Colorado Nurses Association President...  

Mary Ciambelli

This column is written in the afterglow of the success of the Colorado Nurses Association Inaugural Membership Assembly on a brilliant, crisp fall day. We have already been blessed with snow in the high country and many winter sports enthusiasts are hoping for above average snowfall in the winter of 2013-2014. However, other Coloradans continue to recover from the devasting floods in our state and are working to rebuild roads, bridges and homes destroyed in the epic September rainstorm. The fall and winter holiday season is in progress and many of us are already planning get-togethers with friends and families around our holiday work schedule.

The sense of nostalgia that is inherent to this time of year lends me to reflect back on the past year in the association. I want to thank all of the board members who fulfilled their terms during the 2012-2013 session-Debra Bailey, Colleen Whalen Casper, Amanda Clerkin, Aimee Doman, Nora Flucke, Eve Hoygaard, Carol O’Meara, Paula Stearns, and newly appointed Marion Thornton. We will miss Amanda’s contributions as she moves off the board and pursues other projects. Please join us in welcoming new board members Nan Morgan and Lori Rae Hamilton. Nan will be fulfilling the important role of secretary while continuing in her role as president of DNA 4. Eve Hoygaard and Carol O’Meara were both term limited in their respective roles as Region I Director and secretary. Both were elected to the board in new positions- Carol as Region I Director and Eve as an At-Large representative. Nora Flucke is currently working as the Interim Executive Director for the Association for the next few months. I was gratified to be re-elected as president of the board and look forward to serving the association in this role for the next two years.

Looking back on last year I am especially pleased to remember the decision to hire a professional lobbyist to enhance our advocacy program. This addition reflects the importance of having a strong and visible advocacy program to promote professional nursing in Colorado. After an extensive interview process, the association hired the Capitol Success Group. Elsewhere in this edition of the Colorado Nurse is an interview with our principal lobbyist Mr. Nolbert Chavez.

Mr. Chavez is a former state legislator with prior experience representing health care associations, including behavioral health care associations. The association looks forward to a long and successful relationship with Mr. Chavez and his associates in the years to come.

Nolbert and his associate Josh Rael have traveled around the state along with committee members to present “Governmental Affairs and Public Policy on the Road” meetings at several DNAs. Future visits are planned for my advanced practice psychiatric nurse colleagues at DNA 31 in January and hopefully a joint meeting with DNAs 4 and 6 in the southern part of the state. If you would like your DNA to experience this great presentation, please contact Dr. Sara Jarrett at sjarrett@msn.com or myself at drmary@msn.com to coordinate with the Capitol Success Group.

One of the tangible effects of our stronger presence at the Capitol this year was the addition of an advanced practice psychiatric nurse to the program. This addition reflects the importance of professional lobbyist to enhance our advocacy program. As in most competitions, the legislative process is by design, a competition among special interests. As you are reading this, Colorado Nurses Association (CNA) is among hundreds of corporations, associations, public interest groups, state agencies, and lobbyists who are currently planning strategies and tactics to convince the 2014 Colorado State Legislators to enact laws or appropriations that will benefit them, their organizations, or clients. Colorado Nurses Association looks forward to a long and successful relationship with Mr. Chavez and his associates in the years to come.

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Dr. Sara Jarrett, CNA GAPP Chair with Nolbert Chavez of Capitol Success Group at a CNA event.

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There could not be a more exciting time to be in nursing than now. The profession is presented with unprecedented opportunities to affect the future of health care. It appears that nursing values are stable for many decades such as patient-centeredness, care for the whole person, and attention to non-medical determinants of health have diffused beyond the profession and are now shared interdisciplinarily.

Driven by the motivation to get the U.S. health care system off its unsustainable path, the search for value in health care has increased openness to models that nurses have utilized for a long time. Concepts such as prevention, attention to quality of life, and human touch are now resonating with a society that has experienced the boundaries of ever increasing technical sophistication. Issues such as non-adherence to treatment and psychological disturbances might subtlety indicate that our health care system has become too complex, bordering on depersonalization, if not dehumanization. Because health professionals derive professional purpose through their service to the client, addressing the needs of individuals in nursing than now. The more exciting time to be in nursing now. The profession is presented with unprecedented opportunities to affect the future of health care. It appears that nursing values are stable for many decades such as patient-centeredness, care for the whole person, and attention to non-medical determinants of health have diffused beyond the profession and are now shared interdisciplinarily.

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Maureen R. Hartlaub, Program Director
Nurse Physician Advisory Taskforce for Colorado Healthcare

The Nurse-Physician Advisory Taskforce for Colorado Healthcare (NPATCH) is honored to have convened the first Colorado Quad-Regulator Conference on September 27, 2013. The conference was held in conjunction with the Quad-Regulator Commission meeting and was attended by representatives from the Colorado Nurses Association, Colorado Medical Association, Colorado Dental Association, and the Colorado Pharmacy Association. The conference was a success and has laid the groundwork for future collaborations.

The conference was chaired by the Quad-Regulator Commission and included representatives from all four regulatory boards. The conference focused on sharing information and best practices related to prescription drug abuse and diversion. The conference also provided an opportunity for the regulatory boards to discuss common issues and challenges in their respective areas of practice.

The conference was well-attended and included representatives from all four regulatory boards. The conference included presentations on a variety of topics, including prescription drug abuse, diversion, and the role of regulatory boards in addressing these issues.

The conference was a success and has laid the groundwork for future collaborations. We look forward to implementing the recommendations from the conference and working with our partners to improve healthcare in Colorado.
Sleep problems have become one of America's most common and troublesome health issues. Nationwide polls conducted by the National Sleep Foundation consistently find between 65 and 80% of Americans report at least one sleep disorder symptom each week. Similar studies of sleep habits show that nurses are at particularly high risk of not getting quality rest, putting both their own health and the safety and well-being of patients in danger. This indicates that trouble sleeping has become the norm.

While science has not yet fully answered the question of why living things require 7-9 hours of sleep, we have learned a great deal about what happens when sleep is disrupted for long periods of time, whether that disruption is caused by environment, behavior, or a bona fide sleep disorder. The effects include exhaustion and increased “sleep drive,” decreased executive functioning and cognitive ability, metabolic disruption, increased cardiovascular stress response, and increased emotional lability. These problems can increase risk of accidents and serious illness as well as decrease productivity in the workplace, representing a real threat to nurses’ ability to practice safely. Nurses often seek prescription sleep aids that have a long half-life, which could disrupt their ability to practice safely. Nurses work varying shifts, and when they are able to do so, this is important information to be aware of as thousands of nurses work varying shifts.

Obstructive Sleep Apnea: Characterized by cessations of breathing throughout the night, this disorder is highly concurrent with depression, anxiety, metabolic disorders, cardiovascular disease, cognitive problems, and other sleep disorders. Sufferers commonly present with complaints of excessive daytime sleepiness, headaches or other pain in the morning, and decreased memory and other executive function. The individual might report their bed partner has witnessed or complained about their apneas/snoring. Other “red flags” include the presence of hypertension, diabetes, depression, or insomnia which is seemingly resistant to treatment.

Risk factors include obesity, male gender, large neck circumference, age, smoking, neurological disorders, low muscle tone and use of depressant substances (including alcohol) near bedtime. None of these factors are requisite – OSA can occur in nearly anyone regardless of other health status.

Positive Airway Pressure is the most common treatment for OSA, which sometimes requires motivation to overcome the daily lifestyle changes and minor discomfort associated with wearing the mask.

Peer Assistance Services, Inc. has a professional services contract with the Department of Regulatory Agencies to provide the Nursing Peer Health Assistance Program to licensed RNs and LPNs and students. PAS offers services to nurses who have concerns about personal wellness, stress management, burnout, compassion fatigue, alcohol or drug use, mental health concerns, and much more. There is no cost for services. Call us confidentially at 303-399-0039.


For more information, see www.ColoradoNursingCenter.org or contact us at info@ColoradoNursingCenter.org.
Needed: The Voice of Nursing in Access to Care

Lola Fehr, MS, RN, CAE, PRP, FAAN

Vice President Joe Biden said it on a conference call with about 3,000 nurses, Marilyn Tavenner, RN, MN, FACHE, President of the American Nurses Association said it in her column in the most recent issue of The American Nurse and I am privileged to assure that the goals of achieving access to care for uninsured citizens can be met.

Nurses’ involvement in health care reform can meet these goals. First, having more people with health insurance as a way to improve the health of our nation is paramount. But nurses can achieve a second goal through this activity, one that is highlighted in the IOM report on The Future of Nursing. That goal is to establish nurses as key partners in the delivery of health care by gaining visibility as knowledgeable, caring, and influential partners in the health care system.

We are well aware of the challenges that have surfaced in the exchanges operated by the federal government. But nurses have been directly affected by health needs or history which may qualify them for other kinds of insurance, except for pregnancy and disabilities which may qualify them for others kinds of assistance and tobacco use which does increase premium cost.

