



West Virginia Nurse

“Nurses working together for a healthy West Virginia”

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The official publication
of the West Virginia
Nurses Association

President's Message

by Pamela S. Neal, RN, MSN-NA, C-FNP



Pamela S. Neal

I hope that each of you had a Happy New Year and you are off to a good start. We here at the West Virginia Nurses Association are deep into the Legislative Session. Topping our agenda this year: Staffing ratios, School Nurse Ratios, Inclusion of state facilities into the Mandatory Overtime Legislation, allowing nurse practitioners to sign death certificates, prescriptive authority, and other issues. Unity Day came early this year, but the legislative session is far from over. Please log onto to our web site at www.wvnurses.org to see how you can assist us to move legislation forward. Your voice is needed.

We are very appreciative of ANA's President, Becky Patton for speaking to the Nurse Executives

regarding National Data Nursing Quality Indicators and to Dottie Oakes for her presentation regarding the practical application of NDNQI at WVU Ruby Memorial. I hope this opportunity encourages other Nurse Executives to take on the challenge of incorporating NDNQI into their facilities. There are already 1,100 other hospitals participating in NDNQI across the nation. Currently West Virginia has four hospitals participating. Wouldn't it be great to see the rest of our facilities join in this endeavor to improve quality healthcare.

In addition, I would like to thank the legislators and nurse practitioners who attended our legislative luncheon to hear about the progress Pennsylvania is making toward improving access to care to their citizens following the expansion of prescriptive authority and practice for nurse practitioners in their state. Patients face many of the same obstacles to care in West Virginia. It is the hope of this organization to improve access to care by decreasing the barriers to practice for nurse practitioners.

As you may know, our nurses in Beckley and Summers County were on strike from Oct-Dec 07

over mandatory overtime and inadequate staffing. Appropriate staffing to provide safe and effective quality care is a state and national issue. ANA recently released a website specifically designed to address the staffing issue and the West Virginia Nurses Association has adopted this philosophy toward legislation presented this year. You may find out more information in this regard by reading this information at the following website: <http://www.safestaffingsaveslives.org>. Let me know your thoughts on this issue by writing to me at pneal@wvnurses.org.

Regardless of the legislative issue that is being discussed, the sole purpose of this organization is to provide the avenue for nurses to advocate for our patients and our profession. While our membership continues to grow, we have just begun the journey to realize our dream... The dream to have every nurse in the state of West Virginia join the voice of this organization. It is an exciting time and opportunity for nursing in healthcare. This is the time for nursing to lead the way to change. Join us today. Let us know how we can better serve you. Let us know how you would like to help us grow. This is your organization... Only you can help us make it better. We will continue to advocate on your behalf to the best of our ability. But imagine what we could do together! I hope to hear from you soon.

Sincerely,
Pamela S. Neal

West Virginia Nurses Association 2008 Health Planning and Legislative Position Statement

The West Virginia Nurses Association (WVNA) goal is to support enactment and implementation of policy that will benefit the health and welfare of all citizens. The WVNA strives to provide information, advocacy, representation and protection for the state's registered professional nurses (RNs). As part of the American Nurses Association (ANA), the organization establishes policies and goals for the profession that forms the basis for Nursing's contribution to the advancement of health care policy.

HEALTH CARE DELIVERY

WVNA supports a health care delivery system that:

1. Encourages wellness through education, public awareness and utilizing the full impact of the media;
2. Aggressively addresses leading health indicators including physical activity, obesity, tobacco use, substance abuse, responsible sexual behavior, mental health, injury and violence, environmental quality, immunization, access to health care; (Health People 2010)
3. Provides interdisciplinary patient-centered care, employs evidence-based

practice, applies quality improvement, and utilizes informatics; (Institute of Medicine)

4. Supports RNs as the first level of entrance to the health care system; and
5. Supports patient safety through adequate staffing patterns and RN supervision and appropriate delegation of licensed and assistive nursing personnel.
6. Supports safety devices and promotes workplace implementation that promotes safe delivery of nursing care by all health care delivery personnel.

WVNA supports public policies that:

1. Promote equal access to quality, comprehensive health care for all populations including the underserved, children, women, men, and the elderly.
2. Promote a commitment to the principle that all persons are entitled to affordable, readily accessible, high quality health care services (ANA 2005)

Continued on page 2

Attention all West Virginia Nurse at right is the Health Policy and Legislation plan for 2008 legislative session. West Virginia Nurse Association plans to be very active this year on many key issue that have been of concern for our members from across the state. WVNA will also be monitoring proposed legislation for issues that may come up during the session that will affect West Virginia nurses. WVNA would encourage all nurses to become involved in the political process. To be involved please contact WVNA central office at:

West Virginia Nurses Association
PO Box 1946
Charleston, WV 25327
304.342.1169 P
304.414.1169 F
centraloffice@wvnurses.org

This can be as simple as ensuring the central office has you contacts information so you may stay informed via emails, writing letters/emails to the 2008 legislative body and/or attending Unity Day at the capital. Working together we can make a difference for our clients and our own futures.

Thanks
Beth Baldwin
WVNA HP&L Chair and APN Chair
Email: baldwine@wvuh.com

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Editor's Message

by Nellie Lucas, RN, BA



Nellie Lucas

I want to wish everyone a Merry Christmas and a very Happy New Year. Since I cannot send each and every nurse a present, I will send the recipe for one.

Kristin's Truffles

Crush one bag of Oreo cookies and place in blender Blend to a fine texture

Poor the mixture into a bowl and blend with one tub of cream cheese until smooth

Roll into bite size balls and place in the refrigerator for one hour

Dip each ball in melted chocolate

May your holidays be filled with peace and joy!
Nellie

West Virginia Nurse Production Schedule

The *West Virginia Nurse* is published quarterly. Copy deadline for the 2008 issues are as follows;

May Issue	March 24, 2008
August Issue	June 23, 2008
November Issue	September 22, 2008

WVNA 2008 Health Planning . . .

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3. Include health insurance portability, pension-protected coverage, and coverage for drugs and comprehensive services including reproductive and mental health;
4. Promote reimbursement parity for all health care services including, but not limited to medications and complementary care;
5. Assure that high quality, palliative, end-of-life care, including effective symptom control and psychosocial and spiritual support, is accessible to all people;
6. Maintain current West Virginia (WV) immunization mandates and ongoing immunization guideline modifications as outlined by the U.S. Centers for Disease Control; and
7. Encourage Senior West Virginians to participate fully in all aspects of their community, to maintain activity, health, and independence as long as possible and, when needed, have access to quality long-term care.

WVNA supports school health initiatives that

1. Establish school-based, nurse-directed health care services;
2. Recognize the certified school nurse as the coordinator of health care intervention with the authority to make appropriate health care task delegations within the educational setting and the RN's scope and ability;
3. Target a minimum ratio of one RN to a maximum of 750 students;
4. Recognize the RN as the professional who provides health care instruction, including age-appropriate human sexuality education, as a major component of the pre-school through grade 12 curriculum;
5. Support school nurses' pay parity within educational funding formula for teachers; and
6. Promote exclusive use of nutritious food and healthy choices during school hours.

