. Narcissists will exaggerate their abilities, accomplishments, and achievements (Gunderson & Ronningstam, 2001). Supervisors with NPD can easily alienate subordinates, and co-workers (Berglas, 2002). Narcissist leaders will exhibit selfish

and exploitative leadership styles (Miller & Campbell, 2010). But, ultimately, their character flaws will come out. They are so grandiose until they often devalue fellow employees, and disregard corporate rules (Berglas, 2002). As co-workers, narcissists can be quite charming when they want a favor from someone else. However, they are frequently insensitive to others, dismissive of tasks they consider beneath them, and may be prone to envy people who are more successful than they are (Lakasing, 2006). Narcissists in the workplace are often characterized by a pattern of early achievement followed by a lackluster later career (Perry, J.D., & Perry, J.C., 2004).

Social and Community Relationships

In a social or community context, those with Narcissistic Personality Disorder can contribute significantly to interpersonal conflict. Narcissists tend to cling to others that they can use as a positive reflection on them. So, social climbing may be evident with NPD (Horowitz, 2009). Yet, research findings have linked narcissism to interpersonal aggression, pathological gambling, compulsive spending, and chemical dependency (Miller & Campbell, 2010). Symptoms of NPD have been associated with increased arson, vandalism, threatening injury to others, and actual assault on others (Johnson, et al., 2000). Narcissists tend to engage in greater risk taking behaviors, such as unprotected sex or poly-substance abuse, without considering what the consequences might be for others. The lack of empathy results in little concern for the feelings and needs of others (Miller & Campbell, 2010).

Familial and Intimate Partner Relationships

Perhaps the largest research has been conducted relative to the impact of NPD on intimate partner relationships. The impact is unquestionably negative. Initially, the narcissist may present as charming, confident, and exciting. People diagnosed with NPD who are good looking, talented, or wealthy may be so convincing to others that they are beginning new relationships even as their old ones collapse (Horowitz, 2009). Yet, over the long term, persons with NPD will be less committed, and are incapable of emotional investment (Miller & Campbell, 2010). Attributes such as arrogance, need for attention, entitlement, envy, and extreme sensitivity to criticism are predictors of chaos in relationships (Gunderson & Ronningstam, 2001).

Narcissistic individuals may seem to begin interpersonal relationships with ease. They appear to actually enjoy these relationships in the beginning. But, narcissistic character traits will interfere over the long term (Miller & Campbell, 2010). Narcissistic personality disorder is about the self, not about connecting with others. The narcissist expects constant praise and acknowledgement from others. Conversely, persons with NPD underestimate the attributes of peers (Horowitz, 2009). Consideration for the needs of others is not a personality trait of those diagnosed with NPD. The narcissist, when causing problems in a relationship, will easily forgive themselves and fantasize a bright future (Horowitz, 2009). Those with Narcissistic Personality Disorder will display self-enhancement behaviors. They are quick to take credit if things go well, but just as quick to blame others if things do not go well (Miller & Campbell, 2010). A tragic and complex aspect of entering into a relationship with a narcissist is that the interpersonal difficulties often only become apparent over time (Miller, et al., 2007).

The narcissist will use anger and aggression when experiencing any type of ego threat or rejection (Miller & Campbell, 2010). One particularly disturbing concept associated with Narcissistic Personality Disorder is that of Narcissistic Rage. Narcissistic Rage has been described as a state of self-righteous anger that is often explosive. The intense rage may be demonstrated very quickly and is usually in response to some perceived insult. When the narcissist is in a state of Narcissistic Rage, other people are viewed as subhuman (Horowitz, 2009). This rage is viewed by others as an exaggerated, inappropriate response. The narcissist will often forget that others have ever been good or kind to them; or that others even have a right to exist. He or she will feel justified in the response, and often is even more grandiose during these states (Horowitz, 2009). While NPD is a non-delusional disorder,

CE Corner

Narcissistic Personality continued from page 12

those with the disorder may re-write past events to transform their destructive behaviors into acceptable ones. They may embellish, or even lie, to suit their fantasies (MacDonald, 2005).