Karen Daley states, “At the end of the day, this is about what every member of ANA strives for—health care for all Americans.” We will do whatever it takes to get that heard and enacted.

Colorado was nearly three years in the planning and preparation stage before the implementation of the expansion took place. The exchanges do not provide dental coverage and without dental coverage those problems are rapidly being resolved. Colorado citizens can safely go shopping for health insurance.

Nurses armed with information about how Colorado citizens can obtain health insurance can help educate everyone about their options. Nurses can do that while also enhance their own state’s health care system by gaining visibility as caring, knowledgeable, and influential partners in a health care system that will continue to change to meet future needs.

Resources:
Website: www.ConnectforHealthCO.com
Toll-free help by phone: 1-855-752-6479
Lola Fehr, MS, RN, CAE, PRP, FAAN
Project Outreach for Access to Health
Nurse Outreach for Access to Health
Colorado Center for Nursing Excellence
200 East Yale Circle,#102
Denver, CO 80222

Accelerate Your Future...Today
Beth-El College of Nursing & Health Sciences
Extended Studies Offerings:
Professional Development:
Professional Development: RN-Retresher
SANE Education (Sexual Assault Nurse Examiner)
Spanish/English Medical Interpreter
Online:
Correctional Health • Forensic Nursing
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Bylaws Committee

The Bylaws Committee received suggestions for bylaws amendments, prepared the bylaws language, submitted the proposals to the CNA web site, and participated in the presentation of the bylaws amendments at the Membership Assembly. Following the Membership Assembly, the Bylaws Committee prepared an updated copy of the Bylaws.

In addition to working on the Bylaws, the Bylaws Committee also received the Membership Assembly Reference Proposals, put the proposals into appropriate format, and submitted them to the CNA Web site.

Members of the 2013 Bylaws Committee were:
- Mary Morehouse
- Kristy Reuss
- Carol O’Meara, Chair

Awards Committee

The work of the Awards Committee culminated with the festive Awards Luncheon held at the 2013 Membership Assembly. The Committee received the nominations, selected the award recipients, ordered the awards, and coordinated the presentations at the luncheon. The Awards Committee is in the process of revamping the CNA Awards Program for 2014. Watch for information about this exciting new program! The Committee would like to recognize Kasey Grohe, former Associate Executive Director of CNA, for her staff support and extend to her best wishes in her new position on the faculty at Regis University.

Members of the 2013 Awards Committee are:
- Marilyn Doenges
- Laranie Guyette
- Corinne Koehler
- Mary Morehouse
- Marion Thornton
- Carol O’Meara, Chair

Continuing Education Program

The Colorado Nurses Association Continuing Education programs are pleased to announce their continued Accreditation by the American Nurses Credentialing Center’s Commission on Accreditation. The Provider Unit was awarded Accreditation with Distinction during the last accreditation cycle! The Approval Board also received its accreditation.

The two educational committees operate separately and distinctly from one another. The Approval Board reviews and approves educational offerings and full provider applications submitted to the Colorado Nurses Association from outside organizations. In contrast, the Provider Unit plans, implements, and evaluates educational offerings conducted by the Colorado Nurses Association.

The Approval Board continues to work with local (and some distant) providers to approve both single offerings and full providers. The committee has been busy completing for the transition to the 2013 ANCC criteria for accreditation and approval. To better serve the Provider approved through the Approval Board, the committee has spent the last several months working with members of the Provider Unit to plan a training seminar to educate all providers on the new criteria. This training was held on October 18th at the Children’s Hospital Colorado. In addition, the Approval Board maintained a quarterly newsletter for providers. Issues of the newsletter are available on the CNA website under Continuing Education.

The Provider Unit has been very busy over the couple months preparing for the 2013 Membership Assembly continuing education components. The day will include 2.5 hours of CE provided by the CNA Provider Unit. Other offerings include the ongoing SBIRT Online Training. Working in collaboration with the Approval Board, the Provider Unit is also offering a training session for Provider approved through the CNA Approval Board. CE was provided for the 2013 Legislative Connection Dinner Program sponsored by DNA-16/DNA-20 in February 2013.

We continue to look for members interested in serving on the Provider Unit and Approval Board. If you are interested, please contact Kasey Grohe at kgrohe@nurses-co.org for more information.

Membership Committee Report

The Membership Committee continues to meet both in person and on the phone. We have representation from all our DNA’s and continuing members from a variety of DNA’s across the state.

The 2012 “100 Nurses in 100 Days” recruitment campaign ended 12-15-2012. The 109 new members who joined represented all of our DNA’s! DNA 16 had the highest number with 30 new members.

A successful summer 2013 Membership Campaign to recruit new graduates provided an increased awareness of the reduced cost of CNA membership for the first year after licensure.

Both retention and recruitment are very important if CNA is to continue to thrive. Our committee members will be working with CNA leadership and DNA’s to increase membership through recruitment of new members as well as reducing membership cancellations. Recruitment of new graduates involves working with the Colorado Student Nurses Association to enhance awareness of the value of CNA membership in professional nursing organizations.

In Memory of Kristina Rose Wenzel, RN, MBA

December 13, 1949–August 2, 2013

Deborah Center, MSN, RN, CNS, Coach-CTA

Nursing lost an exemplary leader, advocate and friend when Kris passed unexpectedly while undergoing treatment for cancer. She had many roles throughout her career, and she was proud to be a nurse first. She graduated in 1972 from the College of St. Scholastica in Duluth, MN and began her career as a staff nurse and nurse manager at St. Anthony’s Hospital in Denver. Her passion took her on to public health and creating healthy communities. As the Executive Director for Central Colorado AHEC, she found unique ways to build the healthcare workforce and to support many individuals to find their passion. She was an expert in writing grants and connecting the right resources together in order to serve vulnerable populations.

Her legacy will remain in the hearts of all those she embraced and took under her wing from hundreds of students and preceptors she mentored, to the Colorado Trust Health Professionals Scholarship, Hero Award, Nightingale Recipients, to those she served with on numerous committees and taskforces across the state. She always knew how to make you feel special, like you were the most important person in her life even when she had deadlines or other legitimate priorities she should have been doing, if you ever needed to meet someone, Kris could connect you! All those who worked with Kris will remember her enthusiasm, caring spirit, giving heart, and laughter. As a friend and colleague, we are better people for having Kris share the journey.

Please leave a condolence or share a story of your memory of Kris with her family by going to her Book of Memories at: http://www.aspenmortuaries.com/
DNA 2

Electronic District
District Contact: M Colleen Casper, DNP, MS, RN

Have you been thinking about joining the Colorado Nurses Association (CNA) but don’t know how you would add more activity to your calendar? If so, please consider becoming a CNA member of District 3 (DNA-3). DNA-3 members, like any other AANA/CNA+ or State-Only CNA members will receive regular membership updates on the National, State, and Regional level by simply reading their email inbox. There are no DNA meetings – just information you access at your convenience. Join today by going to the Colorado Nurses Association membership website http://www.nurses-co.org and click on Membership.

DNA 3

DNA 3 has continued to have 4 meetings each year, these are held in September, December, February, and May. We have 2 educational program meetings and 2 parties each year. We try to invite lots of non-members to our educational offerings.

In February, 2013, we took advantage of CNA’s offer of free CE for viewing the documentary "The Health Care Movie" about the Canadian health care system. This program was well attended and we were able to offer additional showings. The discussion generated by this movie was lively.

Amy Doman and Kate Peterson were very involved on the Safe Transfers Task Force. They provided a Summit that was held on April 5. 80 people attended and it was well received. $10,000 was raised from sponsors. A tote bag was given to each participant. A video was produced about 3 elders who described their experiences. Dr. Sarah Qualls from the CU Center on Aging provided the keynote address explaining the issues for elderly. They are in a vulnerable situation. CFMC provided statistics and data about the issue. A panel discussed the challenges. Table discussions were held to generate ideas and outline priorities. There were 3 key issues identified at the summit:

1. Medication reconciliation
2. Patient centered care
3. Standardize processes

Participants signed up to work on smaller group projects. Deb Center helped the group come to consensus in the afternoon. A Personal Health History form was made available.

Participants were encouraged to attend the Nightingale Ceremony in Denver on Saturday, May 11. 38 nurses were recognized for their contributions to nursing, several local nurses were recognized. Amy Doman is now on the Colorado Nurses Association state Board of Directors. Congratulations & appreciation were offered to her as she also recently completed her BSN. She was nominated as our DNA Nurse of the year.

Our district’s September program was provided by the CNA lobbyist, Mr. Nobbert Chavez, who previously served in the Colo. legislature. He explained how the recall election has changed the composition of the Senate and implications this might have beginning in the new legislative year. He also strongly encouraged those present to get to know their legislators and to speak up about health care concerns. His power point presentation was shared with all of our DNA members.