II. PATIENT RIGHTS

WVNA supports patients' rights to:

1. Health care as a basic human right;
2. Safe, error-free health care environments;
3. Choice of sources, methods, and providers of health care services;
4. Continued development of "Patients' Bill of Rights" legislation; includes right to privacy and confidentiality and access to all patients own medical records.
5. Participation in informed decision making about personal health care, including end-of-life care;
6. Appropriate literacy-level information about all treatment options, including the comparative risks and benefit of each; and
7. Information regarding staffing ratio of RNs to patients;

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Designed by Dream Catcher, LLC

The opinions contained herein are those of the individual authors and do not necessarily reflect the views of the Association.

WV Nurse reserves the right to edit all materials to its style and space requirements and to clarify presentations.

WVNA Mission Statement

To ensure a unified and powerful voice for all nurses, to advocate for enhancement and access to quality, professional, healthcare services for all citizens of West Virginia, and to promote the professional development of nurses to ensure the forward progress of our profession.

Executive Board

Pam Neal, President: pneal@wvnurses.org
Sherri Williams, 1st Vice President: swilliams@wvnurses.org
Kathy Frum, 2nd Vice President: kfrum@wvnurses.org
Joy Cline, Treasurer: jcline@wvnurses.org
Nellie Lucas, Secretary: nlucas@wvnurses.org

Board of Directors

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West Virginia Nurse Copy Submission Guidelines

All WVNA members are encouraged to submit material for publication that is of interest to nurses (especially in the following sections: Nightingale Tribute, District News and Members in the News). The material will be reviewed and may be edited for publication. There is no payment for articles published in the *West Virginia Nurse*.

Article submission is preferred in Word Perfect or MS Word format. Photo submission is preferred in jpg format, and saved at 100% if possible. When sending pictures, please remember to label pictures clearly since the editors have no way of knowing who persons in the photos might be.

Copy Submission via email: Only use MS Word for text submission. Please do not embed photos in Word files as they cannot be retrieved well by Arthur L. Davis Publishing Agency, Inc. Send photos as separate files.

Approximately 1,600 words equal a full page in the paper. This does not account for headlines, photos, special graphics, pull quotes, etc.

Submit material to
West Virginia Nurse
PO Box 1946
Charleston, WV 25327
or Email: mfortson@wvnurses.org

Any advertising needs or questions must be directed to
Arthur L. Davis Publishing Agency, Inc.
PO Box 216
Cedar Falls, IA 50613, 1-800-626-4081

If you wish additional information or have questions, please contact WVNA headquarters.

WVNA 2008 Health Planning . . .*(Continued from page 2)***III. NURSING RETENTION AND RECRUITMENT*****WVNA supports strategies for retention and recruitment including:***

1. Practices that promote a safe, professional work environment;
2. Support of The Center for Nursing to:
 - a. Coordinate efforts to retain and recruit nurses;
 - b. Collect and disseminate objective information about nursing resources in the state;
 - c. Work collaboratively to promote, recognize, and reward excellence in the nursing profession as manifested in part by Magnet designation of hospitals.
 - d. Ensure adequate funding for nursing education to attract and retain qualified nursing faculty
 - e. Provide a scholarship loan program to promote nurse retention
 - f. Extend the sunset provisions of the Center
3. Enhancement of all sources and amounts of funding for:
 - 1) Undergraduate and graduate nursing education,
 - 2) Adequate, qualified faculty and,
 - 3) Nursing research;
 - 4) WVN Foundation
4. Initiatives to retain currently practicing nurses and recruit others into the profession; and
5. Promoting proposals that enhance and recruit nurse educators to attract and retain qualified nursing faculty.

IV. SOCIAL ISSUES***WVNA supports the following:***

1. Professional and lay education focusing on prevention and/or intervention in cases of violence against vulnerable populations including support of hate crime legislation that encompasses all minorities regardless of their respective affiliation
2. Initiatives to screen, educate and reduce public health risks including, but not limited, unclean air and water, additives and infective toxins (such as lead) in consumable and home products, drug and alcohol impaired driving, sexually transmitted infections, and ATV/motorcycle helmet use;
3. Public disclosure and education of environmental health risks in home, work and public settings;
4. Adequate funding, including a tobacco excise tax, to provide smoking prevention, cessation, and educational programs to eliminate tobacco use and environmental tobacco smoke exposure;
5. A mother's right to breastfeed as an important, basic act of nurturing that is protected in the interests of maternal and child health
6. Ongoing recognition and support of WV nurse veterans; and
7. Mental health services support group therapy, and high quality independent living opportunities for disabled post war veterans. Address and promote programs developed to identify and treat high incidents of sequella due to post concussive head injuries both identified and under identified in this population.
8. Development, education and sponsorship of disaster preparedness policies to included

training and support for all aspects of prevention, containment and treatment of local or pandemic disasters with anticipated readiness to support current communities and potential influxes of population.

9. Advancements of complete disaster plans and proposal with rapid response directions implemented by an interdisciplinary team approach;

PROFESSIONAL ISSUES***WVNA supports workplace initiatives that:***

1. Uphold individual nurses' rights to make moral-ethical decisions;
2. Recognize the RN as the coordinator for patient care;
3. Improve patient and staff safety and supply devices to protect the patient and staff from injury;
4. Provide flexible work schedules that lessen the risk of fatigue-related errors;
5. Prohibit forced overtime and fairly compensate RNs and other health care providers who choose to work additional hours, utilizing traditional payment scales for overtime hours;
6. Standardize policies and procedures, equipment and medication delivery systems, including but not limited to electronic charting and prescriptions, to provide seamless care to rural distance populations;

7. Restrict the title "nurse" to individuals holding nursing licenses as defined in the WV Code;
8. Support the ANA Bill of Rights for nurses;
9. Expand the Mandatory Overtime Bill (2004) to include the state's three hospitals and all other nursing facilities and clarify the definition of "emergency;" as an unforeseen local state, or national disaster;
10. Support a study of musculoskeletal injuries of health care workers for analysis and action.

WVNA supports regulatory legislation that:

1. Assures the continued autonomy and full scope of authority of the Board of Examiners for Registered Professional Nurses (WVRNB);
2. Recognizes the full scope of practice and autonomy of RNs as established by professional licensure and delineated by professional organizations;
3. Recognizes APNs as licensed independent practitioners, promotes full compensation for APNs, and prevents malpractice carriers from limiting the full, legal APN scope of practice;
4. Improves health care access through easing restrictions on APN prescriptive authority including, but not limited to restrictions on drug classes, quantity, refills, and route of administration; and
5. Incorporates medically and scientifically correct terminology.

West Virginia Center for Nursing Honors Nurses

submitted by Duane F. Napier, MSN, RN, BC—
Executive Director, WV Center for Nursing



Duane F. Napier

CHARLESTON, W. Va., OCTOBER 19, 2007—The West Virginia Center for Nursing today announced it has honored 19 nurses from across the state of West Virginia for exhibiting excellence in the nursing profession. This was the first celebration for the Center to recognize nurses from across the state.

“The West Virginia Center for Nursing’s Board of Directors believes honoring nurses honors the profession,” said Dr. Cynthia Persily, Chair of the Board.

The event took place at the Cultural Center in Charleston in conjunction with the 100-year anniversary celebration of the West Virginia Board of Examiners for Registered Professional Nurses.

The Board of Directors for the Center for Nursing established the criteria. The recipients represent four areas of nursing, including Advanced Practice, Clinical Care, Education, and Leadership. The nominations were open to Registered Nurses as well as Licensed Practical Nurses. The employers, co-workers, family, friends or employees nominated the recipients. Community and civic leaders in the state chose the finalists. Each recipient received an award and a certificate during the ceremony.

