



The Pulse

THE OFFICIAL PUBLICATION OF THE MONTANA NURSES ASSOCIATION

VOL. 50 • NO. 3

FALL 2013

Quarterly circulation approximately 16,000 to all RNs, LPNs, and Student Nurses in Montana.

Executive Director Report

**Lori Chovanak, MN, RN, Executive Director
and Melissa Cobb, RN, OCN, President-Elect**



Lori Chovanak



Melissa Cobb

Montana Nurses Association continues to accomplish successful gains in advocating for professional nursing and health care for our state and nation. Many MNA members have contributed to our work at both the state and national level. It is clear that professional nurses not only value the care they provide, but also embrace an intrinsic responsibility to advocate on behalf of the profession itself and the populations for which they serve. Nurses are leading positive change and professional progression through their work environments, the communities in which they live, and the country. In recent articles, I have offered ideas for the many avenues that nurses can engage professional advocacy and encouraged all nurses to use their voice to

make a difference. Rules are made by those who show up and we need nurses at all the decision making tables.

It is now time to recognize those who advocate for our profession and those making a difference through their efforts at all levels. Montana Nurses Association is preparing for convention and currently collecting submissions for state award recognition. Please consider your colleagues and all nurses you know who are taking bold steps to provoke change and advancement of our professional work. Help our Association recognize our outstanding nursing professionals by submitting a nomination for one of the following state awards:

Political Nurse Leadership Award – founded in honor of Mary Munger, RN

This award recognizes a member who has made significant contributions to nursing practice and health policy through political and legislative activity. A candidate must:

- Promote the nursing profession in political and health care arenas,
- Advance the knowledge of nurses, politicians, and policy makers concerning nursing and health care issues,
- Demonstrates political leadership at the district, state, or national levels,
- Serve as a mentor and role model to other nurses in the political process,
- Seek opportunities to advance Nursing's legislative agenda through grassroots activity.

Distinguished Nurse of the Year Award – founded in honor of Trudy Malone, RN

This award recognizes a member of MNA for outstanding contributions made to professional nursing. A candidate must:

- Demonstrate dynamic leadership in promoting excellence in nursing,
- Demonstrate the knowledge of current issues in relation to the goals of the nursing profession,
- Show a keen awareness and commitment to professional nursing ethics,
- Initiate positive action toward the improvement of patient care,
- Demonstrate the ability to work well with other members of the health care team.

MNA Award for Excellence for Advanced Practice Registered Nurse of the Year –

This award recognizes an APRN who has demonstrated excellence in their practice specialty area and who has made significant contributions to health care and the professional growth of APRNs. A candidate must:

- Demonstrate excellence as an APRN and as a role model for other APRNs and the nursing profession in general,
- Be involved as a preceptor, educator, advocate, in the political arena, etc.,
- Have made a significant contribution to the improvement of health care for individuals, families or communities,
- Be creative in his/her approach to nursing care,
- Have a positive effect on clients and on colleagues,
- Utilize current research in practice.

Economic & General Welfare Achievement Award – founded in honor of Eileen Robbins, RN

This award recognizes nurses at the local unit level who have influenced their work setting through collective bargaining activities. A candidate must:

- Demonstrate commitment to professional nursing via individual practice competency and continuing educational growth,
- Use contract language to define, monitor, and enhance nursing practice in the work environment,
- Function as an active leader within the local unit through past or present elected office and committee participation.

MNA Historian Award –

This award recognizes an MNA member who has demonstrated a consistent, distinct interest in nursing history. A candidate must:

- Participate in preservation of historical nursing documents,

Executive Director Report continued on page 6



2013 Convention
October 2-4, 2013
Register online
www.mtnurses.org

Page 5



Volunteer Opportunities in CE
Page 11



Joining – It's Easier Than Ever!
Page 13



LIKE "Montana Nurses Association"

Presort Standard
US Postage
PAID
Permit #14
Princeton, MN
55371

current resident or



Montana Nurses Association

President's Message



Pauline Flotkoetter

Workplace violence is violence or the threat of violence against workers. It can occur in any workplace and can range from threats and verbal abuse to physical assaults and homicide. Workplace violence is one of the leading causes of job-related deaths. However it manifests itself, workplace violence is a growing concern for all nurses, and certainly an issue for nurses involved in the Montana Nurses Association.

According to the Occupational Safety and Health Administration (OSHA), some two million American workers are victims of workplace violence each year. Workplace violence can strike anywhere, and no one is immune. Some workers, however, are at higher risk than others.

The Montana Nurses Association is proposing to address the growing problem of violence in the health care setting. It recognizes the increasing levels of violence that nurses and other health care providers are facing on the job. Laws are needed to protect the many health care professionals who work tirelessly to ensure the care of all residents in the state of Montana.

Montana Nurses Association supported a bill in the last legislative session that would address this problem, but the bill did not make it out of committee. In fact, this happened in the last two legislative sessions. We need to start preparing for the next legislative session in 2015 so that MNA can get a workplace violence bill passed that would make assaulting a health care professional performing his or her duties a felony.

MNA'S slogan is "No More Silence, No More Violence". As President of MNA, I encourage all nurses in the state of Montana to talk to their local representatives and senators and ask them to vote for and pass this type of legislation in 2015 to protect all health care workers.



www.mtnurses.org



Published by:
Arthur L. Davis
Publishing Agency, Inc.

CONTACT MNA

Montana Nurses Association
20 Old Montana State Highway, Montana City, MT 59634
Phone (406) 442-6710 Email: info@mtnurses.org
Website: www.mtnurses.org
Office Hours: 8:00 a.m.-5:00 p.m. Monday through Friday

VOICE OF NURSES IN MONTANA

MNA is a non-profit, membership organization that advocates for nurse competency, scope of practice, patient safety, continuing education, and improved healthcare delivery and access. MNA members serve on the following Councils and other committees to achieve our mission:

- Council on Practice & Government Affairs (CPGA)
- Council on Economic & General Welfare (E&GW)
- Council on Continuing Education (CCE)
- Council on Advanced Practice (CAP)

MISSION STATEMENT

The Montana Nurses Association promotes professional nursing practice, standards and education; represents professional nurses; and provides nursing leadership in promoting high quality health care.

CONTINUING EDUCATION

The Montana Nurses Association is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. Montana Nurses Association (OH242 12/01/2014) is an approved provider of continuing nursing education by the Ohio Nurses Association (OBN-001-91), an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

MNA

Board of Directors

Executive Committee:

President	Pauline Flotkoetter, RN, MSN
President-Elect	Melissa Cobb, RN, OCN
Secretary	Brenda Donaldson, RN
Treasurer	Linda Larsen, RN-BC

Directors at Large:

Karen Schledewitz, RN	Gwyn Palchak, RNC, BSN
Brent Certain, RN	Linda Ries, RN

Council Representatives:

Advanced Practice	Arlis Williams, APRN, FNP-BC
CCE	Sue Noem, RN, BSN
CPGA	Sharon Sweeney Fee, RN, PhD
E&GW	Daylyn Porter, RN-BC

Editorial Board:

Chair—Barbara Prescott-Schaff, APRN, DNP, FNP-BC
Mary Pappas, RN, EdD
Kate Eby, APRN, MN, FNP-C

MNA Staff:

Lori Chovanak, RN, MN, Executive Director
Pam Dickerson, PhD, RN-BC, Continuing Education Director
Kathy Schaefer, Continuing Education Specialist
Robin Haux, Labor Director
Amy Hauschild, BSN, RN, Labor Specialist
Heather Diehl, Labor Specialist
Kimberly Kralicek Opie, Administrative & Project Specialist
Sherri Dowling, Membership & Finance Specialist

Questions about your nursing license? Contact the Montana Board of Nursing at: www.nurse.mt.gov

PUBLISHER INFORMATION & AD RATES

Circulation 16,000. Provided to every registered nurse, licensed practical nurse, nursing student and nurse-related employer in Montana. The Pulse is published quarterly each February, May, August and November by the Arthur L. Davis Publishing Agency, Inc. for the Montana Nurses Association, 20 Old Montana State Highway, Montana City, MT 59634, a constituent member of the American Nurses Association.

For advertising rates and information, please contact Arthur L. Davis Publishing Agency, Inc., 517 Washington Street, PO Box 216, Cedar Falls, Iowa 50613, (800) 626-4081, sales@aldpub.com. MNA and the Arthur L. Davis Publishing Agency, Inc. reserve the right to reject any advertisement. Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement.

Acceptance of advertising does not imply endorsement or approval by the Montana Nurses Association of products advertised, the advertisers, or the claims made. Rejection of an advertisement does not imply a product offered for advertising is without merit, or that the manufacturer lacks integrity, or that this association disapproves of the product or its use. MNA and the Arthur L. Davis Publishing Agency, Inc. shall not be held liable for any consequences resulting from purchase or use of an advertiser's product. Articles appearing in this publication express the opinions of the authors; they do not necessarily reflect views of the staff, board, or membership of MNA or those of the national or local associations.

WRITER'S GUIDELINES:

MNA welcomes the submission of articles and editorials related to nursing or about Montana nurses for publication in The PULSE. Please limit word size between 500-1000 words and provide resources and references. MNA has the right to accept, edit or reject proposed material. Please send articles to: kim@mtnurses.org.

NIGHTINGALE
Nursing & Caregiving

Join Our Team!



Nightingale Nursing & Caregiving is a Montana owned and operated homecare company that supports and advocates for those with disabilities and the elderly who live in your local communities.

We are seeking Registered Nurses and Licensed Practical Nurses to take on our passions to help support our communities in need by delivering superior top-quality homecare services.

Now Seeking RNs and LPNs in:
Billings • Bozeman • Butte • Great Falls • Havre
Helena • Lewistown • Livingston • Missoula

Please fax, email or mail resume & cover letter to:
Nightingale Nursing and Caregiving

Attn: Patty Rigney, 100 Railroad St. W., Missoula, MT 59803
Fax: 406-541-1703 Email: PattyR@homehealthnursing.com
EEO//Drug Free Workplace.