District & Committee Reports continued on page 8

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Start Believing...
• You have the capacity to transform the lives of your colleagues struggling with substance use and mental health concerns
• You can be a part of a compassionate team that strives to improve people’s lives
• You are capable of saving the careers of valuable, educated health professionals

...you belong here.

If you are interested in pursuing a meaningful career in the Nurse Peer Health Assistance Program, please visit www.peerassistanceservices.org/employment for further information.
some of the fund raising activities will include getting a “Bill” for Support from Afa related to busy schedules or forgetfulness as evidence by lack of attendance at the meetings. We have new evidence base that shows getting a “Bill” for this condition usually encourages a complete recovery and increase attendance at meetings!!

other fundraising ideas include creating calendars and shirts. let us know if you have any other ideas. if you would like to participate we would love to have you at as many or all the events. we look forward to hearing from everybody and would like to encourage other nurses in the DNA 4 area to participate with us.

DNA 5

Kristin Gundt, Treasurer

Although DNA 5 is not currently having regularly scheduled DNA meetings, they remain very involved in and support community activities. One excellent example is the DNA-5 Silent Auction at the Grand Junction Nightingale Event. it is very well received and supported with monies raised going to Nursing Scholarship. Spring 2013 found DNA-5 awarding three $1000.00 scholarships! there is interest in (and history of) growing leadership at the DNA level. one DNA-5 member, Deb Bailey, PhD, RN, is currently a member of Colorado Nurses Association Board of Directors and many prior CNA Board members have also been from start as DNA-5 leadership.

DNA 6 (San Luis Valley)

Respectfully submitted, Charlotte Ledonne, RN, BSN, MA, LPC President DNA 6

DNA 6 members made donations of essential items to the Del Norte Fire Department in response to the West Fork Fire that started June 20th and continues to affect that region of our state. Several members also volunteered to assist in answering phone calls during this time. The members have taken a much needed summer break and will resume again in October.

The Face of Healthcare is Changing.

By 2020, 20% of the population will be older adults. Nurses need to be prepared for the unique health challenges of the aging population.

Now is the time to take action.

Wanted: Full Time IVF Nurse Coordinators

Full-time IVF RN nurse coordinators are needed for world-renowned infertility and in vitro fertilization (IVF) center in the Denver Metro Area. Join our team of 25 RNs along with Drs. William Schoolcraft, Eric Surrency, Debra Martinez, Robert Gustafson, and Jennifer Brown who provide care for more than 2,000 infertility patients each year.

- Four 10-hour days a week and every fourth to sixth weekend.
- Two years previous RN experience required.
- Position is perfect for compassionate RNs who enjoy patient teaching and primary care nursing.

Please send resume to Diane Tindall at 720-873-6225 (FAX) or email dtindall@colorocm.com.

Wanted: Part Time/PRN Surgery Center RN

Part Time/PRN RN wanted for Colorado Center for Reproductive Medicine Surgery Center located at 80 Health Park Dr., Ste. 240, Louisville.

- OR/PACU experience required.
- Some weekend and holiday shifts required, based on coordinated work hours.
- GYN/Women’s Health experience required.

Surgery Center applicants - please email ashesere@coloroem.com.
DNA-8  Cathy Dittenber, Treasurer

DNA 8, like several others' DNA's, has not been meeting on regularly scheduled basis. They are interested in ideas to facilitate more membership involvement. At their Spring DNA Meeting, Mary Ciambelli, CNA President, updated the members on current ANA and DNA activities. For a 2013 donation, the DNA-8 Board approved a $1000 donation to the CNA Legal Defense Fund.

DNA 9 Ft.Collins/Northern Colorado  Jane Koeckeritz, Treasurer

DNA 9 has met frequently during the past year. Activities include having reviewed/updated the DNA9 By Laws. Several members are active in the Colorado Nurses Foundation's Nursing Historical Society. They have participated in several events in the area with displays of artifacts from individual member collections. Recently, the members reviewed information about a variety of organizations in Northern that focus on needs of the community. They then chose to provide support to four organizations that support issues that are of interest to nurses.

DNA 12  Anita Roberts, President

DNA 12 meets, in Boulder, although not on a monthly schedule. Meeting speakers in 2013 included Fran Ricker and CNA Lobbyist Nolbert Chavez (Capitol Success Group) and DNA-12 member Jean Watson, PhD, RN, FAAN. A pilot study of a DNA 12 Survey was completed early in 2013 and future plans include a survey of membership to fulfill their interest, etc. This was discussed at the August Meeting, those present discussed the need for CNA Legislative efforts; and been a mentor to new members.

DNA 16  Submitted by Nan Morgan President District 16

District 16 ended the summer with our annual potluck at the clubhouse of Mary Ketserh. Our board worked on planning for the February Legislative Dinner and selected Feb 19, 2014 as the day that we are planning to host this exciting annual event. We will be busy in the weeks and months to come coordinating all the features that go into this dinner. The banquet is one of the features of the Public Health Nurses Associations winter conference so we work with them and District 20 to bring this to all Colorado Nurses. In September, DNA 16 members and four Regis University nursing students met and sorted medical supplies at Project Cure. Our upcoming events are to continue planning for the Feb dinner and our annual potluck Christmas Party with collection of donations for local homeless shelters. Please see our website for details of meeting times and locations.

DNA 20 (West Metro Area Report)  Submitted by Norma Tubman, RN, MSN, NE-BC

In August, DNA 20 Board members met at the home of newly elected President Janet Ballantyne to plan for 2013-14. Goals for the year include promoting a strong presence of members at the CNA's first membership assembly, doing outreach to Denver Metro area schools of nursing, recognizing nurses, providing stimulating guest speakers at our district meetings, and raising funds for our nursing scholarship. Our Fall Activities have put us on the path to meet all these goals.

Rickee Morgan, who has been a member of CNA for 52 years, was the 2013 DNA 20 Nurse of the Year. Linda is the Associate Chair in the Department of Nursing, Metropolitan State University of Denver (MSUD). Thanks to Linda's outreach at MSUD, DNA 20 has seen an increased presence of faculty members at our meetings.

As DNA 20 Vice President, Jean Rother, Assistant Professor of Nursing, MSUD, is responsible for organizing our monthly programs. In September, Alexis M. Newton, PhD, RN, CN, Assistant Professor of Nursing, MSUD, presented “Continuing Education in Service Learning and Abroad.” Using a trip to Belize with nursing students, Dr. Newton shared how students were prepared for the trip and how reflection and journaling were used as an outlet for cultural shock and reticence during this service abroad experience.

In October, Drs. Mary Sawaya and Hope Szpulski, MSUD Nursing Faculty, presented two simulations in Community Health Nursing that were developed and implemented with RN to BSN students on the MSUD campus. Included in the presentation were the goals of the simulation scenarios along with outcomes and plans for improving future implementation of simulation.

The DNA 20 Board continued its outreach to nursing students by holding its November meeting at Front Range Community College where Kiska May presented on “Promoting the Profession of Nursing and Your Professional Organization.”

For information on DNA meetings, locations and speakers, contact DNA 20 President, Janet Ballantyne at 303.838.1240 or vepenny2@gmail.com.

DNA 23  Fran Dowling, RN

District 23 would like to thank all those who presented at the Colorado Nurses Association Foundation’s Quarterly Meeting on May 28, 2013. It was very informative and interesting plus being a needed vehicle to communicate and share with other nurses about our chosen profession. There have been and continue to be many dedicated and giving nurses in CNA. DNA 23 was honored to present Gail Rotante as our Nurse of the Year. She came to us from Canada and has not been with us for very long. She was selected as she is enthusiastic, knowledgeable and a great addition to our District. Congratulations to Gail!

Our first 2014 DNA meeting will be on Tuesday, January 14. Please contact Fran Dowling, DNA-23 President (francesdowling@comcast.net) for meeting location/time, suggestions for other meeting topics, or just for general information. We will be discussing what “worthy cause” we will select for our 2014 donation. We need all members to participate if we are to grow and move forward.

DNA 30  Submitted by Nan Morgan President District 16

DNA 30 has been more active than ever this year. The board began the year by deciding to focus our goals around the ANA's new programmatic pillars. This initiated a focus on leadership training for our Board Members who participate in the ANA’s “Leadership Institute” webinar series. Additionally, DNA 30 sponsored two members (Krista Estes and Gayle Crichton) to participate as well.

We also recently announced the “Healthy Nurse Challenge” in our DNA which hopes to challenge our members to be active and improve their fitness through the holiday season (please refer to our website for more details). Encouraging nurses to be fit and healthy is another of ANA’s programmatic pillars.