According to Duane F. Napier, Executive Director for the West Virginia Center for Nursing, the organization is planning to make this recognition program an annual event.

The recipients of the awards are Linda Gillet, MSN, RN, Clinical Director, Women’s Services Shenandoah Valley Medical System; Pamela Maddox, RN, APRN, BC Women’s Health Center; Denise Ohlsen Koster, RN, BSN, NCSN School Nurse, Kanawha County Schools; Randal E. Conrad, RN, BA, CEN Emergency Room Nurse, Safety Officer, Braxton County Memorial Hospital; Deborah Toney, RN, Staff Nurse, CAMC General Hospital; Christina Frame, RN, Staff Nurse CAMC Memorial Hospital; Gail Craft, RN, Staff Nurse Greenbrier Valley Medical Center; Molly Scarborough, RN, BSN, IBCLC, CCE, CPST, Women’s Health Education Coordinator, Greenbrier

Valley Medical Center; Kelli Elaine Turner Kirk, MSN, RN, APRN, BC, NCSN, Clinical Instructor West Virginia University Institute of Technology; Laura H. Clayton, Ph.D., RN, Associate Professor of Nursing, Shepherd University; Diana Riddle, RN, MSN, CFNP, Administrator Mason County Health Department; Martha Cook Carter, RN, BA, CNM, Chief Executive Officer Family Care, Inc.; Kay Shamblin, RN, BSN Director, Department of Health and Human Resources, Bureau for Public Health Office of Community Health System, Division of Local Health; Madonna Roach, RN, MSN, Chief Nurse Executive William R. Sharpe, Jr. Hospital; Teresa (Tracy) Wilson, Chief Executive Officer Worthington Center, Inc.; Sandra Knotts, RN, Vice-President of Clinical Services St. Joseph’s Hospital, Buckhannon; Mary E. (Betsy) Hart, RN, CNOR, CNIV, Surgery Charge Nurse CAMC

General Hospital; Deborah L. Carte, RN Nurse Manager CAMC Health Systems, Women and Children’s Hospital; Ruth Walsh, RN, BSN Clinical Research Assistant WVU School of Medicine.

The West Virginia Center for Nursing was created by the legislature in March 2004 through the passage of HB 4143. The West Virginia Center for Nursing seeks to enhance and strengthen nursing excellence to optimize the health and healthcare of all West Virginians, through strategic workforce planning, education, research, and nurse practice development. The Center is funded through a \$10 surcharge paid by all licensed practical nurses and registered nurses at the time of their annual license renewal.

For specific information regarding the West Virginia Center for Nursing and other work of the Center, or to read the annual report, please visit our website at www.wvcenterfornursing.org, or contact Duane F. Napier, Executive Director, at 558-0838.

2008 Healthcare Focus National Healthcare Observances

February

1-29 International Prenatal Infections Prevention Month
1-28 American Hearth Month
1-28 National Wise Health Consumer Month
3-9 National Burn Awareness Week
1-28 AMD/Low Vision Awareness Month
1-28 National Children’s Dental Health Month
1 Give Kids A Smile Day
3 National Wear Red Day 2008
7-14 Congenital Heart Defect Awareness Week
11-15 National Condom Week
10-16 Children of Alcoholics Week
14 National Donor Day
24-March 1 National Eating Disorders Awareness Week

March

1-31 National Brain Injury Awareness Month
1-31 National Colorectal Cancer Awareness Month
1-31 National Endometriosis Awareness Month
1-31 National Multiple Sclerosis Education and Awareness Month
1-31 National Nutrition Month
1-31 Save Your Vision Month
1-31 Workplace Eye Health and Safety Month
2-8 National Patient Safety Awareness Week

3-9 National Sleep Awareness Week
3-7 National School Breakfast Week
9-16 National Problem Gambling Awareness Week
10-16 Brain Awareness Week
10-17 Multiple Sclerosis Awareness Week
13 World Kidney Day
16-23 National Inhalants and Poisons Awareness Week
25 American Diabetes Alert Day
30-April 5 Root Canal Awareness Week

April

1-30 Alcohol Awareness Month
1-30 Cancer Control Month
1-30 Counseling Awareness Month
1-30 Irritable Bowel Syndrome Awareness Month
1-30 National Autism Awareness Month
1-30 National Donate Life Month
1-30 National Sarcoidosis Awareness Month
1-30 Sports Eye Safety Month
1-30 STD Awareness Month
1-30 Women’s Eye Health and Safety Month
3 SAAM Day of Action
3 Sexual Assault Awareness Month Day of Action
7-13 National Public Health Week
19-26 National Infant Immunization Week
26-May 4 National SAFE KIDS Week
26-27 2008 March for Babies
26-27 2008 March for Babies
26 World Tai Chi & Qigong Day

District Update

Districts Make History With Move To Combine

submitted by Paula Staud, RN-CS, MSN

Inactive districts within WVNA are nothing new. At various times over the years, there have been districts that were unable to meet the requirements for maintaining active status. While some have been able to reestablish, others have continued as inactive for many years. Despite the efforts of a couple of dedicated and concerned nurses in District 4, they have remained inactive for the past several years.

District 7, which is adjacent to District 4 in north central West Virginia, has been able to maintain its active status through the efforts of a small, but dedicated group of nurses. During the past year, District 7 has invited members of District 4 to participate in their monthly meetings and other events. Several combined events have occurred including educational programs, a legislative forum, fund raisers to establish a scholarship fund, and the annual Nurses Day Dinner.

It seemed fitting then that the decision would be made for these two districts to hold a combined annual meeting in December. Prior to that meeting all members of both Districts 4 and 7 were polled by mail to determine their interest in officially combining the two districts. With a return rate of approximately 40% representing both Districts 4 and 7, those who responded voted unanimously to approve the concept. Interest in running for office in the new district was also solicited through this mailing. Based on the results of the poll, a motion to combine was approved at the December 6, 2007 meeting at the Elkins Motor Lodge in Elkins.

The motion included language providing for the name of the new district (District 4/7); eligibility for membership (all nurses residing within the combined geographic areas); handling of funds (money from each district will be combined to create a new account); revision of bylaws (committee formed to rewrite); and contingency for dissolution of the partnership.

Election of officers for the new District 4/7 also took place during the meeting. The new slate of officers includes members from both of the old districts and is as follows: President, Kimmi Phillips; Vice President, Joan Propst; Secretary, Faith Moore; Treasurer, Margy Burns; Representative to the WVNA Board, Faith Moore; and Board Members, Joan Danner, Leann Nelson, Janine Zurbach, and Kathy DiBacco. A committee to rewrite bylaws for the new district was appointed and includes Paula Staud, Joan Propst, and Mandy Cosner.

Those nurses attending the annual meeting expressed excitement at the prospect of increasing participation and membership, and increasing the presence of WVNA in north central West Virginia. The first official meeting of District 4/7 will be held on January 3, 2007 at the Robert C. Byrd Conference Center on the campus of Davis and Elkins College where members will be have the opportunity to meet and discuss issues with state legislators serving the area.