2013 Honors and Awards



Montana Nurses Association is pleased to announce that **Theresa (Polly) Troutman MSN, RN-BC**, has been appointed to ANCC as an Accreditation appraiser. Polly will be working as a member of a team evaluating applicants for accreditation as providers and/or approvers of continuing nursing education. Her volunteerism as a peer reviewer on the MNA's Continuing Education Council has led Polly to this respected leadership position. Congratulations, Polly!



Sharon Sweeney Fee, PhD, RN, has recently been appointed to the Montana Board of Nursing by Governor Bullock. Sharon has been a long standing member of her state Associations including Arizona and Montana; has been active at the national level as a member of the American Nurses Association's Ethics committee; and currently is the Representative to the MNA Board of Directors for the Council on Government and Practice. Her work as a volunteer with these organizations has been exemplary.

Welcome, Kimberly Kralicek Opie to MNA



What an exciting time to start a new job! With a new edition of the Pulse and preparing for Convention, it is a great way to get acquainted with my new duties and the MNA family. I look forward to this journey and all the challenges that will come with it.

Kimberly Kralicek Opie Administrative & Project Specialist

I recently married Mike, my best friend from kindergarten, and I have two wonderful boys, Cameron, 9 and Caeddyn, 3. During the school year, we can be found at various Cub Scout events with Cameron, attending hockey games, and playing in the Montana winter snow. During the summer, we are busy attending Caeddyn's T-Ball games, going to local Brewers baseball games, and enjoying the great outdoors.



Kim A. Powell, APRN, ACNP-BC, has been awarded the AANP State Award for Nurse Practitioner Advocate. This award recognizes the efforts of individuals who have made a significant contribution toward increasing the awareness and acceptance of the NP. Kim is Immediate



Congratulations to **Dr. Pamela Dickerson, PhD, RN-BC**, Chair of the ANCC Commission on Accreditation and Director of Continuing Education at MNA. Pam has been invited to be a Fellow in the American Academy of Nursing and will be formally inducted in October, 2013. This is an extremely prestigious honor and reflects Pam's dedication to the field of nursing and continuing nursing education. Read more about Academy Fellows at: <http://www.aannet.org/fellows>.

Past President of Montana Nurses Association and has been a leader in advocating for professional nursing in Montana.

SURVEY INPUT NEEDED!

My name is Katherine Mitchell, and I am a graduate student in the Family Nurse Practitioner program in the College of Nursing at Montana State University in Bozeman, Montana. I am conducting a survey about rural nurses' knowledge of heart failure self-care principles. To complete my study, I need input from nurses working at Critical Access Hospitals located in Montana. The survey is completely anonymous and voluntary and should be only completed by RNs or LPNs who work at Critical Access Hospitals.

The survey address is <https://www.surveymonkey.com/s/heartfailuresurvey>
Thank you for your help.

CLINICAL QUALITY DIRECTOR

This position will provide clinical leadership and advance training and development programs to support improved health outcomes through patient-centered, team-based primary care. BSN or FNP, previous management experience preferred.

To apply, please send your resume, letter of interest, and references to Lander Cooney, cooneyl@chphealth.org or 126 S Main St., Livingston, MT, 59047.



Community Health Partners

This organization is an equal opportunity employer and provider.



RIMROCK FOUNDATION
Leading Quality Addiction Treatment in the Northern Rockies

Registered Nurse

We are seeking a full-time Registered Nurse for our 12-bed detoxification unit. Experience in addictions or psychiatric nursing is preferred. This position will be a combination of 12 hour day and night shifts. We offer a competitive salary and benefit package. Rimrock Foundation is an equal employment opportunity employer.

Please submit a resume to:
Rimrock Foundation, 1231 North 29th Street, Billings MT 59101
Where new beginnings start every day.
www.rimrock.org

MAKE A DIFFERENCE IN THE LIVES OF MONTANA SENIORS.

Be part of a company that promotes personal growth, rewards excellence and makes Medicare Simple. New West Health Services is Montana's not-for-profit health plan offering Medicare Advantage and Medicare Supplement plans. We believe in improving the quality of health care for Montana Seniors and we need your help to do it!

Joining the New West Team offers competitive salaries, exceptional benefits and a positive, supportive work environment.

NOW HIRING • Nurse Case Manager, RN

Want to make a difference in the quality health care outcomes for seniors? Interested in dayshift with no weekends? New West is looking for self-motivated, energetic individuals to join our Clinical Team in Helena, MT.

As a **Nurse Case Manager** you will be responsible for:

- Phone-based utilization review working with health care providers and facilities
- Case management to assist our members in making informed clinical decisions
- Medical claims review that may require clinical determinations
- Work effectively as a Team member to help ensure our Montana members receive high-quality health care

Required Qualifications: Current Montana RN license; **five years nursing experience**; Microsoft proficiency and excellent communication skills. Entry-level wage \$27.50/hour.



For details and to apply, visit: newwestmedicare.com
Questions? 406.457.2286 • 406.457.2240



39 OFFICIAL STATE NURSING PUBLICATIONS

nursingALD.com

- Jobs
- Events
- Banners

Advertise with ALD to reach the best & most qualified Nursing Professionals!

800.626.4081



www.montana.edu/nursing
406-994-3783

BUILD A CAREER - MAKE A DIFFERENCE

Undergraduate Degree Options

- Bachelor of Science in Nursing (BSN) degree
- Accelerated BSN degree for post-baccalaureate students

Graduate Degree Options

- Master of Nursing (MN) Clinical Nurse Leader
- Doctor of Nursing Practice (DNP) Family Nurse Practitioner (FNP) specialty Family Psychiatric Mental Health Nurse Practitioner (FPMHNP) specialty

Now Hiring: Campus Director, Tenure and Non-Tenure Faculty

See our current vacancy announcements at www.montana.edu/nursing



ROCKY MOUNTAIN HOSPICE
 "Answers for Living When Life is Limited"

We're looking for nurses of the CARING KIND.

Serving:
 Billings (406) 294-0785 Butte (406) 494-6114
 Bozeman (406) 556-0640 Helena (406) 442-2214
 Missoula (406) 549-2766

www.rockymountainhospice.com

You have a CHOICE. Ask for us by name.



Montana Nurses Association
 20 Old Montana State Hwy ~ Montana City, MT
 Phone 406-442-6710 ~ Fax 406-442-1841
Leadership at all Levels

AWARD NOMINATION FORM

NOMINATIONS DEADLINE: Received no later than September 13, 2013

- POLITICAL NURSE LEADERSHIP:** FOUNDED IN HONOR OF MARY MUNGER, RN
- DISTINGUISHED NURSE OF THE YEAR:** FOUNDED IN HONOR OF TRUDY MALONE, RN
- EXCELLENCE FOR ADVANCED PRACTICE REGISTERED NURSE OF THE YEAR**
- PROMOTION of NURSING EXCELLENCE IN MEDIA ARTS:** FOUNDED IN HONOR OF LYNN HEBERT
- EXCELLENCE IN NURSING EDUCATION:** FOUNDED IN HONOR OF PEGGY MUSSEHL, RN (CONTINUING EDUCATION) AND ANNA SHANNON, RN (FORMAL EDUCATION)
- ECONOMIC & GENERAL WELFARE COUNCIL(E&GW) ACHIEVEMENT:** FOUNDED IN HONOR OF EILEEN ROBBINS, RN
- MNA HISTORIAN**
- FRIEND OF NURSING** (non-RN. Not required to be current MNA Member): FOUNDED IN HONOR OF BARBARA BOOHER
- ADVANCED PRACTICE REGISTERED NURSE ADVOCATE OF THE YEAR** (non-RN. Not required to be current MNA)



ALLEGIANCE
MEDICAL CASE MANAGER

The Case Manager (CM) evaluates medical care alternatives for cases of illness, injuries or medical/surgical diagnoses that require extensive services. The CM will foster positive working relationships, both within StarPoint and with StarPoint's external customers. This position is conducted telephonically.

RN licensure and three (3) years clinical practice experience. Certified Case Manager certification required, may be obtained after hire date. Must possess organizational skills and the ability to prioritize multiple tasks, attend to detail and follow through to completion. Must have excellent communication skills and be customer service oriented.

We offer a generous benefit package that includes employer paid med/dental/vision coverage, STD/LTD, life, 401(k) with general match, profit sharing, continuing education, paid time off, health club reimbursement and flexible benefits.

Complete online application at www.askallegiance.com.
For assistance or questions please contact HR at 406-523-3188.

NOMINEE			
Name		Work Phone	
Employer		Cell Phone	
Home Address		Email Address	

PERSON (GROUP) SUBMITTING NOMINATION			
Name		Home/Cell Phone	
Home Address		Work Phone	

Group Affiliation (if group is making nomination)	
--	--

NOMINATIONS PROCEDURE

- Nominee **must** be a current member of MNA unless otherwise stated on the above award list.
- Nominations **must** be submitted on this form and emailed to Kim@mtnurses.org. Form is available on our website <http://www.mtnurses.org/>. If necessary, forms may be mailed to Montana Nurses Association, 20 Old Montana State Highway, Montana City, MT 59634. Forms **must be received no later than September 13, 2013.**
- If you are submitting more than one nomination, each nomination **must** be submitted on separate forms with the applicable award checked.

NOMINATION STATEMENTS

(submit on separate sheet if necessary)

- Describe nominee's activities on a national, state, district, & other leadership involvement in or on behalf of the nursing profession.
- Describe nominee's accomplishments relevant to the award to be considered.



GREAT FALLS CLINIC

NURSING OPPORTUNITIES

Are you a hard worker and want to be part of a great team?

The Great Falls Clinic is one of Montana's most comprehensive and long standing healthcare providers. We are currently seeking **RNs and LPNs** to embrace our commitment to provide patients with highest quality, patient-centered healthcare to work in our Medical Center, Surgery Center, and Clinic.

The Great Falls Clinic is a cohesive team of providers and clinical/support staff that is strong and looking to grow. The Great Falls Clinic offers:

- Competitive salary
- Comprehensive package of insurance and retirement benefits
- Career development and promotion opportunities
- An opportunity to work on a team with highly trained physicians and healthcare professionals

Montana State RN and/or LPN License is required.