Thanks to the efforts of our treasurer Cate McGraw, we have developed a growing commitment for advanced practice nurses with a trip to Belize with nursing students. In March we joined CNA and marched in the St. Patty’s Day parade with a bus decorated by our President-elect Kate Martinez. We hope to build on this tradition started by long-time board member Marion Thornton and do it even bigger next year.

DNA 30 also donated $3000 to the Colorado Nursing Foundation for their PhD scholarship, reimbursed members who attended the CNA convention and donated nearly $3000 to the CAN Legal Defense Fund. Finally, we have had our monthly meetings at locations that all year with packed attendance and invited CNA lobbyist Nolbert Chavez to speak at one of our business meetings and will listen to Holly Vause discuss the changes with the new DSM coming out at our business meeting in October.

For 2014 we will continue our focus on the ANA programmatic pillars with special emphasis on growing leadership, meeting our members needs, growing membership, encouraging health and fitness in our members and promoting/advocating for advanced practice nurses as the Affordable Care Act is further rolled out.

CSAPN website- www.csapn.orgdistrictnetwork.com Secretary- Karen Rea (kreatnf@gmail.com)
DNA 31

GOAL 1: CSCSPN is a respected, recognized, and pivotal voice for mental health and APN nursing in Colorado
- Identify key existing and potential MH community relationships
- Increase our representation on community boards
- Enhance our relationships within the Colorado APN community and other psychiatric nursing organizations nationally and internationally.
- Identify opportunities to Collaborate with CSAPN (DNA 30)
- Work closely with C.N.A. to further legislation that expands PMHAPN scope of practice to reflect knowledge skills and abilities of its members
- Support research in psychiatric mental health nursing

GOAL 2: We are responsive to changing times in the overall community and Health care arena. CSCSPN is fresh and new with new branding
- Review and simplify the CSCSPN BY LAWS
  - Terms of Office shall be two years instead of one
  - All the Board the authority to create and abolish committees, task forces, work groups as needed in response to changing needs of the Society
- Review Committee functions and consider where short term interest groups might better serve to engage members instead of standing committees...Ballot Committee, Winter Dinner Committee, GAPP committee liaison, etc
- Create a budget that reflects our values and goals. The budget report will be part of the monthly treasurer report
- Identify new sources of revenue for CSCSPN
- Keep members abreast of emerging best practices
- Become a resource for education to the public regarding new health care reform implementation
- Revisit a new name that reflects BOTH CNs and APNs in the Psychiatric and mental health nursing in Colorado

GOAL 3: CSCSPN uses the latest technology to serve members
- Create a technology committee to:
  - Evaluate current and recommended technologies and advise the board to maximize the use of social media and internet to connect with members and help members network and connect with each other
  - Ensure that the society has the tools to gather and analyze data needed to serve its members

GOAL 4: CSCSPN is source of authentic support for members in various roles and stages of life and career. Members have a strong sense of esprit de corps. The talent, wisdom, experience of members are valued and shared with each other and the community
- Conduct data gathering and analysis to understand the composition of our membership to identify programs and services that meet our members needs and interests
- Complete the Program and Service Evaluation Matrix
- Complete the Member Market Segment Evaluation Matrix
- Provide more venues for members to share their work, research, etc.
- Promote mentoring and consultation among members
- Identify opportunities to support and retain new Colorado PMH APNs in their roles

GOAL 5: CSCSPN is a well known and respected referral source for MH healthcare
- Enhance website capabilities to identify and promote members with a specific specialty
- Market member services to CSAPN
- Increase visibility of PMH APNs to state and national policy makers

This summer our Board met to begin Stage 3 of the process, “How do we get there?” The board decided to use a matrix to try and organize our objectives by Importance and Urgency, and start off addressing the high importance/high urgency issues if first.

This year’s program Spring Symposium was held at the beautiful historic home of Leslie Miller, located near Cheesman Park. There was a delicious and bountiful meal and wonderful speakers who presented 10 minutes each on their respective topics:
- Reducing Anxiety Without Medication - Marie Cook, MSN, RN, CS
- Bipolar Spectrum - Cameron-K. Garrett, MS, RXXN, CNS-BSIS
- Sleep Disorders - Jan Shire, MS, RN, CNS
- Thriving: The Nine Pillars of Success - Wayne Thrash, MS, RXXN, CNS
- Do I Need An EMR/HER Or Not? - Riley Suit, Consultant

Our many thanks to the Education Committee of Karen Lyda, Margaret Topg, and Louise Suit, and special thanks to Leslie Miller for the lovely setting.

Mary Kay Fletcher is currently representing DNA 31 on the Coalition for Mental Health Parity Statewide Task Force.

Indemnification of the DNA board; Our Ethics committee chair, Ronnie Shaw, brought this important issue before our board and to the attention of C.N.A. Fran Ricker followed up and was able to announce that all DNA officers in C.N.A. are indemnified as a part of C.N.A.

New Grad and PMH APN student welcome. Mary Lou Damar hosted DNA 31 welcome evening at her home in Denver again this year. Current students in the CU program, new grads preparing to sit for ANCC certification boards, recent students in their Prescriptive Authority programs and current DNA 31 members met and networked and learned about each other in a fun evening this past month. Many thanks to Maureen for creating this lovely annual event.

CSCSPN Fall Institute. The CSCSPN Institute committee worked for 6 months putting together another memorable weekend of learning and networking. Governor Hickenlooper has been assembled by the Governor and Colorado Department of Behavioral Health. Governor Hickenlooper has appointed a psychiatric mental health RN to sit on this task force, thanks to the efforts of the GAPP committee, our lobbyist Noelbert Chavez and members of DNA 31. NEW DNA 31 member, Kristine Reimer PMHNP stepped forward for this position. Kristine works at Swedish hospital in a consultation liaison role and is extremely familiar with these statutes and how they impact mental health patients seeking emergency services.

In June our DNA By Laws were updated to reflect changes in our strategic plan. Specific changes included increasing the terms of Officers and Board members from one year to two and staggering the terms to provide overlap and continuity from year to year. The office of President Elect was changed to Vice President, and is not an Elect position, but rather has the responsibility of focusing on Strategic Planning. A new Director position was added, Director of Technology, to bring energy and talent to solving our technology challenges around the website, Distance conferencing, increasing use of social media and the like. All very frustrating and disheartening, but it is very good to see us coming up with solutions that will make our lives easier and help us better serve our members. Terms of office were moved from starting in June to January to allow for better recruiting of members in the fall.

Phoenix Rising. Members Shere Suave-Demos and Jane Hoffman gathered several DNA 31 colleagues together in June to discuss (1st) there is interest in increasing clinical/psychotherapy discussions and education and (2nd) what are ways to do that. The answer was yes...there is a definite hunger to move to more therapy discussions versus focus as heavily on psychopharmacology. We felt that both are equally important to include in CSCSPN gatherings. The upcoming Institute is a beautiful blending of that educational approach. Below are just some of the ideas that came from the June 10th meeting: *Meet monthly, every other month or quarterly as a Society to do this. *Have sponsored networking at Copper Mountain Retreat sessions or case presentations where clinicians could discuss how they would work with the clients from different therapeutic perspectives. *Use educational panels to allow discussion of what different approaches clinicians are using. *Ethical discussions about “the edges of one’s practice...” how does one know what that is? *Open some meetings to fellow NP’s. *Have 4-5 sessions in a seminar to allow people to learn from a specialist on a specific topic. *Bring in Research and Comp Medico legal methods to allow colleagues from across the state (and country?) to network and discuss clinical matters.
One of the privileges of being the President of the Colorado Nurses Association Board of Directors (BOD) over the last year has been the opportunity to help organize and preside over the Inaugural Membership Assembly of the Colorado Nursing Association (CNA). I was very fortunate to havementor Lori Rae Hamilton, RN, MSN, CNF, CNM as my guide through the complexities of the role. Ms. Hamilton’s knowledge, calm demeanor and attention to detail were invaluable in operationalizing this meeting. We would have been lost withoutPaula’s Knowledge, calm demeanor and attention to detail. The Membership Assembly would not have been successful without the contributions of many individual members and committees whose names are on the back of this program. Ms. Hamilton was obviously in the spotlight of the podium. Please join me in thanking the volunteers who worked on all of these committees: Approval Board, Awards Committee, Bylaws Committee, Nominations Committee and the Provider Unit. The hard work done by these volunteers to promote professional nursing in Colorado is not any less valuable for it being less visible and I am humbled by their expertise and ongoing support.

In reflecting on this meeting and what it means for the present and the future of the association, I find myself quite proud of what we accomplished. Our business meeting was conducted with the parliamentarian  . Ms  . Stone’s expertise was both  . I am gratified to have been able to participate in a reception with our keynote speaker Gladys Campbell RN, MSN, CNE, and MS. She delivered a warm welcome and was touched by the openness of our members to her leadership of the MSD. At the Assembly, Robin gave a verbal update about the status of the Association’s  . Ms  . Campbell’s presentation was inspiring, scholarly, authentic and sprinkled with gentle humor. She delivered many pearls of wisdom,  . I was humbled by her expertise and how she modeled excellent interpersonal communication skills. Relationships were renewed and strengthened throughout Colorado .

