

ARIZONA Nurse



The Official Publication of the Arizona Nurses Foundation
Circulation 86,000 to every Registered Nurse and Licensed Practical Nurse
1850 E. Southern Avenue, Suite 1 • Tempe, AZ 85282
www.aznurse.org • 480-831-0404 • info@aznurse.org
Editor: Shawn Harrell, MS, RN



Volume 67 • No. 4

facebook

November 2014

When Nurses Talk, Arizona Listens



AzNA's Governmental Affairs Officer Denise Link, PhD, NP, FAAN, FAANP was asked to speak at Governor Brewer's first (of two) press conferences on Medicaid Restoration and Expansion. In her speech, Dr. Link stated "Lack of insurance coverage leads people to depend on health fairs or urgent care clinics that are not intended to provide the coordinated, comprehensive health care that has been demonstrated to improve health outcomes." The Governor signed the Medicaid Expansion Bill into law in June, 2012. For more on this topic see page 5.

Executive Director's Report

"Get to the table and be a player, or someone who does not understand nursing will do that for you." ~ Loretta Ford, EdD, RN, PNP, FAAN, FAANP



Robin Schaeffer

Every nurse has advocated for their patients. Not every nurse has advocated for their profession. What will it take to convince you to step forward, get to the table and use your voice for the good of our profession and the safety of our patients? You already have advocacy skills but you may not know how to use those skills to focus on grassroots advocacy in your own workplace or in the public policy environment of the Arizona Legislature.

Executive Director's Report continued on page 4

Highlights of Nurses Using Their Voice to Influence Policy

Page 4



Nurses Getting Involved: Don't Miss 2015 Nurses Lobby Day and Public Policy Day

Page 7



ANA HealthyNurse™ Survey

Page 13



current resident or

Non-Profit Org.
U.S. Postage Paid
Princeton, MN
Permit No. 14



JOIN US NOW!
We're Working For You!

www.aznurse.org

President's Message

Autumn – The Season of Vibrant Color and a Flourish of Activity

When I think of autumn, I think of bright colorful leaves falling from the trees and covering the ground like a vibrant overcoat. When the wind blows, there is a rush of activity as the leaves swirl upward only to float to the ground once more. This excites me, because autumn is truly a time for AzNA to flourish. There are two particular activities that are *flourishing* that I would like to share with you.

First, with elections so close to us, advocacy at AzNA has been revving its engine as our political action committee addressed the propositions and vetted candidates for the August primaries and November general elections. AzNA member volunteers worked hard to know and understand the candidates and recommended endorsements to those that clearly demonstrate responsible awareness of nurses' needs. Did you know that one in 86 Arizonans is a nurse? The elections provide us with a wonderful opportunity to vote in legislators who can shape public policy the way we want it shaped. I hope every one of you voted in this election cycle and took advantage of the work that AzNA has done in this area by visiting the public policy portion of www.aznurse.org. This site is extremely useful and available 24/7, so when it comes to any election, it is the site I always visit first.

Another flourish of activity has focused on the APRN Consensus Model/APRN Compact Legislation where groups of representatives from each of the four APRN roles in Arizona



Carol J. Stevens

are collectively working on drafts of Sunrise applications; the process for changing scope of practice in Arizona (2015) and future legislation to expand that scope (2016). This activity will greatly impact future health care delivery by allowing APRNs to practice to their full extent. Sound familiar? Yes, it is one of the IOM Future of Nursing recommendations! I wish to recognize Dr. Denise Link (AzNA BOD, Governmental Affairs Officer) and Rory Hays (AzNA Lobbyist) for their commitment and dedication to this work. We are rocking the walls and paving the future with this AzNA activity and you can be involved and part of that future even if you are not an APRN. I think we all want healthcare to be affordable and accessible and having APRNs practice to their full scope can only get us closer to that reality.