For more information on our current job openings, visit www.gfclinic.com or send completed applications to:

Great Falls Clinic c/o Human Resources
1400 29th St. S., Great Falls, MT 59405
www.gfclinic.com • 406-454-2171

The Great Falls Clinic is an equal opportunity employer (EOE).



www.gfclinic.com

OFFICE USE ONLY	<input type="checkbox"/> Yes <input type="checkbox"/> No Nomination Form complete		Date Received
	<input type="checkbox"/> Yes <input type="checkbox"/> No Nominee MNA Member	ANA #	
	<input type="checkbox"/> Yes <input type="checkbox"/> No Nominator MNA Member	ANA #	
	<input type="checkbox"/> Yes <input type="checkbox"/> No Documents Included		

Montana Nurses Association 2013 Convention Leadership at all Levels October 2-4, 2013



Please visit MNA's
NEW & IMPROVED website!

www.mtnurses.org

Enjoy a user friendly layout and access to more information, including on-line registration, membership material, labor resources, and more downloadable information.

2013 Montana Nurses Association Open Positions

General Ballot

- Vice President
- Secretary
- Board of Directors, Representative to the Continuing Education Council
- Board of Directors, Representative to the Council on Advanced Practice
- Nominations Committee
- Elections Committee
- Council on Practice and Government Affairs
- Council on Continuing Education
- ANA Membership Assembly

CAP Ballot

- Council on Advanced Practice – Secretary
- Council on Advanced Practice – Member at Large

Collective Bargaining Ballot

- Council on Economic and General Welfare
- National Federation of Nurses – NEB Director

WEDNESDAY	Speaker – Topic General & Clinical	Speaker – Topic Clinical	CONTACT HOURS
8:00-9:00 AM	Breakfast Reception	Breakfast Reception	
9:00-10:00 AM	Diana Swihart, PhD, DMin, MSN, APN CS, RN-BC Preceptors: Leaders in Supporting Professional Growth	-----	1
10:00-10:15 AM	BREAK	BREAK	
10:15-11:15 AM	Diana Swihart, PhD, DMin, MSN, APN CS, RN-BC Roles of Preceptors: Challenges and Situational Analysis	Janet Campana, MSN, APRN Chronic Management of Systolic Heart Failure	1
11:25-12:25 PM	Sandy Kuntz, PhD, PHCNS-BC Progression in Nursing: Updates on the BSN Education Initiative and the Intersection with Practice	Jennifer Flynn, BA, and PA licensed insurance agent Protecting Your Practice: Liability Issues affecting Nurses	1
12:25-1:15 PM	LUNCH & EXHIBITS	LUNCH & EXHIBITS	
1:15-2:15 PM	Sandy Kuntz, PhD, PHCNS-BC The Doctor of Nursing Practice Degree (DNP): Expectations, Issues, and the Future	Daylyn Porter, RNC PURPLE Montana Leading and Advocacy in Community Health: Preventing Shaken Baby Syndrome	1
2:15-2:30 PM	BREAK & EXHIBITS	BREAK & EXHIBITS	
2:30-3:30 PM	Sarah Slater, MS, RN Utilizing bedside leadership's creativity to help fill educational gaps: One hospital's experience	Dana Hillyer, PMHCNS, APRN & Nicole Grange Promoting Mental Health: A collaborative care model for persons with intellectual disabilities	1
3:40-4:40 PM	Barbara Eckstein, APRN, BC FNP Sexually Transmitted Diseases, the silent epidemic of our youth	TBA	1
4:40-4:45 PM	CE EVALUATION		.08
	<i>Subject to Change</i>		
THURSDAY	Speaker – Topic General & Clinical	Speaker – Topic Clinical	CONTACT HOURS
8:00-9:00 AM	Amy Clary, PhD Healthcare Reform: Implementation Issues and Challenges	-----	1
9:10-10:10 AM	Shannon Holland, RN, MSN, CENP Strategies to Support Frontline Nurses in Becoming Leaders	MASN –Sue Buswell, MSN, RN, NCSN EPI Pens in Schools	1
10:10-10:30 AM	BREAK & EXHIBITS	BREAK & EXHIBITS	
10:30-11:30 AM	Scott Catey, J.D., Ph.D Intended Consequences: Protecting Community and Public Health through Rape Mitigation in Prison	Patrick Trammelle, J.D. Myths and Realities of Hospice Care	1
11:40-12:40 PM	Cynthia Gustafson, PhD, RN How to Use Board of Nursing Regulations to be A Nurse Leader	-----	1
12:40-12:45 PM	CE EVALUATION		0.08
12:45-2:00 PM	LUNCH & DISTRICT ACTIVITIES - AWARDS		
2:00-5:00 PM	Opening Ceremony & House of Delegates		
FRIDAY	Speaker – Topic General & Clinical	Speaker – Topic Clinical	CONTACT HOURS
8:00-9:00 AM	Meetings for House of Delegates		
9:00- 10:00 AM	Pam Dickerson, PhD, RN-BC Leading Through Education: Developing Meaningful Learning Activities	TBA	1
10:00-10:15 AM	BREAK	BREAK	
10:15-11:15 AM	Shawn Paul & Leanne Vreeland Workplace Violence Prevention in a HealthCare Setting	Deborah Lee, BSN, RN-BC CARDIAC REHAB: What is it and how it can help prevent readmissions	1
11:25-12:25 PM	TBA	-----	1
12:25-12:30 PM	CE EVALUATION	CE EVALUATION	.08
12:30-1:15 PM	LUNCH	LUNCH	
1:15-3:30 PM	House of Delegates	-----	

Total Contact Hours: 13.2



Custer County
Community Health Center, Inc.
Registered Nurse

Needed to join our CHC Team!
No nights or weekends with great daytime hours!
Current RN MT license required.

Interested applicants contact us today.

406-234-8793

210 South Winchester Ave., Miles City, MT 59301

Executive Director Report continued from page 1

- Promote interest in nursing history,
- Promote MNA's History & Literary Endowment Fund.

Excellence in Nursing Education Award – founded in honor of Peggy Mussehl, RN (Continuing Education), and Anna Shannon, RN (Formal Education)

This award recognizes a member(s) of MNA for professional nurse contributions in the field of either formal education and/or continuing education. A candidate must:

- Have significant involvement and commitment to advancing nursing education,
- Expand the body of nursing knowledge through research or other scholarly activities,
- Challenge learner to achieve optimal level of accomplishment.

MNA Award for Excellence for Advanced Practice Registered Nurse Advocate of the Year –

This award recognizes a non-APRN in Montana who has made a significant contribution to the state of health care and/or the practice of APRNs in Montana. A candidate must be a/an:

- Community leader who has made a significant contribution to individuals, families communities and the health care system,
- Individual who has had a positive impact on the professional growth of APRNs.

Friend of Nursing Award – founded in honor of Barbara Booher

This award recognizes a non-nurse who has advocated for and/or significantly advanced nursing in Montana. The candidate must:

- Show significant long-term contributions made by a non-nurse to Montana's professional nursing community,
- Facilitate significant accomplishments for the Association,
- Play a key role in assisting major successes within the professional nursing community.

Promotion of Nursing Excellence in Media Arts – founded in honor of Lynn Hebert

This award recognizes a member of MNA for contributions in the field of journalism. The candidate must:

- Significantly contribute to news print publication(s) of timely articles and/or photographs regarding nurses/nursing;
- Actively contribute to the promotion of excellence in nursing through any or all media modes.

Local Nurse Picked for State Board

By Rose Brown
Enterprise Staff Writer



Livingston HealthCare Informatic Specialist Sharon Fee talks about the benefit of storing patients' medical records electronically, in March 2011. Enterprise staff photo

Gov. Steve Bullock has appointed a Park County woman to the State Board of Nursing.

Registered Nurse Sharon Fee, education coordinator for Livingston HealthCare, found out Friday she was selected to serve on the board.

Fee said she was recommended to the board by the Montana Nurse's Association because, as a

Livingston nurse, she is considered to have a rural health focus, which is what the board was looking for.

Fee, who holds a Ph.D. in health informatics, began nursing about 16 years ago. Before working in Livingston, she taught for the nursing program at Montana State University-Bozeman. In 2007, she started working for LHC as an intensive care unit nurse, and now she is the informatic specialist managing the hospital's electronic medical records.

She also works currently as an online adjunct professor for Georgetown University, teaching students in the Advanced Practice Registered Nurse Program.

In addition to her nursing work, Fee serves as secretary for Montana Trout Unlimited.

As a volunteer trustee on the state board, Fee will travel to Helena at least four times a year to meet with the other eight board members. They will review all nursing education programs and complaints made against nurses in the state, she said.

Each board member serves a four-year term.

Even though she already has many commitments, Fee said she couldn't pass up the opportunity to serve on the State Board.

"When you're asked to be part of this type of thing, it's really hard not to accept that request," she said.

Approver Unit Workshop

Silver Spring, Maryland

Kathy Schaefer, CE Specialist

Attending the Approver Unit Workshop this August in Silver Spring, Maryland was an excellent opportunity to meet with the ANCC staff and other Approver Unit representatives. Pam Dickerson, PhD, RN-BC, Montana's Director of Continuing Education, was also in attendance and shared her expertise with those at the workshop. The discussion started with Individual Activities and how they are reviewed, expectations of the applicants, the role of the Nurse Planner, identification of gap, evaluation methods, COI, commercial support, sponsorship, and other relevant topics.



Kathy Schaefer

The dialogue was compelling. Many ideas emerged from how to assist the nurse planners with applications, ANCC criteria, and ways to convey those criteria to applicants, and tools that can be used in the development of an individual activity. As an approver unit what can we do to improve the process? There was an overriding desire to ensure the process in place meets criteria and yet gives the nurse planners the support needed to accomplish their mission.

