At ASNA events, members listen, learn and advocate

ASNA’s 100th Annual Convention
October 10-12, 2013
Renaissance Hotel & Convention Center – Montgomery, Alabama
We’ll See YOU There!

It’s that time again, and the ASNA Board of Directors invites YOU to attend the 100th Annual ASNA Convention. We continue to offer the best continuing education, networking and participation opportunities for a fair price and in a convenient format to meet your needs.

Thursday October 10, 2013 is the Mable Lamb Continuing Education Day with plenary sessions from 8:15 a.m.–11:50 a.m. Workshops from 1:30 p.m. until 4:50 p.m. There is something for everyone and you may register separately for this event. Opening Ceremonies begins at 5:00 p.m. A President’s reception will be held from 6:30 p.m. until 7:00 p.m. We are having an Awards Banquet Thursday Night from 7:00 p.m. until 10:00 p.m. Plan to come for the education or come early for the Convention and stay to meet and greet other nurses. It will be a lot of fun and a great networking opportunity for all who attend!

ASNA’s 100th Annual Convention continued on page 3

JOIN
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- Dues are 70% tax deductible
- Free Personal Legal Counsel ($1 hr=$300 value)
- ANCC Discounts (Save over 30% on certification exams)

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ASNA is the professional voice of all nurses in Alabama.

OUR MISSION

• Model nursing practice to others
• Adhering to the Code of Ethics for Nurses
• Becoming more recognizable as an association
• Unifying nursing
• 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 VALUES

• Modeling professional nursing practices to other nurses
• Adhering to the Code of Ethics for Nurses
• Becoming more recognizable as an association
• Unifying nursing
• 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

ASNA is committed to promoting excellence in nursing.

SAVE THE DATE

ASNA/AANS CONVENTION October 10-12, 2013
(at the Renaissance in Montgomery, AL).

Full convention materials are printed in this issue of
The Alabama Nurse.
See pages 9-12.

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Taking Stock

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

As I write, ASNA has just completed the Faculty and Clinical Education Series (FACES), which included two informative, motivating plenary sessions, numerous quality breakout sessions regarding diverse topics, and many excellent poster presentations (including animated discussions with the poster presenters). I observed many nurses and student nurses from across the state reconnecting with colleagues and friends, collaborating in lively discussions about practice issues and session topics, and interacting with vendors. Participants were obviously seeking ways to promote excellence in nursing in Alabama while having fun. Thank you to our hosts for preparing and serving the delicious steak, salad, potato and pie lunch and the homemade cookie bars.

Additionally, the second cohort of the ASNA Leadership Academy began its 6 month course on April 22. Nurses from across the state, from each of the five ASNA districts, heard powerful presentations and began determining individual or group projects. I was privileged to meet the participants during one of their sessions and talk with them during dinner. The powerful work already being done by these nurses is leading the way for initiatives in nursing care, and I eagerly anticipate reports of project development at the 2013 Convention in October. This ASNA initiative is ably chaired by Dr. Ellen Buckner and Dr. Marilyn Rhodes.

By the time that you receive this issue of The Alabama Nurse, Nurses Week 2013 will have passed. I hope that you were thanked for your important work in improving healthcare and saving lives! Perhaps we can keep momentum going as we prepare for our celebration of a Century of Service at ASNA’s 100th Convention in Montgomery. Please begin making plans now to attend, perhaps to bring a friend, mentor, or nurse hero to the Big Birthday Bash on October 11, 2013!

We, as Alabama nurses, look to our past to take stock of where we have been and consider the path traveled with its challenges and successes in order to chart a path for the future. During the 100th Convention, each district is planning to present some of its historical moments. Please contact your ASNA District president during June and July to share your memories (perhaps with photos) and offer to help in any way that you desire.

As ASNA identifies its strengths, we are aware that nurses are the largest numerical component of all of the healthcare professions. ASNA continues to have new members, with options for membership as a state-only member or as a joint ASNA and ANA member. Policy makers at all levels ask about membership numbers, realizing that each member will most likely vote. With over 80,000 nurses in Alabama, the potential is tremendous. Dr. Jackie C. Williams, ASNA Vice President, chairs the Membership Committee. This committee encourages each district to honor various nurse specialties at district meetings. Personally, please invite one or more nurses to join. The district with the greatest percentage increase in membership will be recognized at Convention!

Also, as I write, the 2013 Alabama legislative session has four more days. Thank you to our new Executive Director, Dr. John Ziegler, ASNA’s attorney Don Eddins, the Legislative Committee chair, Charlotte Wynn, and the members of ASNA’s legislative committee for their untiring work informing legislators of issues related to nurses at all levels of practice. Concerns regarding health of Alabama citizens and healthcare delivery face our state. Nurses should have an important voice in considering solutions and policies. Volunteer for ASNA’s Legislative Committee, or serve at a local, state or national levels to influence policy. Make a difference in the lives of those for whom you care, and make a difference for the nursing profession. Promote excellence in nursing: Healthcare for all of us depends on it!

The relationship between the clinician and the patient is at the heart of everything we do. So you are not part of a system. You’re part of a family.

Registered Nurses
• One-on-one patient care
• Specialized training
• Competitive benefits package

I believe in working for a company that’s built around its clinicians.

The President’s Message

ASNA’s 100th Annual Convention continued from page 1

Friday, October 11, 2013 Exhibits will be open from 8:00 a.m. to 12:30 p.m. and you’ll want to visit them all. We offer another opportunity for contact hours when you view the Poster Presentations available from 8:00a.m. -12:30 p.m. Optional Continuing Nursing Education Sessions from 9:30 a.m. –12:00 Noon. Keynote all-1:00 p.m. The House of Delegates from 1:30 p.m. until 5:00 p.m. This is your opportunity to have your voice heard. We’ll be discussing ANA changes, Resolutions, and other matters of importance to ASNA. The Birthday Bash will begin at 7:00 p.m. This will celebrate 100 years of Alabama Nursing.

Saturday, October 12, 2013  Polls open from 7:30 a.m.–8:15 a.m. Plenary Session from 8:00 a.m. – 10:00 a.m. The ASNA House of Delegates will then convene at 10:00 a.m. Lunch and the closing plenary session will be from 12:30 p.m. until 2:00 p.m. We hope you will join us and take advantage of the CE offerings, to network with old friends and make new ones, and to give yourself the gift of professional involvement.