Chronic bitterness is another aspect of the anger associated with narcissists in interpersonal relationships. Persons diagnosed with NPD will hold grudges against those they perceive have wronged them (Horowitz, 2009). The narcissist may spend huge amounts of time planning elaborate plots for revenge to right even the slightest wrong (Ornstein, 2009). The narcissist may launch a quest for revenge stemming from an episode of Narcissistic Rage (MacDonald, 2005).

Narcissistic Personality Disorder in a parent can significantly affect parenting skills. Current theory is that having a narcissist parent does not predispose a child to developing NPD. But, the narcissist parent will have difficulty modeling stable relationships. The parent with NPD may have problems with attachment to the children. The arrogance, omnipotence, and self-centeredness will seriously obstruct parenting. Personality disorders are characterized by problems in interpersonal relationships, so it follows that parent with a personality disorder will exhibit problematic child rearing tendencies (Johnson, Cohen, Kasen, Ehrensaft, & Crawford, 2006). Research study results (Johnson, et al., 2006) support a correlation between parental personality disorders and high parental rejection and possessiveness, low parental affection, inconsistent discipline, poor parental communication, poor parental supervision, little time spent with the child, and a lack of positive reinforcement for the child (Johnson, et al., 2006). There is scant literature related to the narcissistic parent, and there exists a need for further research in this area (Bornstein, 2002).

Summation

Narcissistic personality disorder encompasses a pathological way of dealing with others that predicts impaired interpersonal relationships in all areas of life (Miller, et al., 2007). Individuals with Narcissistic Personality Disorder may cause others to feel uncomfortable. They may initially appear to be charming or seductive. However, the negative traits associated with the disorder soon become evident. The façade can only be sustained short term. Arrogance, cold disdain for others, a sense of entitlement, lack of empathy, and self-promoting behaviors clearly interfere with all types of interpersonal relationships (MacDonald, 2011). The negative consequences of Narcissistic Personality Disorder can be felt by acquaintances, co-workers, and friends. But, the bulk of these negative consequences are felt strongly by people who are involved with a narcissist (Miller, et al., 2007). Partners of those with Narcissistic Personality Disorder may face relationships laden with selfishness, devaluation, game playing, absence of caring, infidelity, and even violence (Miller, et al., 2007).

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Narcissistic Personality Post Test continued on page 14



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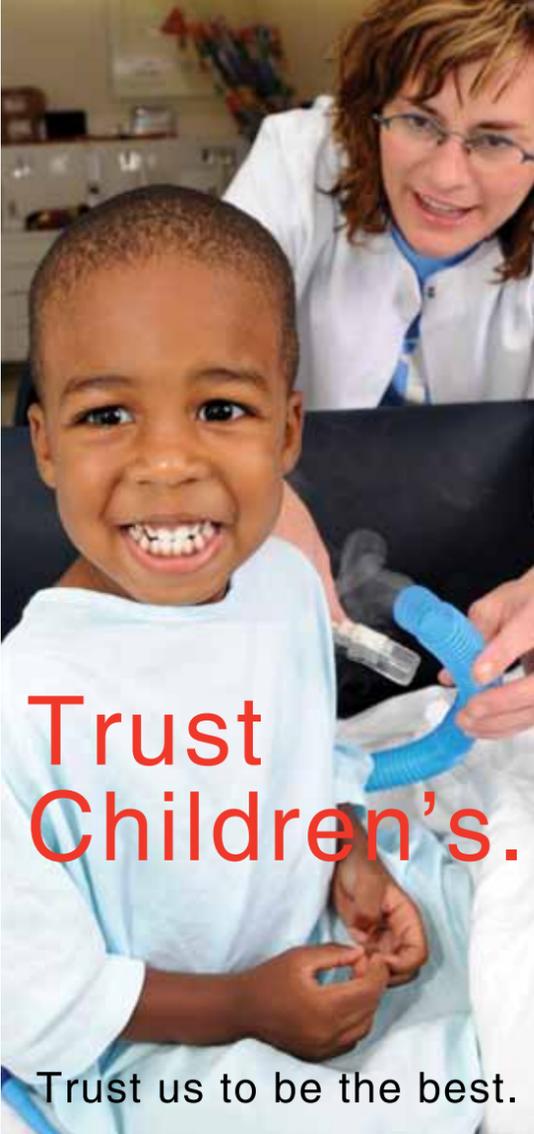
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Narcissistic Personality continued from page 13