Nurse De-Stressing Tips—Part Two—The Mind

by Aila Accad, RN, MSN



Aila Accad

(You can read Nurse De-Stressing Tips—Part One—The Body at: <http://www.ailaspeaks.com/article-de-stress-nurse1.html>)

The Mind is a wonderful tool for observation, conceptualization, processing information and in short-thinking. However, when the tool becomes the Master, stress is inevitable.

Like a computer, your Mind holds an enormous amount of data. It also has a program to organize that data. Each mind programs the input it receives through unique perceptions and interpretations of life experience. The mind forms a template in early childhood for cataloging experiences and interpreting life. This template is your mind's operating system until you choose to change it. The child's outdated beliefs sow the seeds of mental stress. De-stressing involves becoming aware of and updating these beliefs.

Let's explore two core beliefs—Who you think you are (self-concept) and Who you think you 'should' be (self-ideal). These beliefs evolve from what we hear, see and experience as children. You do not knowingly choose the self-images, which are the foundation for Self-Esteem, the value for yourself and Self-Determination, the power to make free choices. Striving and failing to achieve your self-ideal, which is inevitable (I call this the Perfection Myth), and believing you have limited power to choose freely, creates DISTRESS.

The basic categories of response to distress are fight or flight. Is your tendency to run, hide, and internalize the stress in isolation, passivity or depression; or, to lash out, attack and externalize stress in aggression, domination, or anxiety? Either way, the core issues and solutions are the same. The tips that follow are simple, logical and doable. Implementation can be challenging though. Additional resources, which can support you in using these tips, are at the end of this article.

Tip # 1 ~ Sort

The key to mental de-stressing is recognizing the areas of life in which you have or do not have control. The answer is simple and not easy to accept depending on your mental program. (Before you read on, get a piece of paper and pencil. Take note of the thoughts that arise as I explain this simple sorting technique. These notes will be important when we get to Tip # 3.) You have NO control of anything outside yourself. You have TOTAL control of everything inside yourself. This

does not seem earth shattering until you look at daily reactions.

If you are like most people, you blame everything outside of you for your stress, and direct most of your precious time and energy into fruitless efforts to control the uncontrollable. A short list of uncontrollables includes:

- * Time—Not enough, what happened in the past, worry about the future.
- * Nature—illness, aging, death, weather.
- * Other People—what they think, feel, say, do.

Put your time and energy into exploring the one area where it will pay off, where you have total control and power to direct your life—in YOU—in knowing how you think and feel, and making choices about what is important to you.

Why it works ~

Sorting what you can and cannot control helps you see clearly in a structured way where to place your attention. Although the conditioned mind (ego) does not accept change easily, it does like structure. When you provide a new way to sort thinking that makes logical sense, the mind is more willing to consider it.

Tip # 2 ~ Focus

Now that you have sorted what you can and cannot control, it is important to focus your attention on the power to make choices. You make choices in the present moment. This is the only time in which you have control. The past is a memory and the future has not arrived. You are here now. You can make informed choices by learning from the past, and today's choices influence the future. Choosing consciously what you do in this moment is the most powerful thing you can do. There is a finite amount of time in a day. You control what you choose to do with it. Prioritizing what is most important to you is essential. Then, it is easier to see what must either be delegated or dropped from the 'to do' list. Life becomes much simpler, less stressful and more productive when you are realistic about what you can do and take responsibility for acting on that priority in the present moment. Outcomes are in the future and not controllable; present actions influence outcomes. Focus on being aware of your choices today and notice how outcomes change.

Why it works ~

You are the only person who has control of your choices. Choosing not to take action is also a choice. In consciously choosing, you have the power to influence the direction and satisfaction of your future. You also influence—not control—everyone around you by the choices you make. Making a difference in the world begins within you. A change in any part of the whole, changes the whole.

Continued on page 6



Pictured are from left to right, Sarah Fletcher, Paula Staud, Faith Moore, Joan Propst, Lee Ann Nelson, Margy Burns, Terri Lawrence, Kimmi Phillips.

Nurse De-Stressing Tips . . .

(Continued from page 5)

Tip # 3 ~ Observe

What reactions is your mind having to this information? Fight—resistance, looking for flaws in the logic. Or, flight—distraction, not wanting to continue reading. The mind resists changing core beliefs. Observe its resistance. This function of the conditioned mind often referred to as the inner critic or bully is a powerful force against making changes in your life.

In childhood, your mind formed ideas about how to be safe in the world. The conditioned mind (ego) is all about safety and survival. It gets scared when you decide not to play your life by the old

“safe” rules. Like a parent, it is still telling you what you should or should not do, and judging your performance, often harshly.

Although the survival functions of the brain are important, you are no longer a vulnerable infant or child. Fight and flight are limited strategies for managing adult life and relationships. Observe these mental directives. What are the words your mind uses to keep you in the old rules? What is the tone of voice? Whose voice does it sound like? Mom? Dad? Someone else? Keep a journal of your observations. Looking over your journal can give you clues to the pattern, or specific “rule” that still informs your choices today. One of mine was, “If you say what you really think; people won’t like you”. Then, my mind would ruminate over things I had said, constantly judging the potential impact. This rule was time wasting, relationship stifling, and professionally defeating—all with the good intention to keep me “safe” from criticism.

Why it works ~

You are not your thoughts or your mind. These are tools designed to support your decision-making, not control it. While the original unconscious program was useful in keeping you safe as a child, you must consciously update that program so it can serve you in being a powerful, responsible adult. Observing on how the mind works, puts you back in the driver’s seat of your life.

Tip # 4 ~ Stop, Drop & Replace

Take decisive action to Stop the Inner Critic. Whenever you hear that inner voice spouting its shoulds, shouldn’ts, or judgments (negative or positive) take action to stop the thought. Each inner voice is unique. If yours is aggressive, or hostile, you will want to stop it with some force. You can think or say aloud “Stop!” or use more colorful language. My inner critic is manipulative, with a tone of helpfulness. My approach is, “Thank you for sharing.” then promptly let it go.

Drop the Image of who you think you ‘should’ be. This is a composite made up by various people,

none of whom lives your unique life. A helpful strategy when you hear the words ‘should’ or ‘should not’ is to ask the question: “Who made that up?” Realize that the laws of nature are few. A human being or committee of them made everything else up. Some beliefs are useful for living comfortably in society. Choose the ones you want to keep and let the rest go.

Replace the old rules with supportive ones. From my earlier example, “If you say what you really think; people won’t like you,” I counter with, “By speaking my truth, others can connect with me and connect with their truth.”

Why it works~

The conditioning and images are not the truth about who you are or ‘should’ be. They are unconscious programs running your precious life as if you were still a child. The mind, like a computer, uses an operating system. Your life is continuously changing. How would your computer serve you if you never updated the operating system to keep up with changing technology? The mind requires continuous monitoring and updating in order to serve you in consciously choosing the life you want in this moment.

For more details on de-stress strategies mentioned in this article and many others, see the “*The De-Stress ToolBox*” now online at www.ailaspeaks.com.