The afternoon was just as stimulating, with the discussion turning to the Approved Providers,



Pam Dickerson, PhD, RN-BC, Director Continuing Education Montana Nurses Association, Kathy Schaefer, CE Specialist MNA, Sandy Swearingen, Admin. Assistant ONA, Zandra Ohri, MA, MS, RN, Director Continuing Education Ohio Nurses Association

provider applications, role of the nurse planner, educational design process, and quality outcomes. These topics are ones discussed in newsletters, approved provider updates and webinars. Hearing the experiences of other states clarifies what is useful in providing the best materials, assistance and education to Montana Approved Providers and their nurse planners.

Karen Drenkard, PhD, RN, NEA-BC, FAAN, ANCC's Executive Director, stopped in to address the group; supporting what Kathy Chappell, MSN, RN Director of ANCC's Accreditation Program, had been expressing. ANCC is working to offer the best and highest level of credentialing possible to support delivery of quality patient care. Improvements in the continuing education process, listening to the requests of nurses, nurse planners, and reviewers, and working toward measurement of quality outcomes will help to facilitate this inspiring goal. This experience was invaluable. As the CE Specialist at Montana Nurses Association, I will work toward implementing the information I obtained to assist nurses, nurse planners and others involved in continuing education.



Kathy Chappell (center), MSN, RN addressing the workshop.

NEVER GO BACK TO SQUARE ONE. EVEN WHEN YOU LEARN NEW SPECIALTIES.

Just because you move from one nursing specialty to another doesn't mean you're less valuable. In fact, we think it broadens your skills with new experiences and knowledge that can make you even more valuable. That's why in the U.S. Air Force, you'll have the opportunity to practice in a variety of clinical and nonclinical nursing areas without sacrificing your pay level or officer rank.

Airforce.com/Healthcare
800-588-5260
AIRFORCE.COM

©2013 Paid for by the U.S. Air Force. All rights reserved.

Arthur L. Davis Publishing Agency, Inc.

Simplify your nursing research...

Read **The Montana Pulse Online!**

nursingALD.com

Access The Montana Pulse as well as over 5 years of 39 State Nurses Association and Board of Nursing Publications.

Contact us at (800) 626-4081 for advertising information.



THE STRENGTH TO HEAL
and focus on what matters most.

When you become a nurse and officer on the U.S. Army Reserve Health Care Team, you'll be able to continue to work in your community and serve when needed. You'll be surrounded by health care professionals who share your passion for providing quality patient care. You may also be eligible for financial benefits, including pay incentives and up to \$50,000 for nursing school loans.

To learn more, call (509)484-6471 or visit
Spokane Medical Recruiting Center
528 E. Spokane Falls Blvd, STE 211
Spokane, WA 99202
Email: usarmy.knox.usarec.list.9e3k@mail.mil
<http://www.goarmy.com/amedd.html>



ARMY STRONG.®

Labor Reports and News

Summer Labor Update! July 2013



**Robin Haux,
Labor Director**

**Robin Haux and
Amy Hauschild, BSN, RN**

Over the past few months, we have been busy with contract negotiations all across the state! Ongoing contract negotiations include St. James Health Care (Butte), City of Butte/Silver Bow County, Montana State University (Bozeman), and Sweet Medical Center (Chinook), which after a successful organizing campaign is bargaining their first contract! Our future negotiations scheduled in upcoming months are Community Hospital of Anaconda, St. John's Lutheran Hospital (Libby), Missoula County, Holy Rosary Health Care (Miles City), and our four State of Montana contracts which are Montana State Hospital (Warm Springs), Montana Vets Home (Columbia Falls), Montana Chemical Dependency Center, and Department of Public Health and Human Services (Helena). Your Labor Representatives continue to strive to better the collective bargaining agreements for our members across Montana.

During the 2013 Legislative session, the public employee unions and the Bullock administration were able to reach a pay raise agreement in June for all of the State of Montana contracts. Our state employed nurses will receive a 3 percent pay raise in July of 2013 and a 5 percent increase in

November of 2014. This pay agreement also provides that nurse members of the state self-insurance pool won't see out-of-pocket increases in health insurance premiums before January 2015.

Nurses at Cascade County (Great Falls), Clark Fork Valley Hospital (Plains), Partners in Home Care (Missoula), and Community Medical Center (Missoula) have all recently negotiated and ratified successor contracts! Each unit was able to strengthen their contract language, increase their wages, and improve and build unity within each of the local units. Your Labor staff truly enjoyed seeing how our nurses support and encourage each other. Contract negotiations can be stressful, and your negotiations team depends on your support. With each contract, we strengthen the agreement and we also strengthen our union and collectively strengthen professional nursing in Montana.

One particular local unit successfully utilized the Interest Based Bargaining (IBB) process during their language negotiations. Nurses at Community Medical Center in Missoula were able to bargain with their employer and work together to create fresh language that benefits both the nurses and the facility. When we reached economic negotiations, and after a few attempts on our own, both parties chose to enlist assistance from the Federal Mediation and Conciliation Service (FMCS), who provided a mediator.



**Amy Hauschild,
BSN, RN
Labor Specialist**



The Benefits of Mediation

Robin Haux and Amy Hauschild, BSN R.N.

The Federal Mediation and Conciliation Service (FMCS) was created in 1947 and is an independent federal agency whose mission is to promote and preserve labor-management peace and cooperation. It provides mediation and conflict resolution services to industry, government agencies and communities throughout the nation and in Montana. At MNA, we have utilized the FMCS for IBB facilitation and mediation, as occurred with Community Medical Center. Collective bargaining mediation is a voluntary process which occurs when a neutral third party mediator assists the two sides in reaching an agreement. A common misconception of collective bargaining mediation is that negotiations have failed. This is absolutely false. What it actually means is that the parties to the negotiations are using a tried and true resource available to them to improve their bargaining and to create an environment in which individuals are more likely to be receptive. Mediation can be an integral part of the collective bargaining process and can be invaluable to the bargaining process prior to a final offer hitting the table.

A mediator can help to improve the bargaining process in a number of ways:

1. It can help establish ground rules and realistic expectations.
2. Help to clarify issues and differences. Mediators are trained to deal with interests rather than positions. This training can help to point out that both parties desire a similar outcome. When the parties understand the underlying interests, they can begin to identify and agree to solutions.
3. Help the parties to define a problem. The mediator can help the parties to fully explore and understand long and short-term alternatives to proposed solutions.
4. Generate new options.
5. Help to improve communications, which is usually the greatest impediment to successful bargaining. The FMCS mediators can offer a number of ways and solutions to deal with communication issues.

Nurses at Community Medical Center were able to work through the collective bargaining process and successfully utilize the resources provided by the FMCS to reach an agreement. Both parties felt proud of the agreement reached and the stronger and respectful relationships developed along the way.

Please contact robin@mtnurses.org or ahauschild@mtnurses.org for more information on the Federal Mediation and Conciliation Service.

**Sheridan
Memorial
Hospital**

Taking Your Health to Heart

Work with a dynamic team!

Sheridan Memorial Hospital is recruiting for skilled Registered Nurses in a variety of departments.

- ♥ ED
- ♥ ICU
- ♥ Women's & Children's Services
- ♥ Clinical Nurse Leaders – ED

We're a growing organization with excellent opportunities. Ideal candidates are detail-oriented, organized, critically thinking in a fast-paced environment, effective communicators & provide excellent customer service. Positions require current Wyoming Registered Nurse license.

We offer extremely generous benefits and sign on bonus.

Living at the base of the Big Horn Mountains offers a beautiful setting with four seasons & unlimited recreational opportunities. Superb fishing, hiking, bicycling, backpacking, boating & hunting are right out the back door.

Sheridan Memorial Hospital
1401 W. 5th St., Sheridan, WY 82801

For more information & to apply, please visit our website www.sheridanhospital.org

Photo: Sheridan Travel & Tourism EOE/AAP

Who's Taking Care of the Nurses?
Give yourself a much needed boost to your health!

13 Weeks - Science Based Program
100% Money Back - Guarantee
Improve Your Body - Mind - Spirit
Personal Coach - On Line Tracking System
Medical Nutrition - Personalized Fitness
Life Style Changes - Tools That Last a Lifetime

Special Discounts for Nurses!

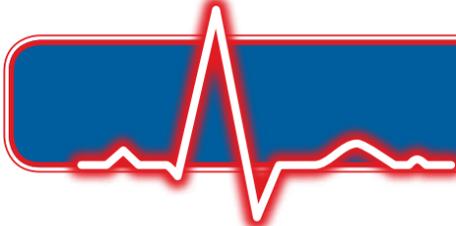
Judy Gilman, NP-R, RN, CDE
406-546-7819

Join our cancer team as an Oncology RN Supervisor

- We are currently recruiting a working oncology RN supervisor who will collaborate with our providers to coordinate service and ensure quality and continuity of care for medical oncology patients. This person will also work in the clinic and infusion area.
- Additional RN positions are available. Please visit us online for more information.