Post Test:

1. Identify two key characteristics of Narcissistic Personality Disorder.
 - a. Paranoia and distrust
 - b. Grandiosity and lack of empathy
 - c. Depression and suicidal ideations
 - d. Caring attitude and indulgent nature
2. An individual with Narcissistic Personality Disorder will exploit others to achieve his or her own goals.
 - a. True
 - b. False
3. Violence is not a component of relationships with a narcissist.
 - a. True
 - b. False
4. Identify the clinical picture of an employee with NPD.
 - a. May not achieve in the workplace
 - b. Works well with others
 - c. May be a supervisor who alienates subordinates
 - d. Exemplifies humility and loyalty
5. How does the diagnosis of NPD affect society as a whole?
 - a. Decreased crime and violence
 - b. Increased violence and chemical dependency
 - c. Decreased poly-substance abuse
 - d. Increased philanthropy
6. Clients with NPD have successful intimate partner relationships.
 - a. True
 - b. False
7. Name the intimate partner relationship complications associated with NPD.
 - a. Insecurity, guilt, and shame
 - b. Obsessive compulsive behaviors
 - c. Infidelity, dishonesty, selfishness
 - d. Sadness and loneliness
8. Narcissists are quick to forgive and forget in response to perceived injustices.
 - a. True
 - b. False
9. How do parents with NPD behave toward their children?
 - a. Loving and giving
 - b. Consistent and fair disciplinarian
 - c. Possessive and negativistic
 - d. Accepting and involved
10. Those with NPD can, initially, present as charming and charismatic. How does the disorder interfere with interpersonal relationships?
 - a. The façade cannot be maintained.
 - b. Negative components of the disorder soon become evident
 - c. Relationships are laden with selfishness, de-valuation, exploitation, and dishonesty.
 - d. All of the above.

Evaluation/Post Test~Narcissistic Personality Disorder: Effect on Relationships
Contact Hours 1.0 (ANCC) 1.2 (ABN)
Activity #: 4-0.944

Goal: The purpose of this activity is to examine the negative impact of Narcissistic Personality Disorder on interpersonal relationships.

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Place answers to post test in designated boxes, and return only this page.

1	2	3	4	5	6	7	8	9	10

ACTIVITY EVALUATION
 Circle all responses using this scale: 3–Yes 2–Somewhat 1–No/NA

Goal was achieved. 3 2 1

Objectives were met. 3 2 1

1. Discuss the diagnosis of Narcissistic Personality Disorder 3 2 1
2. List four (4) symptoms of persons diagnosed with Narcissistic Personality Disorder 3 2 1
3. Describe the link between Narcissistic Personality Disorder and impaired interpersonal relationships 3 2 1

Program free of commercial bias. 3 2 1

On a scale of 1–5 / 1 (low) 5 (high) knowledge of topic before home-study 5 4 3 2 1

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Art of Caring for Self—Lois Meadows
If I don't Move—What's Next—Dr. Robin Pattillo
Panel of Courageous Women Survivors of Heart Disease—Sponsored by the American Heart Association

3:00 p.m. Evaluations

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CE Corner

ASNA's 2013 Annual End of Life Symposium

Saturday, 2 March 2013
Loeb Conference Center ~ Old Alabama Town
301 Columbus St ~ Montgomery, AL 36104