There are many other *flourishing* activities going on at AzNA this autumn, too numerous to name here. So what are your autumn plans? Is it time for you to be involved in areas that you are passionate about? In areas that affect your practice? In areas that need your energy? I don't know about you, but I want to create the future, not watch it be created and live with the consequences. I want to better the profession of nursing, not just let it happen. I want to leave the world a better, healthier place because nurses can And that is why I am involved and active in the many *flourishing* activities of the AzNA.

Kindest regards,
Carol



www.aznurse.org

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



Article and Submissions for Peer Review

Arizona Nurse Author Guidelines are available at www.aznurse.org or 480.831.0404.

VALLEY HOSPITAL
MENTAL HEALTH AND CHEMICAL DEPENDENCY CARE

JOIN A GREAT TEAM

Valley Hospital is a private freestanding psychiatric hospital specializing in mental health and chemical dependency care.

Valley Hospital is currently offering a \$5K sign on bonus for Full-Time experienced night shift Registered Nurses. Previous experience as a Behavior Health RN preferred. Valley Hospital offers a competitive salary and a generous benefit package.

3550 East Pinchot Ave.,
Phoenix, AZ 85018

For more information or to apply, visit:

www.valleyhospital-phoenix.com

or call 602-952-3904

Equal Opportunity Employer

Carson Tahoe Health provides a complete continuum of care with:

- Three Hospitals
- Two Urgent Care facilities
- Comprehensive provider network
- 22 locations covering Carson City & surrounding areas

We offer:

- Competitive Salaries • Medical Benefit Package
- PTO • Sick Leave • Paid Holidays
- Education Assistance • Generous 401(k)

Sign-on Bonus & Relocation Assistance Available

Visit our website for current nursing opportunities

www.carsontahoe.com

Recruiter: 775.445.8678
Job hot line: 888.547.9357
Carson City, Nevada
(Located in Northern Nevada, near Lake Tahoe and Reno)
EOE



Board of Directors
President
Carol J. Stevens, PhD, RN

Vice President
David Hrabe, PhD, RN

Secretary
Sandra Thompson, MS, BSN, RN

Treasurer
Carla Clark, PhD, RN, CNML

Government Affairs Officer
Denise Link, PhD, NP, FAAN, FAANP

Staff
Robin Schaeffer, MSN, RN, CNE, CAE, Executive Director
Debby Wood, Program Coordinator
Wendy Schulz, Administrative Assistant



Chair, AzNA Member
Anne McNamara, PhD, RN

Scholarship Chair, AzNA Member
Sharon Rayman, MS, RN, CCTC, CPC

Elected Trustee, AzNA Member
Rhonda Anderson, RN, DNSc, FAAN, FACHE

Elected Trustee, Community Member
Wayne Allcott

Elected Trustee, AzNA Member
Pat Mews, RN, MHA, CNOR

Elected Trustee, AzNA Member
Vacant

Elected Trustee, AzNA Member
Carol Stevens, PhD, RN

Elected Trustee, AzNA Member
Judi Crume, PhD, RN

Elected Trustee, AzNA Member
Carol Kleinman, PhD, RN, NEA-BC

Executive Director
Robin Schaeffer, MSN, RN, CNE

The *Arizona Nurse* (ISSN 0004-1599) is the official publication of the Arizona Nurses Foundation (AzNF) published quarterly by AzNF, peer reviewed and indexed in Cumulative Index for Nursing and Allied Health Literature. *Arizona Nurse* Author Guidelines are available at www.aznurse.org. Call 480.831.0404 or info@aznurse.org for more information.

No material in the newsletter may be reproduced without written permission from the Executive Director. Subscription price: included in AzNA membership or \$30 per year. The purpose of the *Arizona Nurse* is to communicate with AzNA members and non-members in order to 1) advance and promote professional nursing in Arizona, 2) disseminate information and encourage input and feedback on relevant nursing issues, 3) stimulate interest and participation in AzNA and 4) share information about AzNA activities.

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. AzNA 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.