Bozeman Deaconess
HEALTH SERVICES

bozemandeaconess.org/careers



Labor Reports and News

A Few Tips for Handling Grievances Like a Pro



Heather Diehl

You are a new local union officer/unit rep and a member approaches you with a complaint about his/her manager. What do you do? Tell the member you'll get back to him/her and forget to follow up because hey, it's summertime and you're busy in your garden? Or without listening to the complaint and conducting an investigation, do you immediately file a grievance with the employer? While we all may be tempted to lose ourselves between rows of spinach or to slap down a grievance on our "favorite" manager's desk; as a grievance officer, it is your duty to fairly represent all nurses covered by your collective bargaining agreement. Proper handling of grievances is perhaps the most important job you will perform in your new role. Here are just a few things to get you started:

1. **Know your contract.** You are not expected to memorize every Article; however, you should be familiar with the language and where to find it.
2. **Know your grievance timelines.** How many days do you have to file? Are they working days or calendar days? This is extremely important! If you miss a filing deadline, you have already lost.
3. **Proper investigation is key.** Remember the 5 W's: **who, what, when, where, why?** Ask any experienced grievance officer and they will tell you that information comes out over time and may change as you ask more questions. **Ask. Listen. Write it down.**

You've investigated the complaint and believe a grievance should be filed – now what do you do? If you haven't done so already, contact your state MNA field representative. It is important that he/she is aware of grievances being filed at your facility. Your representative can assist you in writing the grievance as well. Grievances can be won or lost based on how they are written. Here are a few tips to writing a proper grievance:

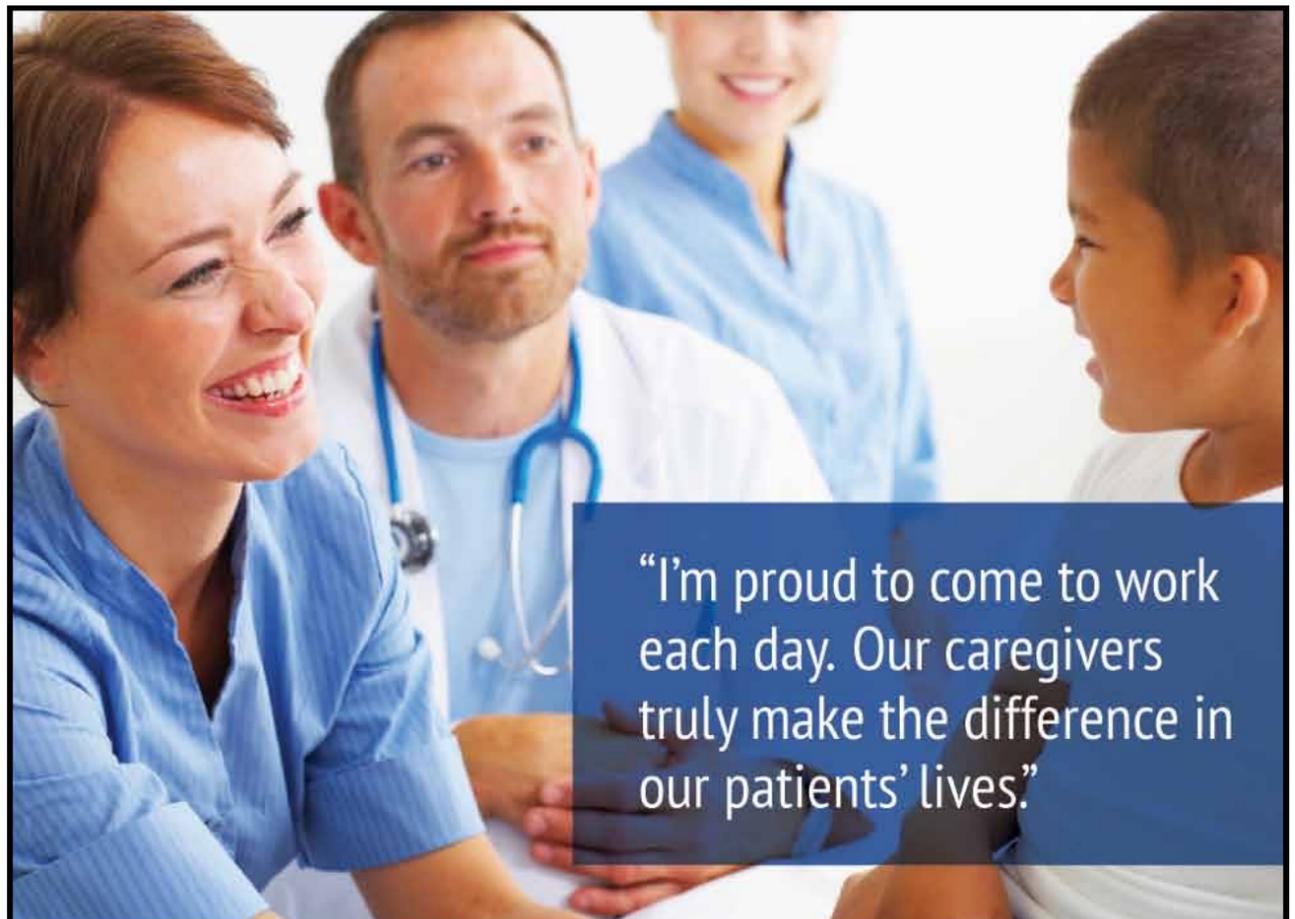
1. **Use the proper form.**
2. **Be brief.** A sentence or two outlining the incident leading to the grievance is sufficient. Avoid feelings – keep to the FACTS.
3. **Cite the Article/s in the contract that has been violated.** Don't limit them. An example statement is: *"Including but not limited*

to Article 4.1 Discipline of the Collective Bargaining Agreement".

4. **The Remedy.** Again don't limit it. If it's disciplinary, the remedy may be to rescind the discipline and remove any reference of the discipline from the affected employee's personnel file. The term "make the grievant whole or the statement "included, but not limited to..." will cover any lost wages,

benefits, etc. that may have occurred as a result of the disciplinary action.

No two grievances will ever be the same; however you will learn from each one. Discussing the grievance with other officers in your local unit and with your MNA field representative will help guide you in providing the representation your members expect and deserve. If your local unit would like personalized grievance training, please contact me at heather@mtnurses.org or (406)-431-2943.



"I'm proud to come to work each day. Our caregivers truly make the difference in our patients' lives."

Join Our Team!

Be a part of our outstanding team. Join a compassionate, healing environment offering a competitive salary and benefit package. Learn more about available positions:

970-903-7582

Apply online at www.holyrosaryhealthcare.org



**Holy Rosary
Healthcare**

Sisters of Charity of Leavenworth Health System

Located in Miles City, Montana

Equal Opportunity Employer



Join MNA Today!
Apply online at
mtnurses.org

Labor Reports and News

AFL-CIO Convention

Delayne Gall RN, District 5, Local 2 – Billings MT

Hello Union Brothers and Sisters,

It is both an honor and privilege to be able to give you a summary of the AFL-CIO Convention. Lorri Bennett (Anaconda), Vicky Rae Byrd (Helena) and myself, Delayne Gall, Billings, were proud to be the Montana Nurses' Association Delegates at the 57th Annual AFL-CIO (American Federation of Labor and Congress of Industrial Organizations) Convention held May 9-11 in Billings, MT.

A convention is a great way to network with fellow union brothers and sisters, find out what is going on in other unions, help strengthen the labor movement, and energize or re-energize. During



Pictured left to right: Delayne Gall, Vicky Byrd, Lorri Bennett, Amy Hauschild, Heather Diehl

the three days of the conference, we had the opportunity to listen to several speakers, participate in educational break-out sessions, elect new officers and board members, and make resolutions.

On Thursday, the convention hosted Governor Steve Bullock; Pam Bucy – MT Commissioner of Labor; Rep. Chuck Hunter – Minority House Leader; Tim Fox – MT Attorney General, and others. We also heard updates from the MT AFL-CIO Executive Board members and the districts they represent and what is going on in their areas, and received a message from Richard Trumka – President of AFL-CIO. To finish the day, a BBQ/Picnic was hosted by the Greater Yellowstone Central Labor Council.

Pam Bucy gave a wonderful talk at the Women's Leadership Luncheon about equal pay for equal work, how women often underestimate their worth in the workforce, and she also discussed some labor statistics.



Senator Jon Tester addressing the Convention

Friday, Senator Jon Tester spoke to the group, addressing concerns of labor in the Bakken Oil Field and the Keystone XL Pipeline. Also speaking to the group were Karen See of the Coalition of Labor Union Women and Secretary of State Linda McCulloch. Chris Cavazos, COPE Director, updated the convention delegates regarding some of the bills that were presented in the recent legislative session and discussed some important gains in the House and Senate.

Executive board and officer elections were held on Friday. Al Ekblad will serve a second term as the Executive Secretary, and Tammy Pilcher was elected as the new President.

Friday night, former MT Governor Brian Schweitzer was the special guest speaker. He continues to support labor and the labor movement, stating that, "If we don't stand together, they will pick us off one by one." He reviewed his time in the governors office and discussed his views on the wars, changes in health care, and "dirty money." He even touched on the issue of the opening Senate seat in the 2014 Election.

Overall, this was a great experience, and as I mentioned earlier, we had the opportunity to interact and network with other unions (IBEW, IAFF, MEA-MFT, USW, MPEA, IUOE, etc.) and get to know our brothers and sisters. I hope that more people in the labor workforce will see the great importance of the labor movement and the impact they can have as individuals and as part of an active union body. I look forward to representing MNA again next June at the AFL-CIO COPE Convention.

Come work for a Leader in the Health Insurance Industry



Blue Cross of Idaho offers competitive salaries and a great benefits package including:

- Health, dental & vision insurance
- Paid vacation and holidays
- Flex-time
- 401(k) plans
- Incentive programs
- Tuition assistance
- Onsite fitness centers

An Independent Licensee of the Blue Cross and Blue Shield Association

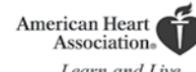
To learn about current RN employment opportunities and to apply online, please visit our Web site at

www.bcidaho.com/careers

EEO/AA/D/V

Pick up a little something for your chest pain.

Pick it up and dial 9-1-1 at the first warning sign. The faster you get help, the better your chances of recovery. To learn more, visit www.americanheart.org or call 1-800-AHA-USA1.



Learn and Live...

This space provided as a public service. © 1999, American Heart Association

Continuing Education

Volunteer Opportunities in Continuing Education



Pamela S. Dickerson
PhD, RN-BC,
Director Continuing
Education

Are you interested in exploring volunteer opportunities with MNA? Do you have an interest in continuing education and ongoing professional development for yourself and your colleagues? If so, there are a number of ways you can get involved!

Pilot Testing for Independent Studies

From time to time, MNA authors produce written independent studies that nurses can use for continuing education learning opportunities. Before these studies can be used, they need to be pilot tested. Pilot testing involves reading an independent study document (typically about 15-20 pages in length); completing the post-test questions (typically 10-40); providing feedback about the quality of the study and suggestions for improvement; and reporting how long it took you to complete the study, post-test, and evaluation. This feedback is used to make revisions in the study, if needed, and determine the number of contact hours to be awarded. Typically, you are asked to return the completed materials within two weeks of receiving them. All communication is electronic. Once a decision is made regarding the number of contact hours that participants taking the study will receive, you are entitled to receive a certificate for that same number of contact hours. This is an excellent opportunity for you to enhance your own professional development while at the same time contributing to the work of MNA in enhancing educational opportunities for Montana nurses.