Mark your calendar now! Come be a part of Alabama nurses making a difference. Find out how good it can feel to represent your district and your profession as we address the critical nursing issues facing us today. Please use the Convention 2013 special pull-out section for all your registration needs.

We look forward to seeing YOU there!
This is the time of the year that starry-eyed, enthusiastic young nurses are graduating from Alabama colleges and entering the job market. Alabama is fortunate to have excellent nurse schools which turn out highly qualified registered nurses.

The job market is not quite as strong as it was a few years ago, but still nursing jobs are there for the taking – whether in clinical settings or support roles in hospitals and nursing homes. Private duty nursing positions also offer employment opportunities.

Young nurse candidates often call me with various issues. One thing that I always tell them is not to lie on the licensure application. If you have a conviction for possession of marijuana, for instance, it probably is going to show up on the background check. If on the licensure application you deny ever having a criminal charge, you’ve committed fraud and that is one reason licensure can be denied.

Conviction of possession of marijuana will not stop a prospective nurse form being awarded a license. It might throw up a hurdle to be crossed, but that hurdle will get much higher if a fraud allegation is stacked on top of a criminal conviction. As the attorney for the Alabama State Nurses’ Association, the best legal advice I can give any R.N. is to tell the truth.

Our job as a nurse is not to know that it had not been given?

If you are to administer your local protocols.

broad umbrella individual hospitals and nursing homes have regulations of the Alabama Board of Nursing, but under that of the facility where you work. Nurses follow broad use common sense in performing nursing duties. If you have associations, the best legal advice I can give any R.N. is to

More than 80,000 licensed nurses receive this publication, THE ALABAMA NURSE. Only 1,200 are members of The Alabama State Nurses Association (ASNA). That makes me sad. I’ve been told that there are around 12,000 M.D.’s in the state and the Medical Association that represents Drs. has a membership of over 7,000. I need to verify those numbers, but even if that’s false...think about it. 80,000 nurses = 1,200 members. 12,000 Doctors = 7,000 members. If you were a legislator, who would you listen to? I don’t mean to imply that Doctors are “the enemy.” Politically speaking however, there are times when partners (in a broad field such as healthcare) find themselves “posturing.” Case in point: The Medicaid Bill that just passed sets up seven districts in the state, each district with its own board. In the language of the bill, Doctors make up a significant portion of the boards. Even Chambers of Commerce have an appointment slot. However, the word “nurse” is not in the legislation.

It is my observation that the nursing profession, thought strong in numbers, has not taken advantage of its superior voting pool of constituents. This has occurred over time through apathy and/or fragmentation. Nurses are characteristically caring people, so it’s hard to tag even some with the term “apathy.” I simply mean that with our fast paced culture and the pressures of work, belonging to a professional organization is less appealing to exhausted folks. The fragmentation issue, ironically, has come from advancements in nursing specialties and their supporting organizations. Many nurses who belong to the association that represents their specialty feel that’s enough. I don’t think so. I’ve heard too many legislators laugh when a representative of a small (though sophisticated) group leaves the room. Bottom line...nursing specialty organizations and coalitions are important, but we need to rally more of the 80,000 nurses back to the 100 year old mother ship...ASNA.

Metaphorically, imagine a battle over an island. ASNA is like the “battleship” that has guarded the nursing profession in Alabama for over 100 years. Speciality organizations, like speed boats, can act quickly and navigate through narrow passageways for strategic purposes around the island. Along with the battleship and speed boats, there are thousands of trained sailors on the beach, unaware of the ensuing battle that will ultimately affect them. Although everyone seems to be doing “their thing” there is vulnerability in this scenario. The ASNA battleship is operating with a small crew, there are thousands of sailors on the beach and others with specialized training are focused on their own mission in their speed boats. Suddenly on the horizon an enemy battleship with full crew and all guns manned appears with the intent of taking the island. It’s almost a given that the speed boats, the defending battleship and the people on the beach will lose! That metaphor is not perfect, but it’s the best I can do to describe the political landscape that impacts nursing practice for all specialties.

ASNA was able to influence some legislation this past session. Our nurse scholarship bill passed, we placed an amendment on the Nurse Practitioner’s Prescriptive Authority bill that capped fees by the BME and we opposed a bad bill regarding Lay-nurse midwives (non- CRNM’s) who had little education and limited training to deliver babies in homes or non-clinical settings. In spite of these gains, we were saddened to see the House Bill 181 Hazardous Waste Bill sail through the Legislature and the Governor’s desk. Alabamians generate about 13,000 tons of garbage per year. Our landfills accept a lot of this waste load. The ASNA battleship is operating with a small crew, there are thousands of sailors on the beach and others with specialized training are focused on their own mission in their speed boats. Suddenly on the horizon an enemy battleship with full crew and all guns manned appears with the intent of taking the island. It’s almost a given that the speed boats, the defending battleship and the people on the beach will lose! That metaphor is not perfect, but it’s the best I can do to describe the political landscape that impacts nursing practice for all specialties.

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Excellent Nurse Opportunity

The Alabama Department of Public Health is now hiring for the position of:

Licensure and Certification Surveyor – classification number 40726, nurse option. This involves professional work surveying health care providers to determine compliance with state and federal regulations. To qualify you must have a Bachelor Degree in Nursing and two years of direct patient care nursing experience OR an Associate degree in Nursing or diploma in Nursing and five years of direct patient care nursing experience.

This position offers competitive compensation, generous paid time off and excellent benefits. Extensive overnight travel is required. For more information and to apply please go to:

http://www.adph.org/employment/index.asp?id=474

If you have questions please contact Peggy Norrell at (334) 206-5297 or email peggy.norrell@adph.state.al.us.

The Alabama Department of Public Health is an Equal Opportunity Employer.

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UAB Nursing will be the national leader in the practice of professional nursing: relentless in our pursuit to deliver the highest quality care for every patient, every family, every time.
Research Corner

Pediatricians Need to Make Greater Efforts to Screen and Counsel Overweight Adolescents

With the number of overweight and obese adolescents increasing, more needs to be done to screen these individuals and provide counseling. However, a new study finds that although obese adolescents are more likely to receive counseling on diet and exercise compared to normal-weight adolescents, overweight adolescents are being counseled at a much lower rate than their obese peers.