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CNA Presents Major Awards

by Carol O’Meara

A highlight of the 2013 CNA Awards luncheon was the presentation of four major CNA Awards. Three outstanding individuals received awards, as well as one very special DNA.

The Virginia Paulson Award was presented to Cheri Cordova. Cheri is an ICU Nurse at Parkview Medical Center. The Virginia Paulson Award recognizes and acknowledges the contributions of a nurse who has been in practice for no more than 10 years. It is intended to promote and encourage the unlimited potential of a member to constructively influence the association and the profession. Cheri has been a nurse for just 6 years. After graduation from Otero Junior College, she received her BSN from Colorado State University-Pueblo and is currently in their MSN Program. She joined CNA after graduation from Otero Junior College, and was quickly appointed as Vice President of DNA 4 and was re-elected for a second term. She provides an important staff nurse perspective at her DNA meetings and promotes CNA to both individual nurses and also to health care facilities. Cheri is a dedicated nurse who is involved in both caring for patients and advancement of the nursing profession, and is a deserving recipient of this award.

The Outstanding Contribution-DNA Level Award was presented to Nanette Morgan. Nanette is a Patient Educator at Swedish Medical Center. The Outstanding Contribution-DNA Level Award recognizes a member who has made a major contribution to a district/designated nurses association (DNA) in the last year. Nan serves as both a leader and a team member in her role as DNA 16 President. She welcomes new members into active participation. Under her direction, DNA 16 has an active calendar of meetings that is balanced between business and educational offerings. She provided her technical expertise to facilitate electronic registration and on-line payment for the Legislative Connection Dinner. Nan facilitates volunteer opportunities for DNA Members including work with Project Cure and participation in the Peoples Fair. Nanette was proudly nominated for this award by the DNA 16 Board, who also recognized her as DNA 16 Nurse of the Year.

The Outstanding Contribution-State Level Award was presented to Mary Ciambelli. Mary is a Psychiatric Nurse Liaison at Swedish Medical Center. The Outstanding Contribution-State Level Award recognizes a CNA Member who has made a major contribution to CNA in the last year. Serving as CNA President, Mary provides leadership, visibility, accessibility, inspiration, enthusiasm, and unflagging support to CNA and the nursing profession. Using both vision and humor, Mary has helped CNA navigate through a time of transition. She has supported innovation and relevance in our organization. Mary traveled throughout the state, building a presence for CNA and encouraging DNA leaders. She has remained active in her own DNA 31, and has aptly represented CNA at the National Level. Mary was active in crafting the new Western Multi-State Division of ANA and has built crucial relationships with our sister state organizations and ANA Leadership. Mary consistently represents CNA in the community. She is co-chair of the Nurse Physician Advisory Task Force for Colorado Health Care (NPATCH) and worked with CNA’s Governmental Affairs and Public Policy Committee on advocacy issues. Mary is a strong leader for CNA and is indeed deserving of this award.

The DNA of the Year for 2013 is DNA 20. The award acknowledges the outstanding contributions of a Designated/District Nurses’ Association. DNA 20 increased its membership by 5% in 2013. Several members of the DNA are active leaders at the state level as well as in the DNA. DNA 20 participated in several activities to promote nursing including the St. Patrick’s Day Parade and Nurses Day at the Rockies, and raised funds for the Nurses Float at the Rose Bowl Parade. The DNA assisted with the CNA Legislative Dinner. DNA 20 held a meeting at Front Range Community College to outreach to students, and welcomed students from CU, Regis, and Denver School of nursing at meetings throughout the year. The DNA funded a $1000.00 nursing scholarship for Colorado Health Care (NPATCH) and worked with CNA’s Governmental Affairs and Public Policy Committee on advocacy issues. Mary is a strong leader for CNA and is indeed deserving of this award.
DNA’s Honor Nurses of the Year

At the festive CNA Awards Luncheon held at the CNA Membership Assembly Meeting on October 26, 2013, six District/Designated Nurses Associations honored their Nurses of the Year. These awards acknowledge the outstanding contributions of individual nurses representing DNA’s. The award winners are chosen by their DNA, based on the DNA’s specific criteria.

DNA 3 selected Aimee Doman as their Nurse of the Year. Aimee recently joined the organization and has done so with enthusiasm and dedication. She is a staff nurse at Select Specialty Hospital. She serves as a board member of DNA 3 and is also a member of the CNA Board of Directors. Aimee has been an active member of the Safe Transitions Task Force, which was launched by DNA 3 to address the challenges faced by nurses in home care as they help their patients transition from other settings.

Nurse of the Year for DNA 4 is Kathryn Carpenter. Kathy serves as a role model for the professional practice of nursing. She is on the nursing faculty at Trinidad State Junior Colleges. She represents Region II on the CNA Board of Directors. She promotes nursing by doing outreach at high schools and encourages youth to come into nursing. Kathy operates a free nurses’ aid program and has been an active supporter of Colorado Student Nurses Association.

Nanette “Nan” Morgan was selected by DNA 16 as their Nurse of the Year. Nan is a Nurse Educator at Swedish Medical Center. She is the current President of DNA 16. She was recognized in 2011 as a Nightingale Luminary for a program she started at Swedish called “No One Dies Alone,” which has volunteers who take call to come in to be with someone in the final stages of life. She has helped to provide educational programs for her DNA and also provides technical support for the DNA website.

DNA 20 Nurse of the Year is Patricia “Rickie” Morgan. After her retirement as a School Nurse Practitioner, Rickie continued to serve as a School Nurse Consultant. She is a Life Member of CNA and has been a DNA 20 member for over 52 years. She has contributed in both elected and volunteer positions. Rickie promotes the professional image of nursing through legislative efforts on the local, state, and national level. She has written and published in school nursing journals, sharing her knowledge, expertise, and problem solving skills at a basic and advanced practice level. Rickie is a consistent role model for active and continuing organizational involvement.

Gail Rotante is the DNA 23 Nurse of the Year. Gail is a Pre Op/PACU Staff Nurse at Flat Irons Surgery Center. She is described as a delightful and especially for students. Her DNA admires her dedication and see her as a role model for all nurses sharing not only her skill, but her patience, compassion, and understanding. Her DNA admires her dedication and see her as a role model for all nurses and especially for students.

DNA 30 selected Cate McGraw as their DNA Nurse of the Year. Cate is an Adult/Pulmonary Nurse Practitioner at National Jewish South Denver. She has been an RN for only 8 years, and has emerged as a leader with a great professional future. She is the DNA 30 Treasurer and has initiated community services projects for the DNA including an Adopt-A-Highway Project and participation in Project Cure. Cate precepts NP Students, teaches classes for RN’s at the hospital, and volunteers with the developmentally disabled.

Congratulations to all of these outstanding DNA Nurses of the Year. CNA and the DNA’s are greatly appreciative of their contributions to our organization and our profession and we are honored to have them as our members.

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2013 Membership Assembly

Advancing Leadership
Setting the Framework for a Life of Leadership: Gladys Campbell, MSN, RN, FANN
is CEO, Northwest Organization of Nurse Executives, and CNE and Senior Leader for Clinical Strategy, Washington State Hospital Association.

Colorado Nursing Legislative and Practice updates: Linda Siderius - Attorney at law and RN

Speaker Gladys Campbell

Continuing Education Program Speakers
Gladys Campbell (L) and Linda Siderius (R)

Mary Ciambelli and Laura Mehringer

Board of Directors
Left to Right, Colleen Casper, Aimee Doman, Mary Ciambelli, Marion Thornton, Carol O'Meara, Paula Stearns, Kathryn Carpenter, Eve Hoygaard

Eve Hoygaard and Mary Ciambelli

Membership Assembly Attendees

M. David Rodrigues, FNP, Photographer

Paula Stearns, Treasurer of CNA at Membership Assembly

Robin Schaeffer, Executive Director of Arizona Nurses Association and the Interim Western States Multi State Division (MSD) Leader addresses the Membership Assembly on October 26.
Legislators & Nurses Working Together

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WEDNESDAY, FEBRUARY 19, 2014
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5:00 PM Registration and Wine Reception
5:25 PM Welcome and Introductions
5:30 PM Dinner and Open Discussion
6:30 PM Program 2014 Health Care Issues
7:45 PM Closing

$40 Members (CNA, PHNAC)
$50 Non-members, walk-ins day of event
$35 Nursing Students
(Donations appreciated for nursing student attendees)

Please Pre-register for this event at the DNA 16 website:
www.dna16.com (will be available starting in Dec)
** Deadline for registration will be Friday, Feb. 14, 2014**

Questions? Call Nan Morgan @ 303-788-5334 or email: Nanette.Morgan@HealthONTCares.com

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Communication is Customer Service

Aimee Doman, RN, BSN-BC

A focus in hospital nursing is to promote health and wellness in our patients through customer service. In a hospital we have unique opportunities to establish a relationship with a patient and begin to build a rapport with them. It is important to keep in mind that patients and families are in a high stress situation with their illness and their hospitalization. Building a therapeutic and meaningful relationship hinges on clear communication which is achieved through effective communication. I want to cringe when thinking about nursing defined as a customer service role, but it is more than just the pneumonia in room 1001. Knowing your patients, remembering that the patient is more than just the terminology.