Becoming a Peer Reviewer

One volunteer opportunity is to become a peer reviewer of activities submitted to MNA for approval to award contact hours or applications submitted for approval as a provider unit for continuing education. Peer reviewers need to meet certain criteria – be a member of MNA, have a minimum of a baccalaureate degree in nursing, and have an active, unencumbered nursing license. It is helpful to have some background in adult education – this can come from patient education, staff development, or teaching in an academic setting.

A peer reviewer works on a team with at least one other reviewer to evaluate continuing education applications against ANCC accreditation program criteria. Education is provided to help you learn the criteria and how to evaluate responses on the application materials. Reviewer input is used to determine the action taken on an application.

Advantages to becoming a peer reviewer are increased knowledge of the criteria for continuing education; awareness of best practices and pitfalls in the educational design, implementation, and evaluation processes; and first-hand knowledge of updates or changes in criteria. Being a peer reviewer offers you the opportunity to contribute to your association and to the profession.

Becoming a Member of the Council on Continuing Education

Members of MNA are eligible to seek election to a number of leadership positions within the organization, including a position on the Council on Continuing Education. Elections are held each year in conjunction with the MNA Convention. The Council is the governing body for all continuing education activities at MNA. The Council sets policy; determines, monitors, and evaluates goals and quality outcome measures for both the provider and approver units; provides input into educational activities offered by MNA; and leads the accredited approver unit's peer review process. In accordance with requirements from the American Nurses Credentialing Center's Commission on Accreditation, members of the council who serve as peer reviewers are required to have a minimum of a baccalaureate degree in nursing.

After becoming a member of the Council, a member has the additional opportunity of holding an office as a member of the executive committee or council chair. Members are expected to attend two face-to-face meetings per year (May, in conjunction with the annual Approved Provider Update, and October, in conjunction with the MNA annual convention). Additionally, members participate in telephone conference calls and virtual meetings as necessary to conduct the business of the Council. Members have an active role in introducing speakers and providing other support services during MNA-provided educational activities.

Advantages to becoming a Council member include having input into the educational mission of MNA, developing leadership skills by being a leader in a state association, and enhancing your own professional development through interactions with colleagues and involvement in decision-making. For nurses who are certified, many certification boards recognize volunteer leadership at this level as evidence of professional development for certification renewal.

Volunteering can Lead to Additional Opportunities

Polly Troutman, MSN, RN-BC, has served as a member of the Council on Continuing Education and a peer reviewer with the MNA approver unit. This spring, Polly applied and was selected to be an appraiser with the ANCC Accreditation Program. In this role, she will be working as a member of a team to evaluate national and international applicants for accreditation as providers and/or approvers of continuing nursing education. Her background and contributions at the state level made this opportunity possible for Polly.

From a personal perspective, I began my volunteer work in continuing education as a

member of the Continuing Education Approver Council with the Ohio Nurses Association. I served several terms on that Council, including one as chair. In 1995, I was invited to apply for a position on the ANCC Commission on Accreditation. I was appointed to that role and served as a Commissioner from 1995-1999. After my term was completed, I remained active as an accreditation appraiser and member of a number of Accreditation Program task forces. In 2008, I was again appointed by the ANCC Board of Directors to the Commission on Accreditation. In 2009, I became Chair of the Commission and will continue in that role through June of 2014. The opportunities for my own professional development have been profound, enabling me to interface with nurse leaders from around the world and providing me with the ability to substantially impact the development of international standards for continuing education that affect nurses' abilities to provide quality patient care.

Please consider volunteering – it will help you learn and grow, will offer many rewards for your own professional development, and may take you to heights you never imagined! Please contact the MNA Continuing Education Department (kathy@mtnurses.org) if you are interested in pursuing a volunteer role.

Another Day... Another Reason to make a difference

"I know I'm making a difference by the smile on my patient's face."

Join our expanding team today and get inspired! Work with specialists who are among the best in the country at what they do. Enjoy a low nurse-to-patient ratio, a warm, family-friendly environment, state-of-the-art facilities and work-life balance.

Ally Cordonier, RN

Due to rapid expansion, we are currently seeking qualified registered nurses in the following areas:

- ICU / Critical Care
- Pain Management
- Inpatient
- Operating Room



APPLY on-line TODAY
MVRHospital.com/careers
or call Shawn Snyder at
(307) 995-8144
Your career is waiting!
6550 East 2nd Street, Casper, WY

Central Montana Nursing Opportunities

Join our team at the Montana Mental Health Nursing Care Center and help provide quality long term care for our residents. We are a residential institution for mental disease located in Lewistown, Montana. Work in this beautiful community setting and in your leisure time enjoy the many outdoor and family oriented activities of the area. Small town living in the shadow of three mountain ranges and close to the opportunities of Montana's largest cities. We are a State of Montana facility offering competitive wages and a great benefit package.

Montana Mental Health
Nursing Care Center

800 Casino Creek Drive, Lewistown, MT 59457
Phone (406) 538-7451 • Fax (406) 535-2863

Migrant Health Program is seeking NPs and RNs for our farmworker health clinics in Montana. Temporary/Full-Time positions.

Experience a caring relationship with patients, not just paper.

Call 406-248-3149 or Email:
Vicki Thuesen • vthuesen@mtmigrantcouncil.org
Claudia Stephens • cstephens@mtmigrantcouncil.org
Montana Migrant & Seasonal Farmworker Council Inc.
3318 3rd Ave. North, Suite 100 • Billings, MT 59101

Continuing Education

2013 May 13th Provider Update

By T. Polly Troutman, MSN, RN-BC



Polly Troutman,
Continuing
Education Council
Member

During the May 2013 Provider Unit Update, as usual, there was a great deal of clarification and information to help Provider Units establish quality Continuing Nursing Education (CNE) and meet the requirements to be an Approved Provider Unit. Pam Dickerson led a lively and engaging day-long education event and discussion regarding a range of topics. There were several key 'take home' messages

from the May 16th update in Helena, MT.

As of May 1st, the ANCC Accreditation Program requirements for awarding contact hours for CNE have been expanded! The changes are very welcome for nurses in our region, and especially welcome to nurse educators.

- Provider Units can now award contact hours for what was previously considered "in-services". Basically, if it contributes to a nurse's professional learning and growth and/or it helps the nurse provide better and safer care, then it is CNE.
- Provider Units may now award contact hours for 'repeat' courses such as BLS, ACLS, and PALS if the education meets all CNE criteria and requirements.
- There is a caveat to these new changes for nurses practicing in Montana. The Montana Board of Nursing biennial continuing education requirements are not congruent with the new expanded definition. For this reason, the MNA Continuing Education Council is requesting consideration for changes in Board of Nursing rules for satisfying continuing education requirements during license renewal.

The second take home message was the importance of establishing and maintaining quality continuing education. Nurses are experiencing exciting changes in practice and facing challenging issues in our healthcare environment. With these changes and challenges comes great responsibility. Nurse educators provide education that is relevant, meaningful, and applicable to improving patient and community outcomes. This Provider Unit Update focused on how to maintain integrity and quality education to fully meet the qualifications for CNE and to meet the needs of the contemporary nurse's professional practice.

The last take home message was the amount of contact hours the 29 MNA Approved Provider units offered in 2012. The number was impressive. Based on the data submitted to the MNA, Provider Units offered 5,892.5 contact hours to 33,568 participants. Thank you to all the participants!

MNA Montana Approved Providers

St. Vincent Healthcare Billings, MT
Kalispell Regional Healthcare System Kalispell, MT
Benefis Healthcare Systems Great Falls, MT
St. Peter's Hospital Helena, MT
Community Medical Center Missoula, MT
Bozeman Deaconess Hospital Bozeman, MT
St. Patrick Hospital Missoula, MT
Billings Clinic Billings, MT
MT Geriatric Education Center Missoula, MT
St. James Healthcare Butte, MT
Montana Health Network Miles City, MT
Livingston Healthcare Livingston, MT
Montana Healthcare Association Helena, MT
Montana Public Health Training Institute Helena, MT
Mountain Pacific Quality Health Helena, MT
Partnership Health Center Missoula, MT

OPPORTUNITIES AVAILABLE



RNs, LPNs – Statewide
PCAs, CNAs – Greater Missoula area, Helena, Billings, Ravalli Co.

For more information
contact us today!

Missoula **Helena** **Billings**
406-549-8059 406-442-6755 406-969-2846



Veterans Health
Administration



I'm not just a nurse.

I'm inventing a new model of health care.

Arlette, VA RN

Apply Today: VAcareers.va.gov/nursing

An Equal Opportunity Employer

Follow VA Careers

Join the Best, New Leadership Team in Montana . . .

Featured Employment Opportunities:

- Family Nurse Practitioner – Clinic
- Physical Therapist
- Director of Nursing – Extended Care
- LPN/RN – Extended Care



Your Health...
Our Mission

HOSPITAL

- 24/7 Emergency Room
- Surgery Services
- Endoscopy
- Colonoscopy
- Laboratory/Testing

- Ultra Sound
- Digital Mammograms
- Dexascan
- GE Bright Speed Elite CT Scan

- Occupational Therapy
- Respiratory Therapy
- Ambulance Services
- Sleep Lab
- Imaging (X-Ray)

- Helipad for Transport Services
- Registered Dietitian
- Physical Therapy

NURSING HOME

- 59-Bed Facility
- 37-Private Rooms

- 24-hour Nursing
- Exercise Program

- Pet Therapy
- Volunteer Services

- Memory Loss Unit
- Planned Activities and Parties

HOME HEALTH/DME

- Nurses, PT and OT Therapists
- Durable Medical Equipment
- Home Chore Program

- Oxygen

- CPAP Therapy

HEALTH CLINIC & WELLNESS CENTER

- Walk-in Clinic
- Family Medicine
- Obstetrics
- Women's Health
- Pediatrics

- Annual Physicals
- Wound Care
- DOT/DMV Physicals
- Biopsies
- Mole Removal

- Immunizations
- Laboratory/Testing
- Cardiac Rehabilitation
- Wellness Center
- Sports Injury Rehabilitation

- Well Child Exams
- Geriatrics
- Forever Fit

Pondera Medical Center, 805 Sunset Blvd, Conrad, MT 59425
406-271-3211 • www.ponderamedical.com
Visit our website for more information

50 or older?