La Liang, Ph.D., of the Agency for Healthcare Research and Quality (AHRQ) and colleagues studied obesity counseling among 6,901 adolescent girls and boys, 970 boys aged 11 to 17 years with parent reported height and weight information. All adolescents had at least one visit with a health care provider within the past year. Parents of the adolescents were surveyed to determine if their child had received diet and exercise counseling when it took place.

A total of 17 percent of boys were overweight and 17 percent were obese. Girls had lower rates of 14 percent and 11 percent, respectively. Pediatric health professional advised 47 percent of girls and 44 percent of boys to eat healthy. However, they only recommended 36 percent of boys and girls to exercise. Compared to their normal-weight peers, obese boys and girls more likely to receive advice on how to eat healthy and to exercise more. But boys and girls who were overweight were much likely to be counseled about such matters than those who were obese. Factors associated with receiving exercise and diet counseling from a provider included living in the northeast, coming from higher-income households, having college educated parents, and having a usual source of medical care. Since obesity is easier to prevent than treat, more work is needed to encourage providers to counsel adolescents about diet and exercise matters before adolescents become obese, suggest the study authors.

More details are in “Obesity counseling by pediatric health professionals: an assessment using nationally representative data,” by Dr. Liang, Chad Meyendorfer, Ph.D., and Justin Want, Ph.D., in the July 2012 Pediatrics (931), pp. 67-77, Reprints (AHRQ) Publication No. 12-0916) are available from AHRQ.

Having a poor family relationships increase the risk for depression

Treatment for depression tends to focus on individual interventions, such as medication and psychotherapy. However, studies show that social support can protect against the development of depression. In fact, a new study found that individuals who reported not being very close to family members had a threefold increased risk for depression compared to those who felt “very close” to family.

The study used a sample population of 6,082 persons participating in a national survey that focuses on racial and ethnic differences in mental disorders. The majority of individuals surveyed were African Americans, Caribbean blacks and non-Hispanic whites. Those surveyed were asked questions about how close they felt towards family and friends. Researchers measured the risk of depression by using standard diagnostic criteria.

Most of the participants reported overall closeness with family and friends. Caribbean Blacks and non-Hispanic whites reported feeling very close to friends at higher rates than African Americans. Black had lower risk of depression compared to non-Hispanic whites. This association continued, even after the researchers controlled for several sociodemographic factors. They point out, however, that a lower risk of depression among blacks does not mean they are less vulnerable to depression. In reality, blacks are more likely than whites to be unidentified or misdiagnosed. When they are diagnosed with depression, it tends to be more chronic and severe.

These findings confirm earlier studies documenting the important relationship between social support and depression. The researchers suggest that perhaps a reexamination of individual-level models of treatment that are more evaluated in the United States may be in order. They call for more clinical trials to study the effects of social support interventions on risk of depression. Their study was supported in part by the Agency for Healthcare Research and Quality (HS19470).

See “Racial/ethnic disparities, social support, and depression: Examining a social determinant of mental health,” by Ruth S. Shim, M.D., M.P.H., Jiali Ye, Ph.D., Peter Baltrus, Ph.D., and others in the Winter 2013 Ethnicity & Disease 22, pp. 15-2.

Faculty Opportunities

Troy University School of Nursing

Troy University School of Nursing invites applications for full-time tenure track positions with primary responsibilities in the Graduate Nursing/Doctor of Nursing Practice Programs (Dothan, Troy, Montgomery, or Phenix City campuses). The positions are primarily responsible for teaching graduate nursing courses. Minimum Qualifications: Doctoral preparation in nursing or a related field, Eligibility for RN license in Alabama.

Tenure Track Associate/Associate/Full Professor of Nursing

Submit a complete list of qualifications via our Website www.troy.edu

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http://trojan.troy.edu/healthandhumanservices/nursing/

Troy University is an EO/AA employer.
ATTENTION LPN’s

2013 IS LPN’s RENEWAL YEAR
ABN DEADLINE IS NOVEMBER 30th

The ABN will have on-line capability, including payment by credit card. You may also pay by personal check.

Attend the ASNA Convention to meet your CE needs!

Registration Form:

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

Promoting Transformative Learning Across All Levels of Nursing Education

Saturday, July 20, 2013 – 8:30 a.m. – 3:00 p.m.
Contact Hours: 5.0 ANCC/6.0 ABN
Old Alabama Town Conference Room – 301 Columbus St. – Montgomery, Alabama

Purpose: Professional development for nursing faculty at all levels of nursing education regarding the use of transformative learning principles and approaches. Discussion of the presenters’ model of Transformative Learning in Nursing Education and interactive, fun application activities will provide participants with examples that can be used throughout nursing courses and curricula. Further use of these approaches may be enhanced by attendance of multiple educators from the same nursing school.

8:30 a.m. Welcome; icebreaker, introductions, overview of content

9:00-9:30 Short pre-workshop survey and identification of personal learning objectives for nursing content development

9:30-9:45 Break and networking

9:45-10:15 Introduction of model to apply Transformative Learning to nursing education

10:15-10:45 Application of Transformative Learning to develop learning activities within all levels of nursing education

10:45-11:00 Break and networking

11:00-12:00 Examples of specific Transformative Learning strategies and approaches across nursing curricula

12:00-1:00 Lunch and networking

1:00-2:00 Application of Transformative Learning approaches and strategies in selection and development of individual course specific learning activities to promote student outcome/objective attainment

2:00-2:15 Break and networking

2:15-3:15 Sharing of learning activities and plans for integrating sequential strategies across nursing curricula

3:15-3:30 Conclusion and post-workshop survey

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, 2017).