Goal: *Examine the best care practices at the end of life*
Cost: \$49 ASNA members
 \$65 non members
Contact Hours: 5.5 (ANCC) 6.6 (ABN)
8 am Registration
8:30 am *Trajectories at the End of Life*—Dr. Arlene Morris
Grief and Bereavement Throughout the Lifespan—
 Dr. Sue Morgan
“It’s OK to Die” or End of Life Options—
 Dr. Monica Williams—Murphy
Preplanning for End of Life—Helen Wilson, MSN, RN
Cultural Influences of the Buddhist, Muslims, and Latinos—
 Dr. Beverly Myers
Funerals and Memorial Planning—Dr. Joyce Varner
The Future of Medicaid for Hospice Care in Alabama—
 Speaker TBA

3:00 p.m. Evaluations

Accreditation:

The Alabama State Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

Alabama Board of Nursing Provider Number ABNP0002 (valid until March 30, 2013).

Refunds: If cancellation is received in writing prior to Feb. 22, 2013 a refund (minus a \$20.00 processing fee) will be given. After Feb. 22, 2013 no refund will be given. We reserve the right to cancel the program if necessary. A full refund will be made in this event. A \$30 return check fee will be charged for all returned checks/payments.

Registration Methods:

Mail:

ASNA
 360 N. Hull St.
 Montgomery, AL 36104

Fax: 334-262-8578

Online: alabamannurses.org

ASNA Leadership Academy

Dr. Marilyn Rhodes, Dr. Ellen Buckner

The Alabama State Nurses Association Leadership Academy graduated a phenomenal first cohort of participants at the 2012 ASNA Convention held in September. This group of nurse leaders presented their capstone projects that have and will continue to positively impact nurses’ workplaces and communities:

Macon County Obesity Prevention Task Force,
Maggie Antoine

Tourette Syndrome, Building Community Support,
Julie Savage Jones

Fostering Engagement and Leadership through
 Implementation of Shared Governance,
Annie Shedlarski

The Future of Alabama Nursing: Leading the Charge of
 the Institute of Medicine,
Dr. Leigh Anne Minchew

Healthy Eating for Kids,
Drs. Sara Kaylor, Beth Boden, Beverly Myers

At Risk Students: Mentoring Needs in a Community
 College Setting,
Rosalynde Peterson

Perceptions of the Orientation Process to Academia by
 Part Time Clinical Faculty,
Loretta Lee, Marilyn Whiting, Dorothy Peten

Faculty Readiness for a Campus Disaster,
Dr. Cindy Berry

Comments from participants reflected a broadening of leadership skills and confidence in leadership skills:

“The Leadership Academy is an excellent resource to help engage and empower Alabama nurses to the action to the state.” *Julie Savage Jones*

“The strengths of the Academy were the passion that was exhibited, the availability of the mentors and their willingness to share information, and the opportunity to mentor nurses who have a desire to promote the nursing profession and the individuals who have put their trust in our abilities.” *Marilyn Whiting*

The mission of the ASNA Leadership Academy is to create a community of effective nurse leaders. Our vision continues to be the preparation of the next generation of nurse leaders for the state of Alabama.

The next ASNA Leadership Academy will begin on Monday evening, April 22, 2013, and continue the next day at the ASNA FACES in Montgomery, AL. A summer one-day retreat will be scheduled and the Academy will conclude at the ASNA 100th Anniversary Convention in Montgomery.

Please see the ASNA website for more information about the Leadership Academy and to apply for the 2013 cohort of nurse leaders.

ASNA's 2013 Annual End of Life Symposium

Name: _____ Credentials: _____

Address: _____

Day Phone: (_____) _____ Email: _____

Payment Method: _____ ASNA Member \$49 _____ Non Member \$65 **After Feb. 22, 2013 add \$15**

Credit Card #: _____ Check—Make Payable to ASNA

Signature: _____ Expiration Date: _____ Security Code: _____

Confirmations by Email Only ~ Licenses Will Be Scanned at the Workshop

Mail registration form to: ASNA, 360 N. Hull St., Montgomery, AL 36104
 OR Fax to 334-262-8578 / Register online at www.alabamannurses.org

Confirmation by Email Only

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TENURE-TRACK ASSISTANT PROFESSOR OF NURSING
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The College of Nursing & Allied Health at the University of North Alabama (<http://www.una.edu/nursing/>) invites applications for a tenure-track Assistant Professor of Nursing to begin in January of 2013. A master’s degree in nursing from an accredited institution is required; a doctoral degree is preferred.