Nursing is defined as a customer service role, but to truly provide customer service, we need to develop stronger communication methods which allow effective communication. The steps essentially involve active listening, making sure you understand what the patient is trying to communicate, personalizing the message to the patient and expressing appreciation to the patient. What is most important in the process of communication is not what is said but that the nurse makes sure caring comes across through both verbal and nonverbal communication methods. This does not mean that the nurse needs to spend more attention to improve communication with patients; rather the nurse just needs to give better attention. It is the follow-through of the nurse that counts not the quantity to make the patient feel that they are the center of your universe at that moment.

Good rapport with patients is the outcome of effective communication. The nurse has opportunities to educate patients on disease processes including providing them with reading materials and community resources and encouraging patients to ask questions. Furthermore, the nurse needs to actively listen to what the patient is saying as well as anticipate their needs. It is the follow-through of the nurse that makes the interaction count. The nurse needs to build rapport with the patients. If a patient trusts their nurse and realizes that they are the center of the universe at that moment, they will be more receptive to the nurse and the plan of care including unpleasant procedures or changes.

The idea of turning the compassionate and caring field of nursing into a customer service industry at first glance seems unfavorable. However, by breaking down what we have been educated to do and what we innately already do at the bedside of the patients it is clear that we do in-fact provide customer service. If we practice effective communication and build strong relationships with our patients we leave them feeling safe and satisfied with their care. At this point is when our teaching to patients will become clear, personalizing the message to the patient and expressing appreciation to the patient. What is most important in the process of communication is not what is said but that the nurse makes sure caring comes across through both verbal and nonverbal communication methods. This does not mean that the nurse needs to spend more attention to improve communication with patients; rather the nurse just needs to give better attention. It is the follow-through of the nurse that counts not the quantity to make the patient feel that they are the center of your universe at that moment.

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Communication is at the forefront of what defines healthcare customer service. There are many different techniques and script communication methods that outline effective communication. The steps essentially involve active listening, making sure you understand what the patient is trying to communicate, personalizing the message to the patient and expressing appreciation to the patient. What is most important in the process of communication is not what is said but that the nurse makes sure caring comes across through both verbal and nonverbal communication methods. This does not mean that the nurse needs to spend more attention to improve communication with patients; rather the nurse just needs to give better attention. It is the follow-through of the nurse that counts not the quantity to make the patient feel that they are the center of your universe at that moment.

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Good rapport with patients is the outcome of effective communication. The nurse has opportunities to educate patients on disease processes including providing them with reading materials and community resources and encouraging patients to ask questions. Furthermore, the nurse needs to actively listen to what the patient is saying as well as anticipate their needs. It is the follow-through of the nurse that counts not the quantity to make the patient feel that they are the center of your universe at that moment.
Since 1981 Friends of Nursing has advanced professional nursing by providing scholarships in Colorado Schools of Nursing. In 2013 a total of $62,475 was awarded to 22 students from eight schools. Students receiving these awards were:

### 2013 Scholarship Recipients

<table>
<thead>
<tr>
<th>College/School</th>
<th>Student</th>
<th>Award</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adams State College</td>
<td>Kristine Timboe</td>
<td>Fern Howard Award</td>
</tr>
<tr>
<td></td>
<td>Stephanie Carino</td>
<td>Monahan Single Parent Grant &amp; Friends of Nursing Scholarship</td>
</tr>
<tr>
<td></td>
<td>Valerie Smith</td>
<td>Greta Pollard Scholarship</td>
</tr>
<tr>
<td>Colorado State University Pueblo</td>
<td>Connie Robinson</td>
<td>Friends of Nursing Scholarship</td>
</tr>
<tr>
<td></td>
<td>Shantel Gallegos</td>
<td>Josephine Ballard/Presbyterian Scholarship</td>
</tr>
<tr>
<td>Colorado Mesa University</td>
<td>Juliette Holmes</td>
<td>President's Scholarship</td>
</tr>
<tr>
<td></td>
<td>Kayla Rudolph</td>
<td>Friends of Nursing/Leila B. Kinney Scholarship</td>
</tr>
<tr>
<td></td>
<td>Veronica Novinsky</td>
<td>Friends of Nursing Scholarship</td>
</tr>
<tr>
<td>Metropolitan State College</td>
<td>Carrie Bacon</td>
<td>Friends of Nursing Scholarship</td>
</tr>
<tr>
<td></td>
<td>Katie Porter</td>
<td>Monahan Single Parent Grant &amp; Galena Foundation</td>
</tr>
<tr>
<td>Regis University, Loretto Heights School of Nursing</td>
<td>Diana Byrd</td>
<td>Helen Kelsall</td>
</tr>
<tr>
<td></td>
<td>Heather Moorcroft</td>
<td>Friends of Nursing Scholarship</td>
</tr>
<tr>
<td></td>
<td>Kristine Snyder</td>
<td>Olga S. Miercott</td>
</tr>
<tr>
<td>University of Colorado, Beth-El College of Nursing</td>
<td>Hannah Hofreiter</td>
<td>Ruth Harboe Memorial Scholarship</td>
</tr>
<tr>
<td></td>
<td>MeShell McLeod-Mahoney</td>
<td>Theresa Brofman 'Memorial' Scholarship</td>
</tr>
<tr>
<td></td>
<td>Stephanie Jakob</td>
<td>Friends of Nursing Scholarship</td>
</tr>
<tr>
<td>University of Colorado Denver, College of Nursing</td>
<td>Rachel Bernard</td>
<td>Viola Baudendistel Memorial Scholarship</td>
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<td>Sara Knippa</td>
<td>Verda Richie Memorial Scholarship</td>
</tr>
<tr>
<td></td>
<td>Stacey Wall</td>
<td>St. Luke's Alumnae Scholarship</td>
</tr>
<tr>
<td>University of Northern Colorado, School of Nursing</td>
<td>Jeriel Chalk</td>
<td>Margaret Lewis Memorial Scholarship</td>
</tr>
<tr>
<td></td>
<td>Kim Scarano</td>
<td>Friends of Nursing Scholarship</td>
</tr>
<tr>
<td></td>
<td>Madeline Moore</td>
<td>Wayne T. &quot;Dusty&quot; Biddle Memorial Scholarship</td>
</tr>
</tbody>
</table>

A special thank you goes to the school liaisons: Elaine Regan, Theresa Wright, Gretchen Sigafous, Mary Carol Ferrera, Dr. Pam Spry, Dr Pamela Stoeckel, Barbara Joyce, and Audrey Bopp. All did an outstanding job. The committee members Janice Jurasic, Dr. Juanita Tate, Dr. Cris Finn, Jean Sylling, Abbe Mitchell, Phyllis Wicklund, Dr. Phyllis Graham-Dickerson and Dr. Kathleen Whalen send a special thank you to all the schools and students involved.

Recipients for the 2014 scholarships will be awarded at the 2014 Spring Luncheon. Scholarship applications are accepted online at the Friends of Nursing website each fall. For additional information including guidelines and criteria, please visit the website www.friendsofnursing.org. Please encourage eligible students to apply.
While waiting in a long line to speak with a recruiter during the recent Colorado Hospital Association career fair, I struck up a conversation with a young, blonde nurse standing next to me. As a first-year student in an accelerated BSN program at Regis University, I don’t have to worry about jobs for a couple of years. But I’ve been hearing awful rumors about the Denver job market for new grads, so I asked her about it.

Her story was worse than I had imagined. She graduated from the University of Colorado with a BSN last year. With hopes of working in acute care on a med/surg floor, she applied to most of the hospitals in the area, but was turned down because she didn’t have any hospital experience. She was caught in a Catch-22. “How am I supposed to get any experience if no one will give it to me?” she asked. In the end, she made the tough decision to move to Nebraska, where she is getting some great training.

The career fair, held in mid-October at Invesco Field at Mile High, was buzzing with similar conversations, as newly-minted nurses wearing tasteful business attire spread their resumes around and shook hands with the people who might, possibly open a door for them. The impact of the Affordable Care Act was another question everyone asked. In the end, she made the tough decision to work part-time and told me things will look up soon. In fact, they might, possibly open a door for them. The impact of the Affordable Care Act was another question everyone asked. In the end, she made the tough decision to work part-time and told me things will look up soon. In fact, they might, possibly open a door for them.