Refunds: If cancellation is received in writing prior to Jul. 12, 2013 a refund (minus a $20.00 processing fee) will be given. After Jul. 12, 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: alabamanurses.org

10% Discount for 3 or more from same facility registering at the same time

Contact Hours: 5.0 ANCC/6.0 ABN

Confirmation 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.alabamanurses.org

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So You Are An ASNA Delegate

Being a Delegate to a state convention can be an exciting experience but one that also has some inherent responsibility. As you may know, the House of Delegates (HOD) is the governing and official voting body of the Alabama State Nurses Association (ASNA). The House meets annually. Members of the HOD have a crucial role in providing direction and support of the work of the Alabama State Nurses Association. Delegates are elected to the HOD to work for the betterment of ASNA and the nursing profession. Each delegate is expected to study the issues thoroughly, attend each session of the HOD (including the Open Forums), and engage in active listening and debate. Also, delegates are encouraged to use the extensive resources and collective knowledge available at each meeting to provide direction and support for the work of the organization. Such a commitment benefits the individual delegate, the association, and the nursing profession.

If a delegate is unable to attend the 2013 ASNA House of Delegates, his/her district nurses association (DNA) should be notified at once. When alternate delegates are substituted for delegates, it is the responsibility of the District President to notify ASNA of the change immediately.

Important information for ASNA Delegate Registration

Delegates are encouraged to register for convention in advance to expedite the on-site credentialing process. See the registration form in the pull out section of this issue for registration fees. Full registration includes, Thursday Evening Awards Dinner, Saturday and Sunday breakfast and lunch. Additional tickets can be purchased for these events. Utilize the special pullout section of The Alabama Nurse to register for convention. Please note the cut off date for the hotel discount is September 8, 2013. ASNA has blocked a certain amount of rooms for this convention. Please consider that off-site hotel registration of delegates causes a financial hardship to the organization if the room block is not met.

To ensure eligibility for the credentialing process, delegates are required to present their current ANA membership card and one picture ID at the Delegate Registration desk. If you do not have a current membership card please contact April Bishop, Programs Coordinator for assistance. Each delegate will be issued a name badge, a delegate ribbon, and informational materials upon proof of identification. The name badge and delegate ribbon must be worn in order to be admitted to the floor of the House of Delegates.

The person nominated for each office on the state level should:
1. Be a current member of ASNA.
2. Have sufficient education and experience within the organization that will demonstrate his/her understanding of the requirements of the office as evidenced by being active at the local and/or state level.
3. Have commitment for time involved with the position compatible with employment.
4. Have ASNA District Board of Directors verify participation and attendance on the local and/or state level and his/her ability and willingness to give time and effort to accomplish tasks.
5. Be assertive, understand appropriate methods of confrontation, exhibit good decision-making abilities, and have leadership qualities.
6. Submit a statement, typed or printed in 200 words or less, regarding your views of issues facing the nursing profession, the Alabama State Nurses Association, and the office you are seeking.
7. Because of time involved in serving the professional organization, we assume that you have cleared time with your employer to attend meetings. Applicants should be willing to absorb own expenses.

Name and Credentials ____________________________ Home Phone: ____________________________
Address: ____________________________________________ Work Phone: ____________________________
E-Mail Address: ____________________________ Fax Number: ____________________________

Are you able to get time off to attend meetings necessary to fulfill the duties of the office for which you are submitting this Consent to Serve Form? Yes __ No __

Because of time involved in serving professional organization, we assume that you have cleared time with your employer to attend meetings. Applicants should be willing to absorb own expenses.

My Views of the issues facing the nursing profession, the Alabama State Nurses Association, and the office I am seeking are: (200 words or less - typed or printed)

__________________________

2013 Convention

Poster Sessions

1. The Impact of Patient Centered Care & Cultural Transformation on Patient Assailts – Stephanie Spencer-Dudley, RN
2. Virtual Reality Computer Simulation in Nursing Education – Rita Branch RN, BSN(C)
3. Influence of type 1 Diabetes Mellitus on Women’s Nutritional Belief and Lifestyle Choices for Themselves and their Families” (Integrative Review) – Cecelia C. Nueta, Ph.D., RNC, CNM, CNM, WHNP-BC, SOLA Popoola, RSN, MN, Lynnette Gayle
4. Hand Washing Hang Ups in Middle School: Sixth Graders Speak Out – Sharon L. Phelps, BSN, RN
5. Communicable Disease – Tuberculosis Karyn L. Childs, MSN, RN
6. Nurses Can!: Implementing Diet-specific Menus Combines with Specific Dietary Education at the Bedside to Increase Patient Satisfaction Scores and Dietary Education – Mediterrich Jones, RN, BSN, Jeanne Dockery, RN, OCN, PN, III, Antoinette Shellards, BSN, RN, Pamela Patterson, MSN, RN
7. Using Shared Governance to Develop an Innovative Approach for Nursing Evaluation of Patient Room Cleaning – Jeanne Dockery, RN, OCN, PN, III, Amanda Beverly, BSN, RN, Cecelia Sims, MSN, RN, Pamela Patterson, MSN, RN
8. Global Threat of Tuberculosis, Dr. Beverly Myers
10. Does Bullying Have An Effect On Nurse Attrition? – Katilaya Harris, MSN, RN
11. Tool for Staffing a Nursing Unit with Variable Acuity – Jeanne Dockery, RN, OCN, PN, III, Misty Bradshaw, Megan Bouillon, Kathleen Carisch, Stacie Cooper, Jennifer Grap, Stephen Horn, Suzanne Howell, Kinies Harst, Nick Mc Abee, Jennifer St John, Wendy Madden

Convention 2013 Preliminary Exhibitors

Exhibitors
Alabama Organ Center
Auburn University/Auburn Montgomery Schools of Nursing
The Gideons International
EZWay, Inc.
Jackson Hospital
Troy University School of Nursing
The University of Alabama Capstone College of Nursing
University of South Alabama College of Nursing

Members Only Section ASNA Web Page

Look for important convention issues
Visit ASNA’s website for:
• Bylaw changes—may contact ASNA if you need more information.
• ASNA Ballot
• Proposed Resolutions

www.alabamanurses.org
Thursday, 10 October 2013

Mable Lamb Nursing Continuing Education Day
(Pre Convention Nursing Continuing Education)

7:45 AM – 4:30 PM

Registration

8:15 AM

Plenary
- Social Networking and Professionalism: Click with Caution – Dr. Francine Parker