To apply for this position, please submit application materials via the University of North Alabama Online Employment System at <http://jobs.una.edu>. Applications will require the following: cover letter, CV, graduate and undergraduate transcripts (official transcripts will be required before an offer of employment is made), and a reference list. For questions, please email employment@una.edu or call the Office of Human Resources and Affirmative Action at 256.765.4291. The University of North Alabama is an equal opportunity employer committed to achieving excellence and strength through diversity. UNA seeks a wide range of applicants for this position so that one of our core values, ethnic and cultural diversity, will be affirmed.



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Adding Chocolate to Milk Doesn't Take Away Its Nine Essential Nutrients

All milk contains a unique combination of nutrients important for growth and development. Milk is the #1 food source of three of the four nutrients of concern identified by the 2010 Dietary Guidelines for Americans: calcium, vitamin D and potassium. And flavored milk contributes only 3% of added sugars in the diets of children 2-18 years.

5 Reasons Why Flavored Milk Matters

1 KIDS LOVE THE TASTE!

Milk provides nutrients essential for good health and kids drink more when it's flavored.

2 NINE ESSENTIAL NUTRIENTS!

Flavored milk contains the same nine essential nutrients as white milk - calcium, potassium, phosphorus, protein, vitamins A, D and B₁₂, riboflavin and niacin (niacin equivalents) - and is a healthful alternative to soft drinks.

3 HELPS KIDS ACHIEVE 3 SERVINGS!

Drinking low-fat or fat-free white or flavored milk helps kids get the 3 daily servings* of milk and milk products recommended by the *Dietary Guidelines for Americans*.

4 BETTER DIET QUALITY!

Children who drink flavored milk meet more of their nutrient needs; do not consume more added sugar or total fat; and are not heavier than non-milk drinkers.

5 TOP CHOICE IN SCHOOLS!

Low-fat chocolate milk is the most popular milk choice in schools and kids drink less milk (and get fewer nutrients) if it's taken away.



www.nationaldairycouncil.org/childnutrition

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*DAILY RECOMMENDATIONS - The 2010 Dietary Guidelines for Americans recommends 3 daily servings of low-fat or fat-free milk and milk products for those 9 years and older, 2.5 for those 4-8 years, and 2 for those 2-3 years.

Membership News

BE AN ACTIVE MEMBER!

Serve on an ASNA Committee for 2013-2014

If you are willing to serve, please indicate your choice(s) on this form and return it to the ASNA office.

STANDING COMMITTEES

- Committee on Governance
- Committee on Membership
- Committee on Finance
- * Committee on Continuing Education

SPECIAL COMMITTEES

- Committee on Awards
- Committee on Convention
- Committee on Ethics & Human Rights
- Committee on Legislative

Environmental Health & Safety Task Force

* Appointed by each District Board of Directors

Name _____ Credentials _____

Address _____

City, State & Zip _____

Home Phone _____ Work Phone _____

Fax: _____ e-mail: _____

District _____

Meetings may be held at the ASNA office, virtual (online) or by telephone conference.

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IN YOUR PROFESSIONAL ASSOCIATION



This is a rough draft of the license plate that ASNA would like to submit to the Alabama Department of Revenue, Motor Vehicle Division. We still need almost 250 names. If you are interested in putting your name on the list to be contacted if we get the tag approved, please contact April Bishop, Programs Coordinator, at memberasna@alabamanurses.org—or visit our website <http://alabamanurses.org> Please do not sign a “commitment to purchase” until notified the tag has been approved.

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Georgia Baptist College of Nursing’s first Ph.D. graduate, Alison Davis, left, receives her diploma in May 2012 from Dean Linda Streit.



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