Everyone wondered: where was this nursing shortage we heard so much about when applying to nursing school? What happened? It turns out, nursing schools also thought there would be a shortage, so they admitted extra students into their programs about five years ago. They were correctly gearing up for the influx of aging Baby Boomers. This demographic shift was expected to hit just when thousands of veteran nurses would reach their late 50s and retire.

At that point, it seemed like new grads were urgently needed, according to the Center for Nursing Excellence (CCNE). The center’s CEO, Jean Scholz, called the coming wave of elders “a tsunami.” But then, the recession hit, and many of those older nurses decided to hang on to their jobs. All of their anticipated replacements are still free floating, searching for a spot in a very tight Denver job market. It doesn’t help that Colorado has a high number of nursing schools, compared to other states.

According to a National Student Nurses Association survey, a full 36-percent of new nurses from the class of 2011 were not working as an RN four months after graduation. As my friend in nursing school had warned, this was a “tsunami.” But then, the recession hit, and many of those older nurses decided to hang on to their jobs. All of their anticipated replacements are still free floating, searching for a spot in a very tight Denver job market. It doesn’t help that Colorado has a high number of nursing schools, compared to other states.

Eventually, statistics show, there should be more than enough jobs for all of us. That nursing shortage hovering on the horizon really will arrive. Currently, Colorado has approximately 20,000 nurses in their late 50s. Yet only 7-percent of Colorado nurses are under age 30. It looks like ObamaCare may also help our prospects as new grad nurses. First of all, if everyone has health insurance, there will be more demand for services, too, as the Obama administration strives to cut healthcare costs, experts say, more of the workload will shift to cost-effective nurses, nurse practitioners and physician assistants. Nurses will have a greater role, responsibility for more complex cases and more autonomy.

As I shook hands with several recruiters from Denver Health, Health One and Centura, I made a point of asking for their perspective on the new grad market. They offered good advice: join nursing associations and make personal connections through networking. Like anything, it’s who you know, so ask everybody for contacts. Another tip: stay in touch with your clinical instructors during nursing school and apply for nursing externships. Try to convert that to a full-time position there. University has a series of steps, from CNA to Advanced Care Partner (a high-level CNA who can start IVs) to their nurse residency program. The Denver VA Medical Center has a similar role for top nursing students called the Valor program. Students who participate in those training experiences are almost guaranteed a job after graduation, but the competition is fierce.

Despite the daunting situation, several kind mentors reached out to me during the career fair. I had a helpful coaching session with the keynote speaker, Dr. Phyllis Quinlan, who told me not to lose sight of my compassion. Several other nurses greatly encouraged my interest in geriatric care, and told me things will look up soon. In fact, they pointed out, this was the first time the Colorado Hospital Association has hosted a career fair ever. It seems encouraging that hospitals are now looking for candidates instead of aggressively turning them away.

That afternoon, I went home, wrote six thank-you notes and applied for three CNA jobs in two days. One application led to an interview. The job situation isn’t perfect, but I’m willing to pay my dues, work hard and learn as much as I can as a CNA, then move forward from there. I’m glad I stopped by the job fair. It gave me the momentum to start building those bridges to a new career.
Colorado Nurses Foundation Nursing Historical Society

Photo credit: M. David Rodrigues

Colorado Nurses Foundation Nursing Historical Society is a committee within CNF composed of professional nurses across Colorado who are interested in how the profession has developed and grown in Colorado. They collect, preserve and display historical artifacts, meet to discuss opportunities to share the history of nursing in Colorado and much more! Many interviews of nurses who are well known and not so well known have taken place and are collected in our archives.

From the Desk of the President

Sara Jarrett, EdD, MA, MS, CNS, RN

The Colorado Nurses Foundation (CNF) is completing 26 years of operations providing a forum for nurses to promote the improvement of nursing practice and health care delivery through educational and scientific activities in the state of Colorado. CNF continues to develop the Strategic Initiatives released in 2010. A Board of Directors and Task Force was established to develop an action plan and recommendations on redesign of organizational materials. As this process continues, consideration will be given to collaboration with other professional nursing groups with the goal of mutual support and common messages and activities about the nursing profession.

As CNF develops a focused strategic plan, it will be with consideration of the future as well as retention of the well-recognized and long standing successful activities such as the annual Nightingale state wide recognition dinner and the educational scholarship program for nurses at all levels of nursing education. CNF’s vision is twofold: Provide opportunities for nurses to develop the skill set to be fully engaged in the professional roles of citizen, steward and advocate. Secondly, to assure that the nursing profession, the largest group of health care providers, is present in Colorado community as leaders in creating a sustainable health care system in Colorado.

Looking forward to 2014, expect to see a new and more interactive CNF website, increased opportunities for involvement in CNF initiatives from the greater nursing community, and new efforts for collaboration with other nursing organizations on matters crucial to the future of the profession. In particular, it is anticipated that CNF will expand its involvement in collaborative efforts that support the implementation of the Institute of Medicine recommendations on the Future of Nursing. To conclude, now is the time for nurses to step forward as visible and vocal leaders in determining the preferred future for both nursing and health care in Colorado. Stay informed about CNF activities and opportunities through this new column in the Colorado Nurse as well as the website.

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*For a complete list of master’s options, please visit our website.
Time for Nominations for the 2014 Nightingale Awards for Excellence

The 2014 Nightingale/Luminary Awards recognize nurses in two categories: Nurses in Clinical Practice and Nurses who are Administrators, Educators, Researchers, and those who function in Non-Traditional Practice Roles. Registered Nurses who exemplify the spirit of a citizen of the profession through advocacy, innovation or leadership should be nominated.

- Advocacy - advancing a cause or proposal
- Innovation – demonstrating creativity which addresses today’s challenges/opportunities
- Leadership – motivating others to work toward a common goal
- Luminaries are selected by region and forwarded to the State Selection Committee, who determine the six Nightingale recipients. Each region also hosts a local event for their nominees and Luminary Award Recipients.

NOMINATION DEADLINE:
Postmarked or submission date no later than midnight on JANUARY 15, 2014
Please go to the Colorado Nurses Foundation Website for the Nomination Form and further details:
http://www.cnfound.org

The Colorado Nurses Foundation (CNF) organizes this statewide event. CNF is a 501(c)(3) non-profit organization, dedicated to improving health care and nursing practice in Colorado. CNF is devoted to creating nursing excellence through the promotion of educational and scientific activities and community-based projects in Colorado. Since 1999, the Colorado Nurses Foundation has awarded nursing scholarships and research grants totaling over $500,000.
Association has a long history of successfully advocating on behalf of nurses and the patients we serve in the State of Colorado and we are excited to engage with Capitol Success Group in our advocacy work.

Capitol Success Group is among the most experienced and successful lobbying firms in the State of Colorado. Capitol Success Group principals have both served in the Colorado House of Representatives. Capitol Success Group represents not-for-profit and non-profit organizations, statewide associations and membership groups, individual companies and higher education institutions.

Capitol Success Group has demonstrated expertise on budget initiatives as well as health care, public education, and, human services issues. They have broken many a personal touch! (I think it’s in the job description)

Capitol Success Group also teaches clients to be a part of lobbying process and encourages organizational members to participate in the organizations Government and Political Affairs Committees to facilitate visits with your legislators at the Capitol during session as well as engage your expertise to provide comment to specific bills while being heard and reviewed in committee.

Examples of work with CNA in the 2013 session are reported below.

Partners in the Capitol Success Group include

Norbert D. Chavez
Principal/CNA Lobbyist
Gil Romero
Principal/Attorney
Joshua Rael, J.D.
Associate Lobbyist & Communications

Capitol Success Group provides legislative reports to CNA. They have helped develop and refine a strategic plan, keep us informed about our healthcare care providers in Colorado Springs and Pueblo, the Democratic

Many other bills were monitored through the session and currently interims committee meetings and will be monitored in future sessions.

Capitol Success Group would like to encourage the efforts of Dr. Sara Jarrett and the entire CNA GAPP committee for their work in the Capitol. According to Norbert Chavez, Principal and CNA lobbyist, “we appreciate the guidance and priority setting these individuals provided to us during the legislative session.”

One final word from the Capitol Success Group is to encourage all Registered Nurses in the State of Colorado to join with the Colorado Nurses Association as members. The voice of nursing is as strong as our membership and your membership and your advocacy work.

In another life I would never have considered rural nursing, but at least working and useable. Where can we maybe not working the way it was originally, somewhere.

(Right now I can expound on the virtues and values of rural nursing exponentially and rewards these nurses for their dedication, hard work, and time to enjoy the great Colorado land. To us, value small town living, close knit families, and highways and byways of this beautiful state and the patients served here I am, and I am happy to be here. My many years in a rural nursing home have been a great source of pride for me.