Next—Nurse De-Stressing Tips—Part Three— The Emotions

This is a four part series on Nurse De-Stressing, by Aila Accad, RN, MSN—a professional Speaker, Trainer, Well-Being Coach, and expert in Nurse De-Stressing. She would love to hear how these de-stress tips are helping you, and areas in which you would like more information. You can learn more or contact her for speaking, workshops, retreats and personal coaching at: www.ailaspeaks.com

The Power of Positive Nursing



Susanne Gaddis PhD

The Communications Doctor

"Prescriptions for Effective Communication"

www.CommunicationsDoctor.com

Gaddis@CommunicationsDoctor.com

by Susanne Gaddis, PhD

More so than other professionals, nurses intimately understand the communicable characteristics of a potentially contagious virus. And much like any transmittable organism, communications have the ability to infect or heal: With every word and action you are either positively affecting or negatively infecting your work environment. Your inner perceptions and attitude strongly impacts your outward attitude, and vice-versa. And while administrative personnel can and should take a key role in creating ways to reward and retain staff, individual practitioners should take an active role in positively affecting—and not infecting—their own professional work space.

In other words, don't become a "professional victim." Instead, chase to be a "professional victor." Care how your words impact those around you. Realize that constructive and encouraging communication is contagious—directly inoculating the work atmosphere with a productive and cheerful character.

"Nursing is science, math and high-tech, all coupled together with the art of care. It's challenging both mentally and physically. Nurses want to use all of their incredible knowledge and help patients. They need to constantly remind themselves that their industry experience and expertise helps to facilitate and reach healing for the patient," said Jeffrey Albaugh, MS, APRN, CUCNS, a clinical nurse specialist who has written a series of published articles on the current national nursing shortage (to reach epidemic proportions in 2010) and how to keep nurses in nursing, "Nurses need to be a part of the solution."

"Us" versus "Them"—The "big picture" of the macro-culture

In any health care organization there exists several environs: macro-cultures, mini-cultures and micro-cultures. Starting at the largest segment and drilling down into smaller, more niche, segments—a macro-culture is the "big picture," an organization's "overall" culture. In other words, it's the set of behaviors that are accepted and supported in an encompassing social environment, such as a hospital.

Five key elements to success in functioning within a macro-culture environ are:

- Strong Leadership—Every well-oiled macro-culture has a steadfast "worker's advocate" who "goes to bat" for the front-line team.
- Common Mission—There's a set of shared, documented and communicated standards published via consistent channels of communication.
- Open Lines of Communication—Everyone needs to feel respected, feel like they're being heard.
- Formal Recognition Process—The reward and recognition of experience and expertise can be in the form of positive feedback, an award or a monetary gift.
- Documented and Benchmarked Patient Care & Employee Satisfaction Feedback—There needs to be a benchmarking and response process so certain positive/negative behaviors and issues can be immediately addressed in a timely manner.

As for nurses dealing with "big-picture," hospital: "We need to stop complaining and take positive action—Stop looking at administration as 'they.' We have to work on the same team for the good of the patient," Albaugh stated, "The 'us' and 'them' mentality has to change. When I'm intimately

involved in the process, that cycle breaks down."

A noted professor of organization psychology and a certified "authentic happiness coach," Michael McCormick, PhD, studies the psychology and dynamics of teamwork and group interaction on human happiness. McCormick offers that there are three critical keys nurses can use to unlock a more positive working environment in their high-stress field: Firstly, nurses have a right and responsibility to take care of themselves. Nurses want to feel good about their job and that they are making a positive difference in someone's life. When nurses focus on what they don't do well," McCormick, says "this can lead to transitory anxiety and depression. The use of applied positive psychology is a form of preventative psychological medicine."

Secondly, nurses must realize that they have the power to own who they are, claim who they are and what they can do, said McCormick. And thirdly, nurses should mentor new nurses and take care of each other so they can create a social support network that fosters a positive psychological environment. "Nurses need to realize that every time they 'eat their young' they lose their numbers," he said, "It's actually transferred aggression – they transfer onto others how they've been treated by others, such as doctors or administrators."

Mini-culture teaming

Within the greater macro-culture exist numerous mini-cultures, such as diverse teams made up of individuals. This translates into the socially accepted and supported behaviors that differ from, for example, the night shift to the day shift, from hospital administrators to the hospital staff, from RNs to physicians, and so on.

Solid and pre-planned teamwork is essential to the success of any group effort, explained Professor McCormick. "I use the analogy of the Wizard of Oz. Dorothy drops into Oz as an individual, but then she adds the scarecrow, the lion and the tin man. They start out as individuals, but as the movie progresses they begin to work as a team," he noted.

Five key elements to success operating effectively in a macro-culture environ are:

- Relationships Before Tasks—Don't jump straight into a newly formed group project without first attending to group dynamics.
- Make a Plan—Decide from the outset of any group task how the group will work together. There's great comfort in action and "diving right in" to the task at hand. Yet, superior alternate plans and new ideas may be lost in the fray for singularly task- and goal-oriented groups. Great group concepts and working environments come with time, patience and planning. All help provide a continuity of care, benefiting both patients and staff.
- Create a More Positive Dialogue—Each person can reduce workplace tension and stress by complaining 10% less and encouraging 10% more.
- Become a Better Mentor—Helping educate newcomers and sharing your valuable expertise and knowledge lightens everyone's workload.
- Do a Positive Check-Out—After every completed task, stop and think how you could have improved your performance as a group. What worked? What didn't work? What would you do differently next time?

Micro-culture make-up

And finally, the smallest microcosm of behavior is the micro-culture. The micro-culture, which is defined as an individual, also abides by a set of specified rules governing behavior.

Five key elements to success in a micro-culture environ are:

- Set Positive Expectations—Expect to have a great day. A great shift. There will be days that are more stressful than others. By keeping a positive perspective and looking at doing the best you can with each presenting situation, you will get through any challenge.
- Ask for Help When You Need It—There's no shame in asking someone for assistance when you can't handle something; there is shame, though, in haphazardly bungling something you can't or aren't qualified to manage.

- Celebrate Small Successes—Allow yourself to celebrate the fact that the "fax machine works today" or "the patient in #206 said I was a great nurse."
- Recognize & Reward Others for Their Contributions—Everyone enjoys a well-deserved pat on the back. You give one, you get one.
- Be Your Own Cheerleader—Create a more positive inner-dialogue with yourself: "I'm a well-qualified nurse." "I really loved helping people today." Hooray—Go You!

"Push back" to avert harm

Oftentimes, when it comes to respect, nurses feel like they're sucking on the "stick end" of the healthcare professional's lollipop.

To that purpose, Professor McCormick wishes that nurses would embrace a more proactive stance in claiming their power—a posture referred to as "push back." Simply put, when nurses

feel that an incorrect diagnosis, treatment or medication is being assigned, they should speak up. "It's a self-confidence issue," the professor noted, "Think of the tragic Columbia incident, where the engineers wouldn't speak up to their superiors. They could have prevented a tragedy by pushing back." Organizations value people who "push back" when they recognize that something is about to happen that will cause harm, he noted.

As a practicing nurse, Albaugh also sees the need of nurses to feel respected as a key empowerment initiative. "It's a respect on both sides: I work with the physicians, not for them," he noted, "We are a profession in and of itself. It's all about the tone and the approach you take."

One patient at a time

In the end, perhaps Albaugh most eloquently summarized the potent power that exists in the noble profession of nursing: "As nurses, we're an incredibly powerful body and can do many things to give the high-quality care that we went to school for and strive for," said Albaugh, "There are a lot of reasons nurses are unhappy today, but there's a lot of things we can do to change things now. We should never lose sight that it's an honor and a privilege to be a nurse. Each and every interaction has the possibility to transform the patient and ourselves in a positive way. We change the world one patient at a time."