Advertisements do not imply endorsement nor approval by the Arizona Nurses Foundation (AzNF) of the product advertised, the advertisers or the claims made. AzNF shall not be held liable for any consequences resulting from the purchase or use of advertised projects. AzNF and Arthur L. Davis Publishing Agency, Inc. reserve the right to reject advertisements. Rejection of an advertisement does not imply that the offering or product for advertisement is without merit, lacks integrity, or that this association disapproves of the offering or product.

The Arizona Nurses Association is a constituent member of the American Nurses Association.

“We Love Scripting” ...Said No Nurse Ever

Colleen Sweeney RN, BS

Do you love scripting? If you're like most nurses I speak with around the country, your resounding answer is “NO!” An overwhelming number of people in healthcare DO NOT like it. But experts agree that scripting works: its effectiveness has been proven in other industries, and some research links scripting to higher patient-satisfaction scores.

Since most nurses hate it, though, I won't even try to change your mind. Instead, I want to introduce you to an idea called “unscripting.” Please hear me out.

Some time ago, I realized that all of us are scripted. Just as most of us have a limited repertoire of foods we eat regularly, we say pretty much the same things at the same touch points. We have a tendency to favor words, phrases, and exclamations, which we call our own. Just ask anyone close to you if there is something you say all the time. Or ask someone to recall your version of, “Hello. How are you?” Another great exercise is to ask the people you live with to tell you something you say all the time. You may be surprised!

The idea of “unscripting” came to me the day I got the dreaded call—the one that starts with “Are you in charge?” Uh-oh. (That's usually not a good sign.) The woman on the other end of the line said, “Are you the director of customer service in the hospital?” When I answered in the affirmative, she said, “Then you need to tell the admitting lady to stop wishing ‘good luck’ to every patient having

surgery.” The caller asked me if luck was what was needed to get out of the hospital unscathed. I thought to myself, ‘How can this be?! No one at my hospital would be that thoughtless!’

When I spoke with the admitting staff, they all realized that they said “good luck” to every patient, and, beginning to understand the effect of their well-intentioned words, they felt heartsick. One kind employee told me that, even though she said “good luck,” she silently said a prayer once the patient turned away. Unfortunately, though, patients never heard the sweet prayers offered on their behalf—only that luck is needed to survive.

I knew we could do better, so I worked with the admitting staff to “unscript” their words. “Unscripting” involves thinking about the words we use regularly and asking, ‘Are these the best words I could use in this situation? How might others perceive what I'm saying? What would I like said to me if I were a patient in this situation?’

Frontline healthcare professionals make it clear that they are not yet receptive to scripting, no matter how hard management tries to sell it to them. So, to fix that, maybe we can take the first step and examine our daily scripts. Instead “good luck,” you may want to suggest statements like, “We will take great care of you,” “You're in the best possible hands,” or “We're here for you.” Any of these lines are better than “good luck.” We need to examine our current scripts and rid organizations of thoughtless comments that are potentially harmful to the patients we intend to heal. Let's call it an exercise in empathy.

**AzNA Wishes
You a Happy
Holiday Season**

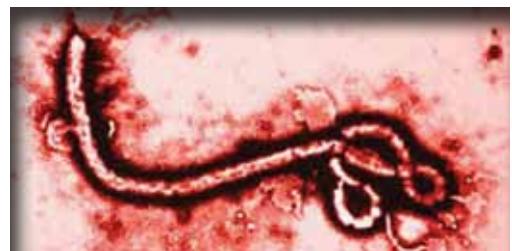
Holiday Hours:

**AzNA offices will be closed in
observance of Thanksgiving Day,
November 27 & 28th**

**AzNA offices will be closed
for the winter holidays from
December 22 through
January 5, 2015**

EBOLA Stay Current

www.aznurse.org



Where career support meets life support

The flexibility, convenience and support
you need to advance your career

Find Your Extraordinary

At Chamberlain, we know juggling work, school and family can be difficult. Which is why we provide flexible and convenient, online programs with personalized attention and individualized support. So you can take your career to the next level, while keeping your life on track. **Learn more at chamberlain.edu**