Rural nursing has its own framework which is much different from urban nursing. This article is written to help nurses understand the comparison between rural and urban nursing is not made. Not today anyway. This will be the place where I can never return for rural and values of rural nursing from my own experience as a staff nurse and from the wisdom from other nurses who have spent their careers serving in the rural areas.

Being a nurse in a rural hospital, nursing home, or clinic requires every nurse to have special qualifications, and some of these are just short of superhuman abilities. Often a rural nurse must have a flexible and creative attitude, the resources and personnel we need are not always available.

I never realized that the INN oxygen tubing, a siren, or a Foley catheter clamp can have! Anything that folds, bends, stretches, or expands has many more uses than what is listed on the package directions. Creativity serves the rural nurse exponentially and rewards these nurses with unlimited success, fun, and diversion.

Everyone has some downtime, even if for a few minutes.

Rural nurses are masters of more than nursing skills. Give any one of us something broken and we will have it in working condition in no time, maybe not the working way it was originally, but at least working and useable. Where can we find a copy repair person at 0200 on Saturday nights? Where is the oxygen company when all the tanks are frozen and residents are getting up for the day? I say not to worry because the rural nurse has handled all this and more. (I think it’s in the job description somewhere.)

All humor aside, rural nursing is a special career choice. I have witnessed excellent nursing care given to patients in our rural hospitals, nursing homes, and clinics. These nurses are versatile, creative, sincere, and kind people who value small town living, close knit families, and time to enjoy the great Colorado land.

We must understand what is in our power to do, where we love, and with whom we love. And we don’t have to sit in traffic for hours trying to get home!

A good rule of thumb is that we often meet our former patients in the street, in church, in the grocery store, and at the farmers market.

They remember us by name! They continually thank us for all that we did for them. I love this personal touch!

Being far from the larger cities has its drawbacks, though. We often run the legislative decisions at the state level. We are, however, vocal about local issues and community health.

We have a large number of RNs who have graduated from ADN schools of nursing. Most of them would consider it a financial hardship to be forced to go on for a BSN. Many facilities would not be able to pay nursing any extra money to have a BSN because their budgets are smaller than those in urban areas. We are, however, very fortunate to have nurses who keep up with ERP nursing skills thanks to computer, area workshops, and seminars. These nurses provide inservicing that helps the other use the most current technology in our area. They are also fortunate to have Community Colleges in our areas as resources of new information and to provide a stepping stone for new nurses.

The next time you are out traveling the highways and byways of this beautiful state and need medical care, remember we are here; we are trained, skilled, and ready to help you. After all, isn’t that what nursing is about?

Capitol Success Group continued from page 1

The Lighter Side of Rural Nursing in Colorado

Kathryn Carpenter, Region II Board of Director

in Colorado Springs and Pueblo, the Democratic

mained in the House and the Senate. Budgeting for the State of Colorado shows positive trends with modestly paced growth in the state budget at the end of fiscal year 2012-2013. What isn’t clear is what the impact of the flood devastation will be for the State. Fiscal year 2014-2015 is projected to be one of the most challenging years in recent history. Some additional money will be spent.

Bills supported in the 2013 Session included:

HB 1068: “On-site Inspections Of Medicaid Providers” (YOUNG / ROBERTS)
Passed and signed
Resolves that some additional money be spent creating debate about where and how that money will be spent.

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• a minimum of three (5) years of clinical experience as a registered nurse

DSN is also seeking qualified adjunct nursing faculty to teach clinical and simulation experiences. Requirements include a minimum of:

• a master’s degree in nursing
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glora@centrac.org
www.centrac.org

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In Colorado Springs and Pueblo, the Democratic major is maintained in the House and the Senate. Budgeting for the State of Colorado shows positive trends with modestly paced growth at the end of fiscal year 2012-2013. What isn’t clear is what the impact of the flood devastation will be for the State. Fiscal year 2014-2015 is projected to be one of the most challenging years in recent history. Some additional money will be spent.

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- Application deadline: February 3rd, 2014
- Registration is limited

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**Special Interest Districts**: If you are interested in joining a special-interest district, please check the district that best suits your needs.

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- 30 **CO Society of Advanced Practice Nurses**
- 31 **CO Society of Clinical Specialists in Psychiatric Mental Health Nursing**

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  - **PAYMENT PLAN**

- Application deadline: February 3rd, 2014

- Registration is limited

- April 1–June 13, 2014
- Online modules developed by the Association of PeriOperative Registered Nurses (AORN):
  - Nursing and Practice Professional issues for nurses in perioperative settings.
  - www.msudenver.edu/extendedcampus/periop/

For more information call:
- Ranae Shrader at 303.556.3668 for RN-BSN Completion Extended Studies at 303.721.1313 for Intro to Perioperative Nursing

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![Image of a group of people in a line, with text describing their positions and affiliations.](image-url)
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- **Clinical Nurse Managers and Educators** – Statewide
- **ICU RN** – Denver, Colorado Springs and Pueblo
- **Emergency Room RNs** – Denver, Colorado Springs
- **Regional Float Pool RNs** – Statewide

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**Team Nurse Case Manager**

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Training for the Team Nurse and Strategic Nurse positions is done by the Nurse Specialists and appeals to every type of learner in that there are visual, hands-on, one-on-one, classroom and self-study components. The work is varied and challenging so learning continues well after the formal training is over. While most nurses have never been directly exposed to the availability of these types of career options, many find them to be well worth exploring at some point in their careers.

**Career Options Abound in Occupational Health and Insurance Nursing**

While in Nursing School, you were probably never exposed to the career options that exist in the Occupational Health field and Insurance industry. One of these options are the case management and care of individuals who have been injured on the job. You might be curious about how these nurse roles are different from the role you are currently in. Working in the occupational health field and insurance industry offer some attractive advantages including: Regular daytime business schedules, no necessity to bid for shifts, and no need to work nights, weekends, and holidays. Another appeal is the less demanding physicality of these jobs with less standing and less wear and tear on the body. Caseloads also tend to be more manageable as Insurance companies generally have state of the art computer systems that make it easier to document patient care and manage caseloads.

Pinnacol Assurance, serving Colorado since 1915 and the state’s leading provider of workers compensation insurance, is a good example of the types of careers available to nurses in the insurance industry. The company’s Team Nurses consult with claims representatives regarding the medical aspects of claims while interacting telephonically with injured workers and providers to ensure recovery, successful return to work, and returning the injured worker to their pre-injury condition. Strategic Nurses work on more complicated long-term cases requiring critical and strategic thinking skills and involves the comprehensive, in-depth, medical review of records within a legal framework. Both positions participate in consultation with physicians, occupational and physical therapists, external case managers, specialists, and legal staff. While these positions generally do not provide direct patient care, nurses involved in this type of work are critical in helping move cases along and ensuring positive outcomes. Pinnacol also has Nurse Specialists who do not manage individual caseloads but instead monitor best practices, provide on-going training and mentoring, and who are available as a constant resource to other nursing staff.

It is interesting to note that most nurses in these positions come directly from the clinical environment and represent all types of specialties. The work environment is team-based and nurses interact on a daily basis with other team members including claims representatives, underwriters, auditors, legal counsel and administrative support personnel.

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**Program Options:**
- BSN Nursing: Pre-Licensure Option
- BSN Nursing: RN-BSN Online Option
- BS Health Care Administration

**Great Companies Keep Company With Great People**

Pinnacol Assurance is seeking a Strategic Nurse Case Manager to manage some of our more complex claims. This position works with team members to identify and resolve complex medical and claims issues, establish adequate reserves, and achieve wherever possible full and final closure. Provides particular medical expertise relative to the handling of complex and catastrophic medical claims. Our nurses perform self-directed, professional level work in a fast paced team environment as they interact with injured workers, policyholders, and providers. The successful candidate will have 6+ years case management experience primarily in workers’ compensation. CCM Designation a plus. Requires current Colorado RN license.

Pinnacol Assurance is looking for an RN to provide telephonic case management handling the medical aspects of workers’ compensation claims. Our Nurses play an integral role in the effective and compassionate management of injured workers claims. They perform self-directed, professional level work in a fast paced team environment as they interact with injured workers, policyholders, and providers. Most of our nurses come from a clinical environment and bring a broad clinical background. Experience with rehabilitation, occupational health, managed care, or emergency nursing is preferred and direct insurance exposure, though not required, is a plus. A current Colorado RN license is required. This is a Monday through Friday position working normal business hours.

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Centura Health connects individuals, families and neighborhoods across Colorado with more than 6,500 physicians and 16,300 of the best hearts and minds in health care. With 15 hospitals, multiple clinic, seven senior living communities, home care and hospice services – Centura Health offers fulfilling opportunities to support your career journey.