Susanne Gaddis, PhD, known as the Communications Doctor, is an acknowledged communications expert who has been speaking and teaching the art of effective and positive communication since 1989. With a specialized expertise in healthcare communication, Susanne delivers workshops, seminars, and keynote presentations across the United States. For more information, or to book Dr. Gaddis for an upcoming conference or event call 919-933-3237 or visit: www.communicationsdoctor.com.

WVNA Unity Day 2008

WVNA Unity Day 2008

by Faith Moore, MSN, C-FNP, CDE
Unity Day Chairperson



Under an overcast sky with a threat of snow in the air, over 500 students and nurses attended Unity Day 2008 at the WV Cultural and Arts Center in Charleston, WV. Unity Day is an opportunity for Registered Nurses, Licensed Practical Nurses and student nurses, both undergraduate and graduate, to effect positive change through the political process. It is an opportunity to learn about the political process and the issues that affect nurses and our profession, it is also an opportunity to meet with legislators, and to advocate for change with one clear voice.

Faith Moore

A variety of nursing schools were represented, including Mountain State, Marshall University, WVU students from Parkersburg, University of Charleston, Davis & Elkins, Fairmont, West Liberty and WVSCTC. Nurses from around the state attended representing administration, education, staff nurses and advanced practice nurses.

The session opened as Executive Director of WVNA, Steve McElroy introduced the Honorable House Majority Leader Joe DeLong, who has provided immeasurable support to our nurses who fought for improved staffing levels and an end to mandatory overtime within their facilities. Delegate DeLong welcomed the participants and made it clear that he appreciated the involvement of all the participants in making their voices heard at the legislature. Pamela Neal, MSN-NA, CFNP and WVNA President warmly welcomed all the attendees. She explained the importance of involvement in WVNA. West Virginia has 27,163 Nurses and those strong voices together can make a difference in legislation that will affect our profession and the health of those under our care. The Honorable Senator Roman W. Prezioso Jr. the Chair of the Health and Human Resources Committee took us through the legislative process. His many years of experience in the Senate and on a variety of committees provided valuable insight in the many steps a bill must go through before passing into law. Senator Prezioso explained that the process is long and sometimes tedious but the due process allows for all voices to be heard and the impact of the bill to be considered prior to passing the bill into law. Beth Baldwin, MSN, CPNP and Chair of the Advanced Practice Congress discussed the bills of interest to nursing that are before the house and senate. The West Virginia Legislature's website provides citizens access to bill information. To view a particular bill, the status of certain legislation, who sponsors a measure, to what committee a bill is assigned and to track a bill through the legislative process, please browse: <http://www.legis.state.wv.us>

The theme of Unity Day this year was "Nursing: The Key to Quality Health Care." We were honored to have as our Keynote Speaker the President of the American Nurses Association Becky Patton, MSN, RN, CNOR. After congratulating Ruby Hospital and the WVUHS for having obtained Magnet Hospital designation President Patton focused on the National Data Nursing Quality Indicators (NDNQI) and how the collection of the data related to issues such as the nursing shortage, healthcare reform, and ANA's solution oriented responses to improve the current workplace environment and resultant patient outcomes. The Nurse Staffing and Patient Outcomes in the Inpatient Hospital Setting study qualifies relationships between nurse staffing and patient outcomes for a large scale cross section of the nation's hospitals and their inpatients. Today's pressures for hospital cost control make it imperative to determine whether differences across acute care hospitals in nurse staffing can be statistically shown to relate to measurable differences in patient outcomes. Another initiative that President Patton addressed was how the data could be used to guide nurse patient ratios. She explained the ANA supported an acuity based staffing pattern not a mandated ratio. Nine hospitals in WV are currently participating in the NDNQI studies. The WV Board of Examiners for Registered Professional Nurses President Pamela Alderman, MSN, RN, brought the history of the board to life. The Board was developed in 1907 as a way to protect the public by providing a board to promote and protect public health, safety and welfare through the regulation of registered professional nurses. The scope of the BOE includes supervision and promulgation of rules for Advanced Practice Nurses, RNs and schools of nursing and dialysis technicians. The speaker session concluded with the call for assembly to march on the Capitol Building. I always find it inspiring to look out at the sea of white coats (despite the freezing temperatures) and realize that the legislature will be listening to nurses' voices this day.

Schools participating in the Poster Presentation included Marshall and West Liberty with first place going to West Liberty. They were judged by Delegate Dale Martin, Delegate Lidella Wilson Hrutkay and Minority Leader Tim Armstead.

The Unity Day Committee, Advisory Committee and the Central Office would like to express our heartfelt thanks to the students, faculty members and nurses who attended Unity Day and by their presence impacted the legislation of bills affecting the profession of nursing and patient welfare in the state of West Virginia.



Poster Presentation winners
West Liberty State College



Poster Presentation by
Marshall University



APN Congress Chair Beth
Baldwin, MSN, CPNP



ANA President Becky Patton,
MSN, RN, CNOR



WV RN Board President
Pamela Alderman, MSN, RN



The Honorable House
Majority Leader Joe DeLong



WVNA President Pamela S.
Neal, RN, MSN-NA, CFNP



The Honorable Senator
Roman W. Prezioso Jr.

WVNA Unity Day 2008



ANA Statement On Center To Champion Nursing In America Funded By The Robert Wood Johnson Foundation (RWJF)

SILVER SPRING, MD—The American Nurses Association (ANA) applauds the Robert Wood Johnson Foundation (RWJF) in addressing the 1.1 million nurse workforce shortage crisis that is currently poised to strike America's health care system by 2020, by creating the Center to Champion Nursing in America.

"It was an honor to attend the RWJF press conference last week and witness the support from all parties involved, working together for one common goal—to improve patient care for all Americans and address the growing nursing shortage issue," remarked ANA President Rebecca M. Patton, MSN, RN, CNOR.

The newly created Center to Champion Nursing in America will work to improve patient care for all Americans by pursuing an aggressive agenda to elevate the visibility of the nursing shortage while identifying actionable solutions to improve the quality of patient care. The Center is made possible by a \$10-million grant to the AARP Foundation from RWJF.

The ANA is the only full-service professional organization representing the interests of the nation's 2.9 million registered nurses through its 54 constituent member nurses associations. The ANA advances the nursing profession by fostering high standards of nursing practice, promoting the rights of nurses in the workplace, projecting a positive and realistic view of nursing, and by lobbying the Congress and regulatory agencies on health care issues affecting nurses and the public.

Chemical Exposures On The Job May Be Linked To Diseases In Nurses

First ever national survey finds widespread exposure to chemicals and radiation and almost no mandatory workplace health protections.

SILVER SPRING, MD—A first ever national survey of nurses' exposures to chemicals, pharmaceuticals and radiation on the job suggests there are links between serious health problems such as cancer, asthma, miscarriages and children's birth defects and the duration and intensity of these exposures. The survey included 1,500 nurses from all 50 states.

The results were released online today at, <http://www.ewg.org/reports/nursesurvey>, by the Environmental Working Group, the American Nurses Association, Health Care Without Harm, the Environmental Health Education Center at the University of Maryland School of Nursing. The survey was extremely detailed and is the first of its kind, but it was not a controlled, statistically designed study.

Every day, nurses confront low-level but repeated exposures to mixtures of hazardous materials that include residues from medications, anesthetic gases, sterilizing and disinfecting chemicals, radiation, latex, cleaning chemicals, hand and skin disinfection products, and even mercury escaping from broken medical equipment. There are no workplace safety standards to protect nurses from the combined effects of these exposures on their health.