9:30 AM – 11:40 AM

End-of-Life
- End-of-Life Choices – To Live or Let Go, Dr. Cassandra Warner Frieson
- Choosing to Focus on the Journey, Not the Destination, Dr. Ramona Lazenby
- Pediatric Palliative Care, Dr. Sara C. Majors
- I'm Not Ready for Him to Die: a Look at the Nurse's Role in End-of-Life Care Within the Pediatric Population, Christy Rials, MSN, FNP, RN

OR

Communicable Diseases
- Global Threat of Maternal and Neonatal Tetanus, Drs. Linda Forte and Beverly Myers
- Meningitis: What’s the Big Deal, Ann W. Lambert, MSN, CRNP
- Clostridium Difficile, Dr. Lynn Chilton

11:40 AM – 1:15 PM

Posters and Lunch

1:15 PM – 4:40 PM

2013 Leadership Academy Projects

OR

Clinical
- Strategies for Full Prevention – Dr. Cassandra Warner Frieson
- Home Monitoring & Warfarin – Renee Naugher, CRNP
- Transitional Care PATH/Diabetes Mellitus – Dr. Brenda Ididns

Friday, 11 October 2013

7:30 AM – 9:00 AM

Registration

8:00 AM

Health Care Reforms
- Alabama Medicaid and Health Care Reform, Rep. Greg Wren
- Overview of the Patient Protection and Affordable Care Act – Charlotte Wyman, MSN, CRNP

10:15 AM

Disaster Planning
- From Tablet to Triage for the Bedside Nurse – Ginny Langham, MSN, RN
- Disaster Planning in Academia – Dr. Cindy Berry

12:15 PM

Lunch

1:30 PM – 2:30 PM

Key Note – Improved Outcomes for All Levels of Nurses – Dr. Debbie Hatmaker

Saturday, 12 October, 2013

7:30 AM – 12:30 PM

Posters

8:00 AM

Plenary
- ABN Update – N. Genell Lee, Executive Officer, Alabama Board of Nursing
- Human Trafficking: Cultural and Clinical Considerations, Dr. Mary de Chesnay

12:30 PM – 2:00 PM

Lunch and Plenary Session
- Zombies, Robots, Nurses and the Next 100 Years of ASNA – Dr. Sue Morgan

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AUBURN UNIVERSITY SCHOOL OF NURSING
Clinical and Tenure Track Faculty

The School of Nursing at Auburn University, located in Auburn, Alabama, invites applications for two full-time 12-month, faculty positions to begin August 16, 2013. Depending upon experience, qualifications and interest, successful candidates may be appointed to either tenure-track (Assistant/Associate Professor) or non-tenure track (Assistant/Associate Clinical Professor) positions. Job responsibilities will differ based on whether the appointment is tenure or non-tenure track.

Minimum Qualifications for Clinical Track: Masters degree in Nursing. Must have current clinical skills and teaching experience. Desired Qualifications: Doctorate in Nursing or related field. Teaching experience in a baccalaureate program.

Minimum Qualifications for Tenure-Track; Masters degree in Nursing, Doctorate in Nursing or related field is required for tenure. Must have current clinical and teaching experience. Evidence of scholarly productivity and record of funded research. Desired Qualifications: Doctorate in Nursing or related field. Baccalaureate teaching experience.

For a complete job description and application information, please visit our website: www.nursing.auburn.edu

Auburn University is an Affirmative Action/Equal Opportunity Employer. Minorities and women are encouraged to apply.
Nominations and Election of Officers

Alabama State Nurses Association’s (ASNA) nomination and election of Officers shall be conducted in accordance with Robert’s Rules of Order, 10th Edition during the official meeting of the ASNA House of Delegates (HOD).

1. NOMINATIONS
   A. Nominations Committee shall be accomplished
      according to ASNA Bylaws.

1. ELECTION OF OFFICERS
   A. Nominations from the Nominations Committee shall be accomplished
   B. Only credentialed delegates will be allowed to vote at the ASNA Convention.

ASNA Convention Registration

Name & Credentials __________________________
Address __________________________
City __________________________ State Zip __________________________
Day phone (____) __________________________
Fax (____) __________________________
E-mail __________________________
Credit Card #: __________________________
Exp. Date: __________________________ CVV #: __________________________

Registration: The Mable Lamb Educational Day registration includes lunch and continuing nursing educational sessions only. All may attend the ASNA Convention Keynote Address; but only those registered to attend Convention will receive continuing education credit and may attend the banquet. Single day Convention registration includes meals functions and continuing nursing education fees. Individuals registering the day of the Convention will be issued food tickets ONLY if available. Additional guest tickets may be purchased for food functions only.

Payment: Amount of registration is determined by postmark if mailed or date received in case of phone, fax, or online. Payment or Purchase Orders must accompany registration in order to be processed. All registrations received after October 1, 2013 will be considered “at door” and processed on site.

Before October 1, 2013 will be considered early registration.

Confirmations: Only e-mail confirmations will be sent (approximately two weeks after receipt of registration form). No confirmation will be sent after October 1, 2013.

Cancellations: A written request must be received prior to October 1, 2013. A refund minus a $20 processing fee will be given. No refund will be given after October 1, 2013. We reserve the right to cancel the activity if necessary. In that case a full refund will be given.

Continuing Nursing Education:

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 (Valid through March 30, 2017).

1.0 contact hours are awarded for each session attended, including Posters. A maximum of 7.0(ANCC)/8.4(ABN) contact hours may be earned by attending the Pre Convention sessions.

Returned Check Fee: $30 returned check fee for any returned checks or dishonored payments.

How to Register for Convention

Register online at http://alabamanurses.org or send registration form and payment to (check made payable to ASNA) ASNA, 360 North Hull Street, Montgomery, AL 36104-3644 or if paying by credit card Fax to 334-262-8578 (do not mail if faxing or registering on line).

For hotel reservations, contact the Renaissance Hotel & Spa, Montgomery, AL at 1-877-545-0311. Room rates are $121.00 for a King/Double. Please inform the hotel that you are part of ASNA when making reservations by September 8, 2013 TO BE INCLUDED IN THE ROOM BLOCK. Reservations made after that date will be based on a space and rate availability 201 Tallapoosa St, Montgomery: (334) 481-5000

(Registration continued on next page)
2013 Convention

Fees
1.) Mabel Lamb Continuing Education Day Workshops, Thursday, October 10, 2013 (Lunch on your own).