BSN | RN to BSN | MSN | MSN-FNP | DNP

Chamberlain College of Nursing | Phoenix Campus | 2149 W. Dunlap Ave. | Phoenix, AZ 85021 | 602.331.2720

Chamberlain College of Nursing, National Management Office, 3005 Highland Parkway, Downers Grove, IL 60515, 888.556.8CCN (8226). Chamberlain College of Nursing is accredited by The Higher Learning Commission (HLC) and is a member of the North Central Association of Colleges and Schools, ncahlc.org. HLC is one of the eight regional agencies that accredit U.S. colleges and universities at the institutional level. The Bachelor of Science in Nursing degree program and the Master of Science in Nursing degree program at Chamberlain College of Nursing are accredited by the Commission on Collegiate Nursing Education (CCNE, One Dupont Circle, NW, Suite 530, Washington, DC 20036, 202.887.6791). Program/program option availability varies by state/location. Comprehensive consumer information is available at chamberlain.edu/studentconsumerinfo. ©2014 Chamberlain College of Nursing, LLC. All rights reserved.



**CHAMBERLAIN
College of Nursing
Extraordinary Care.
Extraordinary Nurses.**

Executive Director's Report continued from page 1

The public policy pages on the Arizona Nurses Association website (www.aznurse.org) are just a click away, yet out of the 77,000 RNs in Arizona less than 3% actually step forward and use their voice. The intent of this article is

to raise awareness of how important, and how simple it is when you have the Arizona Nurses Association leading the way for you.

For the past 95 years, the respected voice of nursing has been the Arizona Nurses Association. Follow the picture path to see how nurses in Arizona have used their expertise and advocacy skills to speak individually, as a group and as a

profession to change the healthcare landscape in Arizona. The best part is that we guide you through it and give you the tools that you need to spend a minimum amount of your time for the maximum outcome. You will have at least 2 opportunities to be coached and mentored in 2015. Please consider showing up at one of them. (See page 7).

Arizona Nurses Using Their Voice to Influence Public Policy

1919 – AZNA Starts Its 95 Year Journey to Advance and Promote Professional Nursing in Arizona



42 nurses representing three counties (Maricopa, Pima, Cochise) met and voted to organize The Arizona State Nurses Association (ASNA) later re-named The Arizona Nurses Association (AzNA). Like other state nurses associations, the first order of business was focused on legislation to pass the Nurse Practice Act.

1921 – (January-May) Getting the Word Out to All Nurses – First ASNA Lobbying Initiative



The "Nurse Practice Act" was presented to the state legislature. Nurses from around the state were asked to contact their legislators urging them to vote "yes" on this bill. On the last day of the legislative session the bill still hadn't been heard, so the ASNA took action.

1921 – (June) ASNA: "We Are Prepared to Stay Until Our Bill is Passed"



Edith Snowden, RN, Chairman of ASNA's committee of legislation, took some of her committee members down to the legislative chambers to see what they could do. Miss Snowden said in an interview "We went into the balcony (of the legislative chambers) with bags of peanuts, jelly beans and popcorn to ward off the hunger pangs. We sent word down to the Chairman of the Legislature that we were prepared to stay until our bill was passed. The legislators looked in our direction several times to see if we meant what we said. Finally at 2am the bill was passed."

1921 – Nurses Association and State Board of Nursing; The Partnership Begins and is Still Strong Today!



On June 9, 1921 the Arizona Nurse Practice Act became law. On June 14, 1921 the Arizona State Board of Nurse Examiners was created. Because the board had no money, ASNA loaned them \$259 for start up costs such as a typewriter. If the State Board failed to repay the debt the typewriter would become the property of ASNA.

1921 TO 2003 Highlights

1930's – ASNA supported the establishment of an Arizona State Department of Public Health

1940's – Much of the business of ASNA was put on hold during WWII. Many nurses entered the armed services.