"Nurses are exposed daily to scores of different toxic chemicals and other hazardous materials whose cumulative health risks have never been studied," said Jane Houlihan, Vice President for Research at Environmental Working Group. "Nurses ingest, touch or breathe residues of any number of these potentially harmful substances as they care for patients, day after day and face potential but unstudied health problems as a result."

"This survey is a call to action for nurses to demand the use of safer products and protective measures to control exposures to hazardous agents in the workplace," said Anna Gilmore Hall, RN, executive director of Health Care Without Harm, an international coalition working to reduce the environmental impact of the health care sector.

The Centers for Disease Control proposed a National Occupational Exposure Survey for the health care industry in 2002. To date, no such

survey has been initiated to better understand the range of potentially hazardous chemical exposure in the health care industry and related illnesses.

"For many of the toxic chemicals in hospitals there are safer alternative or safer processes. We must make these healthier choices for the sake of our patients, nurses and all hospital employees," said Barbara Sattler, RN, DrPH, FAAN, Professor and Director of the Environmental Health Education Center at the University of Maryland School of Nursing.

"ANA is dedicated to ensuring the health and safety of nurses and their patients," said Rebecca M. Patton, MSN, RN, CNOR, President, American Nurses Association. "We are pleased to work with our partners to bring attention to the growing concern over chemical exposures in the workplace, and ANA will continue its efforts on behalf of the nursing profession to create healthier working environments."

Environmental Working Group is a nonprofit research organization based in Washington, DC that uses the power of information to protect human health and the environment.

Health Care Without Harm is an international coalition of over 460 organizations in more than 50 countries, working to transform the health care sector so it is no longer a source of harm to people and the environment.

The Environmental Health Education Center at the University of Maryland School of Nursing engages in education, practice, research, and policy regarding the relationship between the environment and human health. The School of Nursing, founded in 1889, is one of the oldest and largest nursing schools, and is ranked seventh nationally. Enrolling more than 1,600 students in its baccalaureate, master's, and doctoral programs, the School develops leaders who shape the profession of nursing and impact the health care environment.

American Nurses Association is the only full-service professional organization representing the interests of the nation's 2.9 million registered nurses through its 54 constituent member nurses associations. The ANA advances the nursing profession by fostering high standards of nursing practice, promoting the rights of nurses in the workplace, projecting a positive and realistic view of nursing, and by lobbying the Congress and regulatory agencies on health care issues affecting nurses and the public.

ANA News

ANA Launches New Safe Staffing Website

Education, Resources for Nurses

SILVER SPRING, MD—The American Nurses Association (ANA) has launched a new web site dedicated to the issue of safe staffing. The new site educates nurses about ANA's history of advocacy on the issue, provides updates on the newest information and developments, and gives nurses tools to get involved.

The site allows nurses to share their own stories and concerns and invites them to help strengthen the case for safe staffing legislation by completing a survey. Through the site, nurses can also stay informed about the latest developments on Capitol Hill and contact their members of Congress to urge their support.

"ANA has been a persistent driving force in the efforts to make safe staffing legislation a reality," said Linda J. Stierle, MSN, RN, CNAAC, CEO of the American Nurses Association. "This site gives nurses a stronger voice, and empowers them to take an active role in impacting their workplace environment."

"Safe staffing saves lives," added Rebecca M. Patton, MSN, RN, CNOR, President, American Nurses Association. "There is a growing body of evidence that demonstrates adequate nurse staffing improves the health outcomes of patients, resulting in fewer inpatient days, complications and deaths. Implementing safe staffing levels should be seen as a critical investment in quality, cost effective care, and ANA's goal with this web site is to establish staffing levels that promote a safe and healthy working environment for nurses, and ensure the highest possible patient care."

Visit www.safestaffingsaveslives.org to get involved in ANA's safe staffing campaign.

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American Nurses Association Releases Newly Revised Scope And Standards Of Practice For Home Health Nurses

SILVER SPRING, MD—ANA's latest publication, *Home Health Nursing: Scope and Standards of Practice* articulates the essentials of home health nursing at all practice levels and settings.

Home health nursing practice, currently on the rise, focuses on providing quality health care for patients where a patient resides, whether a private home or an assisted living or personal care facility. A specialized area of community health nursing, this multidisciplinary specialty provides the full range of healthcare services through acute, chronic, or terminal illness to patients and their families and other caregivers.

While this book is primarily for practicing nurses, it is also an essential resource for nursing faculty and students, other health care providers, researchers and scholars, and those involved in funding, legal, policy, and regulatory activities.

Press copies for media contacts are available upon request by contacting Francine Bennett at francine.bennett@ana.org. Please include name of publication, organization, reviewer name and address information including phone and email address.

ABOUT THIS BOOK

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Reader Response: to the article “How To Perform The Nightingale Tribute”

by *Kathy Frum, RN, MSN:*

I was so pleased to see the article regarding the Nightingale Tribute in the last issue of the West Virginia Nurses paper.

We have been doing a variation of this for the last fifteen years. It is posted with the obituary in the paper so the public may attend. We have several nurses giving a reading, then form a circle with everyone attending included and close with one verse of “Blessed Be the Tie that Binds.

I certainly agree with Lindia Singer, RN and Kathy Frum, RN. Nurses form a bond from the time they enter their training and continues forever. I’ve been an RN for over fifty-four years, still working and have continued friendships our nurses all these years. What a treasure.

Thank you,
Dorothy Simpson, RN
Graduate of City Hospital now
City Hospital WVU, East

UAN News

**UAN Mourns Passing
of President Cheryl L.
Johnson, RN**

*Vice President Ann Converso, RN,
to Serve as President*

Washington, DC—The United American Nurses, AFL-CIO, today announced the death of President Cheryl L. Johnson, RN. Johnson was admitted to the University of Michigan Health Systems on Friday, Oct. 19, with a ruptured brain aneurysm and died early Sunday morning, Oct. 28, surrounded by her family and friends.

As a union leader, Johnson was a fierce advocate for staff nurses throughout her life while working full-time for 37 years as a critical care nurse at the University of Michigan Health Systems in Ann Arbor, Mich. She has been the first and only president of the UAN, which was established in 1999.

In July 2001, Johnson guided the UAN to an historic affiliation with the AFL-CIO and soon was elected to the AFL-CIO Executive Council, where she served as a national voice in the labor community for the interests of nurses. Johnson was one of a few women and the only RN serving on the council. Johnson also served on the AFL-CIO Executive Committee, the highest governing body of the Federation. In 2005, she was named a vice president for the Coalition of Labor Union Women.

Johnson, 57, was a resident of Brighton, Mich., and also was recently re-elected as the president of the Michigan Nurses Association. She additionally held many state and local positions during her long union career. She is survived by her daughter, Nikki; son-in-law, Brett; grandson, Jack; and her fiancé, Mitch.

The West Virginia Nurses Association would like to acknowledge the passing of such a wonderful individual.