Starting at age 50,
all Montanans should be
tested for colorectal cancer.

Confused about what screening recommendations to make to patients?

Both men and women age 50-75 should be screened for colorectal cancer by one of the following three regimens:

- Annual high sensitivity fecal occult blood testing
- Sigmoidoscopy every 5 years combined with high-sensitivity fecal occult blood testing every 3 years
- Colonoscopy every 10 years

Screening can prevent colorectal cancer.

www.cancer.mt.gov

1-888-803-9343 for free or low-cost screenings



Membership



The Montana Nurses Association would like to invite you to join us today

BENEFITS INCLUDE:

- EMPOWERING RNs TO USE THEIR VOICES IN THE WORKPLACE
- IMPROVING PATIENT CARE
- HAVING INPUT REGARDING WAGES AND BENEFITS
- CONTINUING EDUCATION OPPORTUNITIES
- LEGISLATIVE REPRESENTATION

Call or email today
sherri@mtnurses.org
 (406) 422-6710
 Applications also available on our website
mtnurses.org

Joining MNA – It's Easier Than Ever!



**Sherri Dowling,
Finance & Membership**

Thanks to the outstanding efforts of my coworkers, obtaining membership information and becoming a member of the Montana Nurses Association is now easier than ever.

Just go to our website www.mtnurses.org and you will see the new membership tab. Once there, you will find our member packet information which includes a membership application, membership

benefits, information on MNA councils, ANA member discounts, and much more. Once you have completed your application, it can either be mailed to MNA or emailed to sherri@mtnurses.org.

If you have any questions about your membership, please give me a call and I would be happy to help.

Last but not least, mark your calendars to attend the annual MNA Convention October 2 -4 in Helena. This is a great opportunity to network with other nurses and obtain valuable continuing education. While attending, sign up to become a member if you haven't already.

Enjoy the summer and see you at Convention in the fall!



Has your contact information changed?

**New name? New address?
New phone number? New email address?**

If so, please email or call the Montana Nurses Association to update your contact information: sherri@mtnurses.org or 406-442-6710



Sidney Health Center is accepting applications for the following positions:

- Clinic RN/LPN
- Charge Nurse Nights RN
- Health Care Information Specialist

For additional information or to apply online, please visit our website at:

www.sidneyhealth.org
 -or contact-
 Marilyn Olson
 216 14th Ave SW • Sidney, MT 59270
 Phone: (406) 488-2571
mjolson@sidneyhealth.org



2708 Bozeman Ave.
Helena, MT 59601

www.westmont.org

Promoting quality of life for individuals with Disabilities through growth and independence. LPNs work with adults with disabilities in group homes and residential settings. Duties include assisting with daily living tasks, employment activities and specific nursing duties as assigned. Competitive wages and benefits in a fulfilling work environment.

2013 SUBARU 2.0i IMPREZA



Security. q.d & q.h

The 2013 Subaru Impreza™ Experience the security of not one, but multiple safety features. Voted IIHS Top Safety Pick, this car has got you covered.



- ✓ Symmetrical all-wheel drive
- ✓ Heated Front Seats
- ✓ Voice-activated GPS & Navigation System
- ✓ 6 speaker audio system
- ✓ Caregiver Xpress purchase program!



651-5200 | rimrocksubaru.com
BILLINGS, MT
1-888-696-3165

24th & Monad • Across from Starbucks • Next to Rimrock Mall

*EPA-estimated fuel economy for 2013 Subaru Impreza CVT models. Actual mileage will vary.

National News

Around the State



Leadership Surveys – Preliminary Results (May 2013)

Christina Sieloff

In January, 2013, the Nursing Leadership Professional Development Council of the Montana Center to Advance Health through Nursing (www.mtcahn.org) began a major project to plan educational activities to further improve the leadership of all nurses in Montana. First, the Council needed to know what Montana nurses wanted in terms of educational activities.

The literature was searched to find an instrument or questionnaire that was developed from a nursing perspective. Although much information was available in the management literature, we could only find one questionnaire whose primary focus was on the staff nurse (Grossman, 2007). We believed that this questionnaire could be slightly modified and used to gather data as to the additional information nurses in Montana would like in terms of leadership.

We began distributing the survey links in January through informal email messages to colleagues, thinking that releasing one at a time might help nurses be more willing to complete the surveys and that this process would spread the word from nurse to nurse. In addition, in March, the Montana Board of Nursing publication had an article about the surveys and also provided the link to the main website (www.mtcahn.org).

In April, at the leadership conference, held in collaboration with the Zeta Upsilon Chapter-at-Large of Sigma Theta Tau, International, participants completed at least one survey along with the demographic survey. In addition, each group of participants identified the priority area for education plus shared strategies that they thought might be helpful (see table).

Since that time, all surveys have been released through email contacts and the links are posted on the Montana CAHN site. As of the end of May, the information below details the number of questions for each survey as well as the number of participants.

Preliminary findings are:

- 1) The current system of getting the word out is not sufficient as only 347 surveys have been completed and there are over 18,000 nurses in Montana. Please share the website (www.mtcahn.org) where the survey links are located with nurses you know.

- 2) average participant:
 - has a baccalaureate degree (56.1%)
 - works in an educational role (37.8%)
 - is from 51-60 years old (31.7%)
 - is female (93.9%)
 - has from 0-5 years of experience in nursing (34.1%)
 - is Caucasian (93.9%)
- 3) the top five areas where the least information is needed are [nurses identified that they were very comfortable with their knowledge and skills in these areas]:
 - ability to explain my rationale for work related decisions (66.7%);
 - demonstrating high critical thinking ability (58.3%)
 - demonstrating the use of the nursing model or framework chosen by the employer OR consistent use of nursing model or framework (58.3%)
 - demonstrating the use of the five stages of the nursing process autonomously (58.3%)
 - demonstrating an assessment of patient acuity OR equivalent in a non-clinic setting (54.5%).
- 4) the five areas where nurses identified that they were the least comfortable with their knowledge and skills were:
 - challenging others appropriately,
 - giving feedback in a timely and honest fashion,
 - developing new protocols using evidence-based practice OR developing new work processes based on practice,
 - articulating own goals, and
 - capability to disrupt 'group think' behaviors.

The results from these surveys will be used to plan future educational activities and conferences. If you have not had time to complete the 12 short surveys [plus the demographic survey], please take a moment to visit the website (www.mtcahn.org) and click on the survey links. Thanks so much for your help.

Reference:

Grossman, S. (2007). Assisting critical care nurses in acquiring leadership skills: Development of a leadership and management competency checklist. *Dimensions of Critical Care Nursing*, 26(2), 57-65.

ANA Membership Assembly, Washington DC, June, 2013

Lori Chovanak, Executive Director MNA,
Representatives: Susan Porrovecchio,
Vicky Rae Byrd, Daylyn Porter, Sadie Russell

Save the date... **Partnering For Healthy Change**

October 8 - 9, 2013 • Great Falls, MT
MPHA / MEHA Conference
Heritage Inn

This activity has been submitted to Montana Nurses Association for approval to award contact hours. Montana Nurses Association is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center Commission on Accreditation.

For more information and to register go to **MTPHA.com**

All the reasons you live in Montana...

Now hiring for the following positions:

- Clinic Nurse Manager
- Acute Care Nurse Manager

Situated in the beautiful Rocky Mountains, Livingston HealthCare is a unique group of healthcare professionals serving the Park County area and beyond with a 25-bed hospital (CAH), a multi-specialty physician clinic, and much more. Full time positions include benefits.

If you fish, ski, hike, or just love the outdoors and are looking for work/life balance call 406-823-6471 or visit www.livingstonhealthcare.org for more info.

Angel Travelers

Qualified Caring Staff
RNs LPNs CNAs

We are currently taking applications for traveling careers for licensed / certified nursing staff, for long term care, hospital, correctional, mental health, clinics and treatment facilities, throughout Montana.

Excellent wages, flexible work assignments, and other opportunities

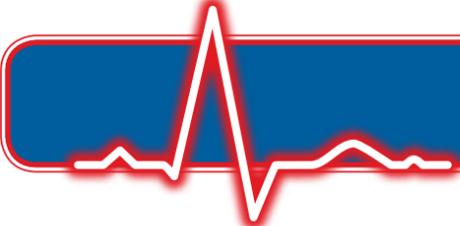
For an application or more information contact us:
406-360-5199
406-360-5149
Fax 406-363-5726
Email at angeltravelers@yahoo.com
www.angeltravelers.com

Equal opportunity employer

Your patients depend on you to keep them safe from infections

Practice good hand hygiene • Remove catheters and other medical devices as soon as possible • Cover your mouth and cough into your elbow • Visit the CDC's website for more information on preventing healthcare-associated infections

This information is brought to you by Mountain-Pacific Quality Health, the Medicare quality improvement organization for MT, WY, HI and AK, under contract with the Centers for Medicare & Medicaid Services, an agency of the US Department of Health and Human Services. Contents presented do not necessarily reflect CMS policy. 10SOW-MPOHF-MT-IPC-13-176



Student Nurses

Innovation in Graduate Education: Clinical Nurse Leader/Industrial Engineering Partnership to Improve Health Outcomes

**Charlene A. Winters, PhD, APRN, ACNS-BC and
Sandra W. Kuntz, PhD, APRN, PHCNS-BC
College of Nursing, Montana State University,
Bozeman MT**

The clinical nurse leader (CNL) option offered by Montana State University (MSU) College of Nursing was developed in 2007 in response to landmark studies and reports citing growing concern about patient safety, quality of health outcomes, and effective use of health care resources across the health care delivery system. Calls from numerous experts for systemic health care reforms and clinical leadership at the point of care (American Association of Colleges of Nursing [AACN], 2007; American Hospital Association [AHA], 2002; Institute of Medicine [IOM], 2003; Long, 2004) provided additional impetus for the development of the CNL option at MSU and elsewhere across the United States.