1950's – ASNA used their voice to advocate that employers adopt a forty hour work week. They also urged the formation of departments of nursing at both Arizona State University and University of Arizona.

1960's – ASNA nurses became involved in community health programs and represented ASNA on agency committees and boards. A nurse was also appointed to the Health Advisory Committee of the Selective Service Board of Arizona. ASNA used their voice to advocate for upgrades to nursing homes. The State Board of Health adopted almost verbatim ASNA's recommendations for proposed Rules and Regulations governing Nursing Homes and Hospitals.

1970's – AzNA focused on ensuring that advanced practice nurses gained access to legislative authority to fulfill their role. Arizona became the first state to legitimize the practice of RNs in extended roles.

1980's – During this decade, AzNA was active in drafting bills that amended the Nurse Practice Act. Much of the focus was on scope of practice for Nurse Practitioners.

1989 – AzNA hired Rory Hays as their lobbyist. Rory remains in that position today!

1990's – AzNA and the Arizona State Board of Nursing forged a strong working relationship. Legislation enabling advanced practice nurses to enlarge their scope of practice became a model for the country.

Early 21st Century – AzNA used their voice during the legislative sessions to protect nursing's interest in bills. The AzNA Legislative Committee (currently the Public Policy Committee) supplied comments and recommendations on over 100 bills each session.

The AzNA Public Policy Agenda continues to be the AzNA document that guides the work of the AzNA Public Policy Committee and our Lobbyist, Rory Hays. It is re-written every two years with the input of the AzNA membership. Access the AzNA Public Policy Agenda at www.aznurse.org.

2003 – AZNA Proposes New Law to Protect Nurses

Kathy Player (right) AzNA President, 2001-2005 and Adda Alexander, RN (left) from the Arizona Hospital and Healthcare Association speak at a press conference on the Whistle Blower Protection bill at the State Capitol in 2003. On September 18, 2003, Arizona's Patient Safety Reporting and Nonretaliatory Policies Act became effective. The statute required that each health care institution adopt a policy that prohibits retaliation against a health professional who in good faith makes a report to a health care institution concerning activities, policies, or practices that a health professional reasonably believes: (1) violate professional standards of practice or are against the law; and (2) pose a substantial risk to the health, safety, or welfare of a patient.



2003 – AZNA Advocates for Title "Nurse" Protection



Update to ARS 32-1636: Only a person who holds a valid and current license to practice registered nursing in this state or in a party state pursuant to section 32-1668 may use the title "nurse," "registered nurse," "graduate nurse" or "professional nurse" or the abbreviation "R.N."

2013: Medicaid Restoration and Expansion. Nurses Front and Center at the Legislature



A Message from Governor Brewer to Arizona Nurses

May 1, 2013

Arizona faces its most important health care issue since the creation of our unique Medicaid system – AHCCCS – thirty years ago. Twice, the voters of Arizona have supported AHCCCS coverage of childless adults up to 100% of the Federal Poverty Level. My Medicaid Restoration Plan will not only honor the will of those voters, it will also provide critical health coverage to Arizona's working poor, create thousands of quality jobs and reduce the impacts of uncompensated care upon our hospitals and Arizona families.

Let me thank you for the support of the Arizona Nurses Association in this important effort. I know many of you have e-mailed or met personally with your legislators as you ask for their vote in favor of restoration. But I still need your help. Your voices need to be heard!

I would appreciate it if you would contact your legislators by e-mail, by phone or by good old-fashioned letter to let them know that you support Medicaid restoration for childless adults. Share with them how the lack of health care coverage impacts your patients and leads to tragic results. Assure them that the cost-effective services provided to AHCCCS patients meet the standards of care and professionalism required for any patient.

As National Nurses Week approaches, I particularly want to thank you for your help and for the vital service and care you provide to Arizona citizens.

Sincerely,

Janice K. Brewer
Governor

AZNA Nurses Front and Center at Governor's Press Conference



Since nurses are the most trusted profession (gallup poll for the 12 years), AzNA was asked to be front and center during press conference #2. We made sure our message was delivered.