Circle one of the following choices for afternoon sessions:

Workshops: ___ ASNA member $59 ___ Non-member $75
Leadership Academy
Clinical

NOTE: Add $10 to above fees if received after October 1, 2013

2.) Convention, Thursday night, October 10, 2013; and Friday & Saturday, October 11-12, 2013 (includes tickets to all meal functions listed in this application) – Select one of the following choices:

ASNA Delegates Only (must register for entire convention)*

Received on or before October 1, 2013
___ $249
Received after October 1, 2013
___ $269

Non – Delegates – Full convention *

Received on or before October 1, 2013
___ ASNA Member $295 ___ Non Member $320
Received after October 12, 2013
___ ASNA Member $310 ___ Non Member $335

Daily Registration *

Received on or before October 1, 2013
___ ASNA Member $199/day ___ Non Member $220/day
Received after October 1, 2013
___ ASNA Member $210/day ___ Non Member $235/day

Friday CE Selection (Circle One):
Tract 1 – Testifying Expert & Caregivers: Caring for Self
Tract 2 – Hand and Paws & Telehealth at the Birmingham VA Medical Center

Additional Meal/Function Tickets (for guests or those meals not included in your registration)

Thursday, October 10, 2013 – President’s Reception

___ $15

Thursday, October 10, 2013 – Awards Banquet
Select One
( ) Smoked Cornish Hen
( ) Grilled Herb Roasted Top Sirloin Steak

___ $50

Friday, October 11, 2013 – Lunch

___ $30

Friday, October 11, 2013, 2012 – Supper

___ $50

Saturday, October 11, 2013 – Breakfast

___ $25

Saturday, October 11, 2013 – Luncheon

___ $30

Total Enclosed: $ __________________

*ASNA Special Dues members (65+/Retired or Completely Disabled) receive an additional 10% discount on registration.

Registration postmarked or received after October 1, 2013 will be considered “at-door.”

ASNA Awards Nominations Made Incredibly Easy

The Awards nomination process just got easier. You can now nominate some deserving person/organization for ASNA awards by going to the ASNA website at www.alabamanurses.org. On the home page click on “ASNA Awards Criteria/Nomination Forms.” All the awards and the criteria are listed. You can go under the awards and enter the information right on line or you can download the form, fill it in and send it back to ASNA by email, mail or fax. For a person, you can download and fill out the Biographical Form or you can send in a Curriculum Vitae (CV) if you like. You can download a letter of support form, fill it out and send it back to April at ASNA or you can send in a letter by mail, email or fax. Awards for this year must be sent in by July 23, 2013. There are a lot of very special people out there we need to honor and recognize for their efforts. Please take the time to do this. We challenge each of the Districts to send in a nomination for each of the awards. Come on – Make the Awards Committee’s job harder; it would thrill us.

Information regarding the ASNA Scholarships is available online at http://alabamanurses.org.

Act now – deadline is July 1, 2013.

Join The Alabama Nurses Association Today!

Application on Page 15 of this issue.

Take Your Nursing Degree to the Next Level

Become a Certified Registered Nurse Anesthetist or Enter our Doctoral Completion Program

Apply online today at www.mtsa.edu or call us at (888) 353-MTSA
Our annual Elizabeth A. Morris Clinical Education Sessions – FACES 2013 was held on Tuesday, April 23, 2013 at the Eastmont Baptist Church in Montgomery. We had another tremendously successful event, with over 400 attendees, an outstanding lineup of excellent speakers and presenters, and a list of terrific exhibitors. This was our eighth year, and the church staff was as always, very supportive and welcoming. Those of you that enjoyed lunch at the church can also testify that the prepared meal was delicious. This year we had an extensive series of tracks from which to choose. In addition, the poster presenters were excellent, with 1st place winners Karry Clark (Effect of a Mentorship Program on Nurse Satisfaction and Retention), Shanna Grubbs and Stephanie Vlasis (Environmental Cleanliness and Multidrug-Resistant Organism Infection Prevention).

A Special Thank You to our Exhibitors and Sponsor at Elizabeth A. Morris Clinical Education Sessions (FACES)

Sponsor:
Arthur L. Davis Publishing Agency, Inc.

Exhibitors
Alabama Organ Center
Auburn University/Auburn Montgomery
Schools of Nursing
The Gideons International
Hurst Review Services
Jackson Hospital
Jacksonville State University College of Nursing & Health Sciences
Sylvia Rayfield & Associates, Inc./ICAN Publishing Inc.
Troy University School of Nursing
The University of Alabama Capstone College of Nursing
University of Mississippi Medical Center
School of Nursing
University of South Alabama College of Nursing

Dr. David James on Dialysis Options in the ICU

ASNA 2013 Leadership Academy

Plenary Sessions

Registration
Elizabeth A. Morris Clinical Education Sessions ~ FACES ‘13

Most Scientific Poster Winner Karry Clark

Dr. Ramona B. Lazenby speaks about Genomics

Leadership Academy Workgroup

Most Creative Poster Winners Shanna Grubbs and Stephanie Vlasis

Exhibit Hall

Dr. Ramona B. Lazenby AUM & Dr. Arlene Morris, ASNA President

Troy’s Dr. Patsy Riley speaks with a potential student

Poster Evaluations
CONGRATULATIONS

Congratulations to ASNA Member Dr. Lori Lioce who has been named as a 2013 Fellow of the American Academy of Nurse Practitioners. Dr. Lioce is a clinical assistant professor and simulation coordinator at the University of Alabama Huntsville College of Nursing. She currently serves as the Vice-President of Operations for the International Nursing Association for Clinical Simulation and Learning and Alabama State representative for the AANP.

APPLICATION FOR MEMBERSHIP

Please Circle  New Application Renewed ASNA ID# ___________ Today’s Date: ___________

Name: ___________________________ 

Credentials: _______________________

Home Address: ____________________ 

Nursing License Number: ___________

City/State/Zip: ____________________ 

Employer: _________________________

Preferred Phone: __________________ 

Employer’s Address: _______________

Email: ____________________________ 

[Please circle] Preferred Contact: Work Home Email

RECOMMENDED BY: ___________________

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<th>62 &amp; Retired or Disabled</th>
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* Applies to a New or Full ASNA/ANA member who is joining as a new member (or have not been a member in past year). Both must remain a member for the entire year or each member will immediately be billed the full amount for membership. Must be received at the same time.