It has long been noted that interprofessional education (IPE) is a tool to achieve (a) linkages between the education system and the health care delivery system, (b) better patient care and health for the public, and (c) a more efficient and affordable health care system. In 2011, MSU College of Nursing faculty collaborated with faculty from the College of Engineering and revised its CNL option to include interprofessional educational experiences with industrial engineering students who were focused on health care delivery systems.

According to the World Health Organization (WHO, 2010), IPE "occurs when students from two or more professions learn about, from and with each other to enable effective collaboration and improve health outcomes" (p. 13). The goal of IPE is for students to learn how to function in an interprofessional team and carry this knowledge, skill, and value into their future practice, ultimately providing interprofessional patient care as part of a collaborative team focused on improving patient outcomes.

The CNL is a master's prepared nurse with responsibility for improving clinical outcomes through leadership at the point of care in all health care delivery settings, not just the acute care setting (Monaghan & Swihart, 2010). CNLs work to improve the quality and safety of client care and positively affect health outcomes and efficiency of health care systems through the assimilation and application of research-based information. Industrial engineering (IE) is dedicated to improving the efficiency and effectiveness of organizations and systems. IEs plan, design and implement complex systems for a given industry based on scientific principles, and careful analysis of variables including budgets, machine capabilities, human capabilities and error. While traditionally focused on manufacturing, IE concepts and techniques are applicable to health care settings because the operational and systems challenges faced in manufacturing are incredibly similar to the challenges faced by hospitals: quality assurance, staff scheduling, equipment scheduling and maintenance, facilities planning, material and patient flow, inventory management, and many others. An interprofessional educational partnership between CNL and IE students makes sense given the common competencies that will prepare both professionals to address pressing system challenges that detract from effective, efficient, and safe patient care.

The CNL option at MSU can be completed in four semesters and includes course work in advanced health assessment, pathophysiology, pharmacology, evidence based practice, design of healthcare delivery systems, management of clinical outcomes, and finance and budgeting. A

clinical immersion experience allows students the opportunity to master clinical competencies expected of CNLs. Completion of the professional project provide students the opportunity to work closely with clinical agency partners to address service needs. Courses within the CNL curriculum are taught by faculty from nursing and engineering and provide joint learning activities for CNL and IE graduate students that focus on care quality, safety, efficiency, and improved health outcomes and collaborative scholarship among faculty members.

One example of a CNL course enhanced by collaboration between nurses and industrial engineers is the Management of Clinical Outcomes course taught the semester prior to the clinical immersion course. The course focuses on dynamic leadership, clinical decision-making models, and concepts of value-driven care of clients across the wellness-illness continuum. Nurses in this course extract an actual change challenge issue from their workplace and apply leadership strategies, best practices, and enhanced nursing problem-solving approaches with an increased awareness of system engineering tools from IE partners. The importance of balancing both clinical and economic outcomes or "value" defined as "the health outcomes achieved per dollar spent" (Porter, 2010, p. 2477) is highlighted as nurses explore potential solutions since "good fiscal stewardship is a condition of quality care" (AACN, 2007, p. 9).

Escalation of health care costs and reimbursement models that move from fee-for-service to pay-for-performance establish the need for CNLs to contribute to quality and safety improvements and cost-of-care effectiveness. Examples of graduate student quality improvement projects include the reduction of readmission rates for congestive heart failure patients through improved home health management strategies; improved prenatal care uptake by pregnant women through analysis of system challenges that prevent access to care for rural residents; decreased medication error rates through the examination of the frequency and type of distractions and interruptions on a medical-surgical unit; an incentive-based smoking cessation program to reduce co-morbidities in a population of state employees; and standardization of care protocols for diabetes management of patients with HgA1c > 7 in a busy clinic setting.

Addressing the challenges and opportunities of a complex healthcare environment requires new approaches by interprofessional teams working together to solve multi-faceted system and population-based problems that reach beyond the scope of a single discipline (IOM, 2005). Engineers skilled in process improvement initiatives are invaluable members of the healthcare team when paired with point-of-care CNL partners. This team

is well positioned to assess the need for change, design and implement the change, and then evaluate the effectiveness of the change in order to achieve the IOM (2001) call to create a safe, effective, patient-centered, timely, efficient, and equitable 21st century healthcare system.

Information about the Clinical Nurse Leader master's program at Montana State University is available online at: <http://www.montana.edu/nursing/academic/mn.php>

References

- American Association of Colleges of Nursing (2007). White paper on the education and role of the clinical nurse leader. Washington, DC: AACN.
- American Hospital Association Commission on Workforce for Hospitals and Health Systems. (2002). In our hands, How hospital leaders can build a thriving workforce. Chicago, IL: American Hospital Association.
- Institute of Medicine (IOM), Crossing the quality chasm: A new health system for the 21st century, Washington, DC: National Academies Press, (2001).
- Institute of Medicine. (2003). Health Professions Education: A Bridge to Quality. Washington DC: National Academies Press.
- Institute of Medicine (IOM), Facilitating interdisciplinary research. Washington, DC: National Academies Press, (2005).
- Long, K.A. (2004). Preparing nurses for the 21st century: Reimagining nursing education and practice. *Journal of Professional Nursing*, 20(2): p. 82-8.
- Monaghan, H.M. & Swihart, D.L. (2010). Clinical nurse leader: Transforming practice, transforming care. Sarasota, FL: Visioning Healthcare, Inc.
- Porter, M. (2010). What is value in health care? *The New England Journal of Medicine*, 363(26), 2477-2481 and Supplementary Appendix 1: Value in Healthcare; Appendix 2: Measuring Health Outcomes.
- World Health Organization (WHO). 2010. Framework for action on interprofessional education and collaborative practice (WHO/HRH/HPN/10.3). Accessed June 24, 2013 from http://www.who.int/hrh/resources/framework_action/en/index.html

TETON NURSING HOME

24 N. Main Ave.
Choteau, MT. 59422
406-466-5338



**NOW HIRING: LPNs, CNAs, RNs and
Hiring: Director of Nursing**



Prairie Travelers

The Premier Healthcare Staffing Solution

ATTENTION MONTANA & NORTH DAKOTA RNs, LPNs, Certified Medication Aides and Certified Nurse Aides!

Are you interested in an exciting career
as a traveling nurse professional?

Prairie Travelers is an agency specializing in the temporary placement of nurses, medication aides and certified nursing assistants. We offer competitive wages and flexible work assignments in hospital, nursing home, correctional and mental health facilities throughout

Montana and North Dakota!

Excellent wages and multiple bonus opportunities!

For an application or more information,
Please call 406-228-9541 or visit us online at

www.prairietravelers.com





ST. JOHN'S
LUTHERAN HOSPITAL
Excellent Healthcare Close to Home

SJLH is hiring...
EMERGENCY DEPARTMENT MANAGER
EMERGENCY DEPARTMENT PHYSICIAN
EMERGENCY ROOM REGISTERED NURSES
HOUSE SUPERVISORS
MEDICAL/SURGICAL MANAGER
MEDICAL/SURGICAL RN
PHYSICAL THERAPISTS

St. John's Lutheran Hospital is a 25-bed, state-of-the-art critical access hospital located in one of the most beautiful forests in North America. We offer excellent compensation and benefits, and a chance to enjoy your time off pursuing fishing, hiking, skiing, bicycling and many more recreational activities. Go to www.sjlh.com for a complete listing of openings!

406-283-7168
350 Louisiana Ave. • Libby, MT 59923
Fax: 405-293-4997 • E-mail: eleig@sjlh.com
www.sjlh.com



Leading by example ...
trust.



Your patients trust you to care for them. But when it comes to protecting your best interest, who can you trust?

proliabilitySM from Marsh U.S. Consumer, a service of Seabury & Smith, Inc., is the professional liability insurance program offered by ANA because it has been designed specifically for members like you.

Your professional reputation will not be compromised to settle a claim.

Too often, nurses feel pressure from employer liability plans to settle a case. When you have your own malpractice coverage, the defense attorneys and case managers are fighting to protect only you. That's an important distinction . . . especially when it's your professional reputation at stake.

That's why you need peace-of-mind coverage you can count on from an organization you can trust.

proliabilitySM offers benefits designed to help nurses themselves protect their careers. Benefits for covered claims include:

- ▶ Up to \$2 million in protection for each claim/up to \$4 million aggregate
- ▶ Deposition assistance
- ▶ Reimbursement of defense costs for licensing board hearings

Don't leave your career in the hands of an insurance company whose priority isn't your best interest. Secure professional liability protection with **proliability**SM from Marsh U.S. Consumer.

Call **(800) 503-9230** for an instant quote, or visit proliability.com/60483. It only takes 5 minutes to fill out the application. **It's that easy. And that important.**

CA Ins. Lic. # 0633005 | AR Ins. Lic. # 245544
d/b/a in CA Seabury & Smith
Insurance Program Management

Administered by Marsh U.S. Consumer, a service of Seabury & Smith, Inc. Underwritten by Liberty Insurance Underwriters Inc., a member company of Liberty Mutual Insurance, 55 Water Street, New York, New York 10041. May not be available in all states. Pending underwriter approval. 60483, 60489, 60495, 60498, 60515, 60521, 60533, 60542, 60545, 61257, 61258, 61259, 61260, 61262 (8/13) ©Seabury & Smith, Inc. 2013




Billings Clinic
*Big Sky,
Big Opportunities!*

- Nurse Practitioners
- Nursing Leadership
- Experienced RNs




For more information and to apply, visit
www.billingsclinic.com/careers
or call **(406) 238-2638**

Join the team that makes a difference every day



Learn about rewarding careers in nursing, dietary, environmental services, therapeutic recreation and social services, operation and administration.



- Opportunities for training, development and advancement
- Competitive benefits package
- Meaningful work

For current job openings in MT, visit
www.welcov.com/careers

AA/EEO EMPLOYER