2014 – AZNA Recruited to Support Proposition 480

As a result of our letter of support, nurses were included on the promotional lawn signs. We were told that nurses were listed first because we continuously rate the highest in local polls for trust. (We already knew that!)



(photo credit Joshua Lott The New York Times/Redux)

Governor Brewer speaks in support of restoring and expanding Medicaid (2013).
Nurses are intentionally placed behind her.

2014 – AzNA became the “go to” resource after it was announced that a nurse in Dallas had been diagnosed with the Ebola virus.



Robin Schaeffer, ED, AzNA was interviewed by 5 different local media groups the day after this announcement.

This image is an advertisement for Northern Arizona University's nursing programs. It features a blue and white shield logo on the left, followed by text on a yellow background. The main title 'Advance Your Career Online' is in large, bold, black letters. Below it, 'RN - BSN' is in large blue letters, with '(Admissions Year-Round)' in parentheses. The 'MS* - Nurse Generalist or FNP tracks' and 'DNP* - Post Master's Option' are listed in large blue letters. A note below states 'Available to RNs with a Master's degree in nursing.' A disclaimer at the bottom right says '*Campus visits required for FNP and DNP*'. At the bottom, there is a large blue call-to-action button with white text that reads 'For more information and application deadlines, please visit www.nau.edu/nursing' and 'nursing@nau.edu'.

JOIN OUR TEAM!

Show Low Arizona has four beautiful, mild seasons – a perfect place for outdoor adventures year-round!



**Seeking
EXPERIENCED RN's**

For multiple departments including:

- ▶ Circulator ▶ Cath Lab
- ▶ Labor & Delivery ▶ ICU
- ▶ Home Health ▶ Float
- ▶ Emergency Dept ▶ OB Float

- Experience Required
- Sign on/Relocation Assistance
- Excellent Benefits
- Yearly Increases

CONTACT:
Stevie Burnside, Recruiter
office 928-537-6367
fax 928-532-8995

sburnside@summithealthcare.net
www.summithealthcare.net

 **Summit Healthcare**
REGIONAL MEDICAL CENTER

Summit Healthcare Regional Medical Center
2200 E. Show Low Lake Rd.
Show Low, AZ 85901




O:A:S:I:S Hospital
 Orthopedic and Spine Hospital
 Phoenix

*Come be a part of
 our O:A:S:I:S team in
 Phoenix.*

Pre-Op/PACU Manager
 AZ license required.
 Shift – M-F 8 a.m. – 5 p.m.
 Pay dependent on experience.

If interested in working with a great team in a small family environment, submit your resume to:

Diane Nieman
HR Director
dnieman@oasishospital.com



Psychiatric Nurse Practitioner

Prescriptive Authority Nurse

Mental Health Center of Denver is a nonprofit community mental health center, and is the nation's leader in progressive community-based mental health. Work as part of a multidisciplinary team to provide various mental health services to a diverse population. We offer counseling, housing, education, and vocational services for adults, children and families. We build upon each consumer's strengths and resiliency to help them toward recovery.

****Bilingual applicants are encouraged to apply.***

For more information about Mental Health Center of Denver and our forward-focused wellness culture please visit our website at www.mhcd.org.

To apply: Complete the online application or email your resume to resumes@mhcd.org. Fax: (303) 758-5793.





Healthcare Institution Licensing Surveyors

Become a part of the mission to protect the health and wellness of Arizonans!

Our Agency is looking for healthcare professionals who are motivated to impact the health and wellness of individuals, statewide. Apply now and become a part of the Licensing Team that provides a meaningful public health service by ensuring healthcare facilities of all types operate in a manner consistent with State and Federal rules and regulations.