West Virginia Nurses for National Health Care Bill HR 676

by Catherine Forman RN

The months of November and December have been very successful and active months for 3 West Virginia nurses. Advocating and lobbying for the right of all Americans to have quality health care, Debbie Nolan RN, Martha Gowan RN and Catherine Forman RN, have been meeting, traveling and organizing discussions on what we, as caregivers and concerned citizens, can do to support Congressman Conyers National Health Care Bill, HR 676. As members of the California Nurses Association and National Nurses Organizing Committee, www.calnurse.org, they believe the time is now for a single payer health care system, www.singlepayer.com. Everybody in, nobody out. A system of health care coverage guaranteed for all Americans, regardless. We have seen what the current health care system has done to our patients, insurance companies refusing treatments, tests and prescription drugs.

Families going without health care due to high premiums and copays. How can we put a price on their health? The nurses have attended several rallies in support of HR 676, in November a press conference was held in Washington DC, attended by Debra Burger President of CNA, Congressman Conyers, Physicians for National Health Program and nurses with the California Nurses Association.

Michael Moore's, documentary SICKO, showed the crisis of the current health care system, those

who are insured and underinsured, those who lost their home to insurmountable medical bills and had to file for bankruptcy, those unable to meet the cost of their prescription drugs and also emergency responders, now ill after responding to 9/11, dropped by their insurance company's. To insure their stories would be heard by members of congress, SICKO DVD's were handed out to every Congressman's office by the nurses, encouraging their staff to view the documentary and present the issue of health care to their congressman encouraging them to vote for HR 676.

Most recently a SICKO DVD house party was held in Morgantown by the nurses to reach out to the community and health care providers and provide an opportunity for discussion and support.

Those in attendance voiced their concerns for their patients, families and neighbors and shared stories of the current health care systems failure.

Plans were made to support the Health Care Now Roadshow coming to Morgantown.

On Dec 13th, the HEALTH CARE NOW ROAD SHOW crew spent the day in Morgantown, WV meeting with medical students, physicians, local activist, nurses and community members at the West Virginia University Health Sciences Center, the Healthcare Now Road show team led a lively discussion of health care reform issues, which was followed by a showing of HR 676 video produced by the California Nurses Association and Physicians

for a National Health Plan and a Q&A session followed.

Questions about cost containment, compassion and the overriding need for common sense in the reform of the U.S. health care system, those present shared personal experiences, as providers that underscored the need for HR676. This National Health Insurance Act already has 87 co-sponsors in the U.S. House of Representatives. The meeting ended with the group agreeing that the health care system in the U.S. is currently doing great damage to the overall economy. Individuals and families continue to pour more income into premiums and health care costs. The group is committed to keep meeting and to push for their Congressional representatives to co-sponsor HR 676.

Later that evening an open house was held at the Blue Moose Cafe, again the video of HR 676 was shown and West Virginia House of Delegates member Barbara Evans Fleischauer, along with local doctors, nurses and patients talked about the current U.S. health care crisis. Dr. Peter Wentzel of Grafton, a member of Physicians for National Health Program, shared some of the challenges he faces in delivering health care in a rural community. Nurses in the area also told their lawmaker about the patient care challenges faced every day. The evening ended with those present agreeing that they will continue to meet and fight for quality health care for all.

If you would like to get involved or talk about supporting HR676 please contact Catherine Forman at 304/379-6382 or Debbie Nolan at 304/288-9714.

The West Virginia Nurses Association extends a warm welcome to the following nurses who have recently joined WVNA

Welcome New & Reinstated Members

District 1	Beverly A. McComas Crystal Richmond Patricia J. Young Marguerite R. Carr	District 8	Tammy L. Cunningham Marian Davis Crystal L. Fox April Jarrett Tammy Self Sarah McClanahan
District 4	Susan D. Robinson	District 9	Samantha L. Ash Cathy L. Davis Valerie S. Jividen Arlene Summers Nancy S. Davis Katherine Miller Heather R. Carver Beth Ann White
District 5	Laurie A. Badzek Janet K. Donahue Heather M. Malcolm	District 10	Zeda R. Fox Patricia K. Thompson LeAnn Snead
District 6	Leslie L. Gano Sandra Wood Miriam S. Birmiel		
District 7	Terri L. Lawrence		

Membership Corner



Please complete and return to:
 West Virginia Nurses Association
 PO Box 1946
 Charleston, West Virginia 25327
 (f) 304-414-3369



WVNA/ ANA Membership Application

Contact Information			
Full Name	Credentials	Today's Date	
Personal Information		Professional Information	
Mailing Address		RN License # Years Experience	
City	State	Basic School of Nursing	
Zip	Employer		
Phone	E-mail		
County of Residence		Position Department or Division	
NOTE: Please indicate the WVNA member who helped with your decision to become a member: _____			
Membership Categories			
Check One:			
<small>** State nurse association dues are not deductible as charitable contributions for tax purposes, but may be deductible as a business expenses. WVNA members may deduct 82% as a business expense; 18% of dues are spent on lobbying Note: \$7.50 of the SNA member dues is for subscription to The American Nurse. \$14 is for subscription to the American Journal of Nursing. Various amounts are for subscriptions to SNA/DNA newsletters; check with your SNA office for exact amount.</small>			
<input type="checkbox"/> FULL <small>Employed Full Time Employed Part Time</small>	Full Payment** \$266.00	Electronic Dues Transfer* \$22.49	
<input type="checkbox"/> SPECIAL <small>62 years of age Totally Disabled Unemployed</small>	Special Payment \$71.00	Electronic Dues Transfer* \$6.25	
<input type="checkbox"/> WVNA ONLY <small>RN's who work or live in WV may join WVNA at the state level only. This does not entitle RN to receive national benefits.</small>	Full Payment \$149.00	Electronic Dues Transfer* \$12.91	
Additional Membership Opportunities			
ADVANCED PRACTICE COUNCIL			
<small>Join the WVNA APN Council. For an additional \$25 you can join this WVNA specialty group; An additional check should be included made payable to WVNA with APN Council listed in the memo.</small>			
_____ I would like to join the APN Council			
WV NURSES-POLITICAL ACTION COMMITTEE			
<small>Join the external political action committee for nurses. An additional check should be included made payable to WVN-PAC</small>			
_____ I would like to join the WVN-PAC			
PAYMENT DETAILS			
Annual Membership Cost \$266.00 (Full) \$149.00 (State Only)			
<input type="checkbox"/> Check <input type="checkbox"/> Money Order <input type="checkbox"/> Credit Card (Visa or MC)			
Credit Card #		Expiration Date	CVC #
<small>*Please indicate the WVNA member who helped with your decision to become a member: _____</small>			
Payment Plans			
Check One:			
<input type="checkbox"/> Annual <small>Complete form in it's entirety and send check or money order in the amount of \$266. Checks should be made payable to WVNA and submitted to the above address.</small>			
<input type="checkbox"/> Electronic Dues Payment Plan (EDPP) <small>Read, sign the authorization, and enclose a check for first month's EDPP payment (contact your SNA/DNA for appropriate rate). 1/12 of your annuals dues will be withdrawn from your checking account each month in addition to a monthly service fee. *Monthly Service charge.50 (Please sign below)</small>			
Signature		Date	
<small>Authorization to provide monthly electronic payments to American Nurses Association (ANA). This is to authorize ANA to withdraw 1/12 of my annual dues and any additional service fee from my checking account designated by the enclosed check for the first month's payment. ANA is authorized to change the amount by giving the undersigned thirty (30) days written notice. The undersigned may cancel this authorization upon receipts by ANA of written notification of termination twenty (20) days prior to the</small>			