Monthly Bank Draft/Credit/Debit Card Authorization:

Read and sign the authorization below. Enclose a check made payable to ASNA for the first month’s dues (see rates listed above). This amount will be deducted from your checking/credit card account each month.

By signing the form below, I am authorizing ASNA/ANA to withdraw equal/monthly dues from the financial institution I have designated. I authorize automatic bank drafts, have enclosed a check for the first month’s payment. Bank drafts will occur on or after the 15th day of the month. Credit cards will be charged on or after the 15th of the month.

Authorized Signature: ______________________ Date: ___________ 

Credit Card Number: ______________________ 

Expiration Date: ___________ CVV Code: ___________

Payments to ASNA/ANA are not deductible as charitable contributions; however 70% of your dues are tax deductible as a professional organization for Federal Income Tax Purposes.

Please return this completed application with your payment to ASNA 360 North Hull St., Montgomery, AL 36104 or Fax to 334-282-8578

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Today you helped a child feel better. You led your staff in a new direction. You made tough decisions without hesitation. Welcome to your future. This is where you are headed and we're here to help you get there. At Jacksonville State University our focus is getting you ready for where you are going.

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- Two weeks or more, no contract required.
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Bonus offered to ER, ICU, L&D & Cardiac Cath Lab RN

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www.jsu.edu/nursing
New Bureau of Labor Statistics Data on Employment and Compensation of RNs, NPs, CRNAs, and CNMs

The Bureau of Labor Statistics (BLS) has released data on employment and earnings of both RNs, and selected APRNs: NPs, CRNAs, and CNMs. (CNs remain included in the RN category). These data derive from the Occupational Employment Statistics Survey that covers more than 800 different occupations and includes information from 1.2 million responding employer establishments. The chart on page 18 includes the BLS estimates for the nation and the individual States for the numbers of employed nurses and their estimated average annual salaries for May 2012. We have some confidence in the estimated average annual salaries, but we believe the employment estimates for the selected APRN roles are biased downward: the national (and thus the State) estimates of employed APRNs (NPs, CRNAs, and CNMs) appear to be light. Nonetheless, one can have some confidence in the data as a whole. These data are consistent with the previous four years’ worth of BLS data. The annual changes in employment are in the same rough ballpark and the annual wages estimates are also consistent across the years. We believe the data are accurate with respect to the different estimated annual wages. The estimated employment totals for the individual selected APRN roles are likely biased. This report was released to state affiliates by ANA in April, 2013. We, at ASNA thought the chart salary information would be of interest although it is obvious that the numbers of employed nurses are stewed downward.

Translating Veterans’ Medical Skills Into Nursing Careers

Today, at the White House Forum on Military Credentialing and Licensing, Health and Human Services Secretary Kathleen Sebelius announced a new program to help military veterans with health care experience or training, such as medics, pursue nursing careers. The program is designed to help veterans get bachelor’s degrees in nursing by building on their unique skills and abilities.

Administered by the Health Resources and Services Administration (HRSA) at HHS, the Veterans’ Bachelor of Science in Nursing Program will fund up to nine cooperative agreements, of up to $350,000 per year. Funding of $3 million is expected to be awarded by the end of fiscal year 2013 (September 30).

“The Veterans’ Bachelor of Science in Nursing Program recognizes the skills, experience and sacrifices of our veterans, while helping to grow our nursing workforce,” Secretary Sebelius said. “It helps veterans formalize their skills to get jobs, while strengthening Americans’ access to care.”

Program funding will go to accredited schools of nursing to increase veterans’ enrollment in and completion of baccalaureate nursing programs, and to explore ways to award academic credit for prior military health care experience or training. The institutions will also train faculty to provide mentorships and other supportive services.

“Through this innovative program, veterans with valuable medical expertise can now help fill the ranks of nurses across the nation,” said HRSA Administrator Mary K. Wakefield, Ph.D., R.N.

This new program is an important step forward in addressing needs identified in the February 2013 White House report, “The Fast Track to Civilian Employment: Streamlining Credentialing and Licensing for Service Members, Veterans, and Their Spouses.”

For information on applying for this funding opportunity, visit www.grants.gov.

Sincerely,
Joan Hurwitz
Director, Communications
American Nurses Association
8515 Georgia Ave.
Silver Spring, MD 20910
P: 301-628-5070
F: 301-628-5340

Carbenapenem-Resistant Enterobacteriaceae: A Lethal Germ

Background
The Centers of Disease Controland Prevention (CDC) has identified a potentially fatal antibiotic resistant bacterium which has surfaced in over 200 U.S. hospitals and long-term care facilities. The bacterium named Carbapenem-Resistant Enterobacteriaceae (CRE) has contributed to patient mortality in nearly 50% of individuals which become infected. CRE are in a family of more than 70 bacteria called enterobacteriaceae, including Klebsiella pneumoniae and E. coli, which are typically found in the gastro-intestinal tract.

Who is at risk?
Patients whose care requires devices such as ventilators, urinary catheters, or intravenous catheters, have a prolonged hospital stay, and patients who are taking long courses of certain antibiotics are among those at risk for CRE infections.

Implications for practice:
The overuse of antibiotics contributes to the development of highly resistant bacteria
• CRE bacteria can transfer their antibiotic resistance to other bacteria of the same type
• Antibiotics are ineffective which leads to potentially untreatable infections

Educate your patients to:
• Inform your healthcare provider if you have been hospitalized in another facility or country
• Take antibiotics only as prescribed
• Ask all healthcare providers to wash their hands with soap and water or an alcohol-based hand rub before and after touching your body
• Clean your own hands often, especially:
  • Before preparing or eating food
  • Before touching your eyes, nose, or mouth
  • Before and after changing wound dressings or bandages or handling medical devices
• After using the bathroom

Recommended best practice:
To reduce spread of CRE bacteria, the CDC requests health-care facilities take the following preventative steps:
• Strictly enforce infection-control precautions
• Cohort patients and segregate equipment after CRE exposure
• Communicate to facilities when patients with CRE are transferred
• Safely prescribe antibiotics


Continuing Education Classes
American Heart Association Courses
• Advanced Cardiac Life Support (ACLS)
• Basic Life Support (BLS)
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RN Medical Coding/Reimbursement Analyst

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Apply by visiting www.stvhs.com

At St. Vincent’s Health System we believe in providing spiritually centered, holistic care which sustains and improves the health of our patients. If you share in those beliefs, we invite you to apply with us today.

Apply by visiting www.stvhs.com
Employment and Compensation Estimates for RNs and Selected APRNs, 2012, USA Total and States

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<th>State</th>
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Annual wages have been calculated by multiplying the hourly wage by 2,080 hours; where an hourly mean wage is not published the annual wage has been directly calculated from the reported survey data. Estimated employment and earnings for Guam, Puerto Rico, and the Virgin Islands are not included in the USA totals.

Selected APRNs Jobs annual mean wage.

Employment estimate not released. Blank cells represent States where no data were released although those numbers were included in the USA totals.

Estimate not released. Synthetic estimate from State’s APRN wages relative to USA totals.
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Making a Difference through Colorectal Cancer Screening

Erica Klevay, MA, Public Information Specialist for the Alabama Department of Public Health FITWAY Colorectal Cancer Prevention Program

Colorectal cancer (CRC) is a problem that nurses can do something about. Despite the availability of effective screening tests, CRC continues to be the second leading cause of cancer deaths in Alabama. Many Alabamians are not regularly screened for CRC and are only diagnosed with the disease after it has reached an advanced stage, when treatment is more difficult. According to the Alabama Statewide Cancer Registry, from 2006-2010, 42.7 percent of CRC diagnoses in Alabama were made at a late stage (stage 3 or 4 based on AJCC 6). Nurses are in a unique position to address this problem. By discussing screening options with patients and implementing office protocols to routinely identify those who should be screened, nurses can improve screening rates and save lives.

Screening Options

There are three types of CRC screening tests recommended by the United States Preventative Services Task Force for average risk people aged 50 to 75:
- colonoscopy every 10 years;
- sigmoidoscopy every five years, combined with a high sensitivity fecal occult blood test (FOBT) or fecal immunochemical test (FIT/iFOBT) every three years; or
- high-sensitivity guaiac FOBT or FIT/iFOBT annually.

While most people are familiar with colonoscopy, sigmoidoscopy and older types of stool tests that have low patient compliance, many are unaware of the newer, more patient-friendly stool tests available. FIT/iFOBT is a new type of take-home stool test that is highly sensitive, inexpensive, and does not require diet or medication changes. Some older guaiac FOBT lack the sensitivity required to adequately screen for CRC and are not recommended. Only take-home high-sensitivity guaiac FOBT and the FIT/iFOBT are recommended. Also, while there is a high-sensitivity, take-home guaiac FOBT, the FIT/iFOBT is superior in several ways:
- FIT/iFOBT is specific to human hemoglobin so there are fewer false positives and no diet or medicine restrictions, making FIT/iFOBT easier for patients to complete.
- Many types of FIT/iFOBT require only one or two samples.
- FIT/iFOBT is specific to lower gastrointestinal bleeding. Therefore, colonive FIT/iFOBT results indicate bleeding in the colon or rectum.
- FIT/iFOBT comes in a variety of forms that involve less stool handling than guaiac tests.

FIT/iFOBT screening is covered by major insurers in Alabama, including Blue Cross and Blue Shield of Alabama, Medicaid and Medicare. Several brands of CLIA waived FIT/iFOBT are available to purchase through medical supply distributors and laboratory companies. For free sample tests, call the Alabama Department of Public Health (ADPH) at 334-206-3336.

Why offer a choice of Tests?

Dr Allen Perkins, President of the Alabama Academy of Family Physicians, points out that more patients may complete screening when they are offered several types of screening tests. While colonoscopy is an excellent screening test for CRC that should always be considered, he says that some people are unable to complete a screening colonoscopy. Common barriers to colonoscopy include the cost of the procedure, the time required to prepare for and complete the test, discomfort with bowel preparation and lack of transportation. He cited a recent study in the Archives of Internal Medicine that highlights the benefit of having multiple options for CRC screening. This study found that those offered a choice between colonoscopy and a stool test were more likely to complete screening than those offered only one type of test.

“We can improve screening rates in Alabama by making a concerted effort to identify patients who need screening, recommend screening to these patients and follow up to ensure that patients complete their tests.” says Perkins. He points out that chart prompts and electronic health records are effective as reminders to recommend screening. Other tools such as emails, letters, or telephone calls can remind patients about scheduled endoscopic tests or to return take-home stool tests. “As practices are updating their data systems,” Perkins said, “please remember to update your office procedures to make CRC screening a routine part of patient care.” Nurses can play a central role in all of these efforts to make a significant difference in the lives of Alabamians.

More information about CRC screening and the FIT/iFOBT is available through the ADPH FITWAY Colorectal Cancer Prevention Program. The FITWAY Program is funded with a grant from the Centers for Disease Control and Prevention with a goal to screen 80% of Alabamians 50 and older. FITWAY focuses on improving CRC screening rates through increasing access to FIT/iFOBT. To learn more, visit the FITWAY website at adph.org/fitway or email erica.klevay@adph.state.al.us. The American Cancer Society also has an excellent resource for clinical quality improvement related to CRC screening at www.cancer.org/acsx/epicentric/pcm_cv1.

HAVE MORE THAN ONE TOOL IN YOUR TOOLBOX!

Offer your patients a choice of screening tests for colorectal cancer.

For fecal occult blood tests (FOBT), only take-home, high-sensitivity guaiac tests or fecal immunochemical tests (FIT/iFOBT) are recommended. Low sensitivity guaiac based stool tests and in-office stool tests are not appropriate for colorectal cancer screening.

Source: John M. Inadomi, MD; Sandeep Vijn, MD, MS; Nancy K. Janz, PhD; Angela Fagerlin, PhD; Jennifer P. Thomas, BS; Yunghui V. Lin, RN, MA; Roxana Muñoz; Chim Lau, BA; Ma Somsouk, MD, MAS; Naja El-Nachef, MD; Rodney A. Hayward, MD. Adherence to colorectal cancer screening: a randomized controlled trial of competing strategies. Arch Intern Med. 2012;172(7):575-582.