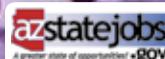
Great Benefits Include:

- Low cost medical, dental, vision & life insurances;
- 10 paid holidays;
- Accrued vacation and sick hours;
- Discount home and auto insurance;
- defined pension plan – visit www.benefitoptions.az.gov

For complete job descriptions, requirements & information to apply please visit our website:
www.azstatejobs.gov

Search title: Federal State Licensing Surveyor.

The State of AZ - AA/EOE/AD Reasonable Accommodation Employer



Money CPR

Shawn Harrell, MS, RN

Everyone is looking for extra money and ways to stay healthy. Here's a place to look that you may not have considered. Eating out can be one of life's pleasures but Americans love eating out in a big way. The average American eats out between 4 and 5 times a week. The average cost of a meal is \$12.75. That's about \$51 to \$60 a week, **per person**. Here are some easy ways to cut the cost of eating out.

Drink water at the restaurant. The average glass of wine is around \$7. Of course alcoholic drinks at a restaurant are expensive, but even soft drinks can run \$2.50 or more. That's \$10 for a family of four or \$14 for 2 glasses of wine. It adds up.

Think portion control. Share an entrée with a friend. When you are served an entrée that looks like a serving for 2 or 3 people, if you can't share it, divide it in half right away. Ask your server for a box and take the other half home for another meal. You will be doing your wallet AND your waistline a favor.

Check out Groupon and Living Social. Both have some great deals for saving while eating out.

Eat lunch instead of dinner. If you have your eye on a special place but it's pretty pricey, think about lunch. Many restaurants serve lunch until 3pm or 4pm.

Look for “Early Bird” or Happy Hour specials.
Many places have specials at specific times of the day or week to bring customers in when it’s slow. Take advantage.

Are you above or below the national average of \$51-60 per week? That's a whopping \$225 a month. Over \$2,500 a year! If you use a credit or debit card for restaurant purchases, review your spending for the last few months. You may be very surprised at how much you spend and decide to use some of these tips or even cut back on eating out. The health angle for eating at home is that you know what goes into that salad. I recently had the Asian Chopped Salad at a national chain restaurant thinking I was making a smart calorie choice. It was yummy but later when I checked their website, I found it was 800 calories! You just might promote your health **and** be able to give yourself a raise by eating at home more often!

FOR REFERENCE LIST ON AZNA's WEB
Reference for cost of eating out
<http://www.thesimpledollar.com> retrieved
September 1, 2014

Specialist, Nursing Clinical Instructor

Provide medical-surgical clinical instruction in health care agencies and clinical skills lab & collaborate in planning student experiences.

For more information or to apply,
please visit www.yavapai.edu/hr

MORTGAGES

Conventional, FHA VA and HARP Programs

"I pride myself on honest and ethical mortgage practices, leading to many repeat and referral clients." — Mark Field

MARK FIELD
Senior Loan Officer
15 Years Experience
US Navy Veteran

602-434-3454

**INTERCONTINENTAL
CAPITAL GROUP**

210 S 4th Ave, #202
Phoenix, AZ 85003

NMLS 965030 AZMB 0911335 NMLS 60134

Nurses Getting Involved: Don't Miss 2015 Nurses Lobby Day and Public Policy Day

2014 AzNA Lobby Day participants in the gallery of the House Floor at the Arizona State Capitol listening to the legislators conduct business.



Arizona Nurses
ASSOCIATION

SAVE THE DATE

Join the Arizona Nurses Association for two purpose-driven events coming in January and February 2015

Registration Opens December 2014

Friday, January 16, 2015

Scottsdale Healthcare Shea Brady Conference Center

9003 E. Shea Boulevard, Scottsdale, AZ 85260

2015 Public Policy Day

Policy makers rely upon nurses' expertise. Learn how to be efficient and effective delivering key messages important to our profession.

Wednesday, February 26, 2015

Arizona Capitol Museum

1700 W. Washington Street, Historic Senate Room, Phoenix, AZ 85009 United States

2015 Lobby Day

It's a Long Walk to the Capitol Alone

Join nurse colleagues and speak directly to your elected legislators about issues important to nurses.

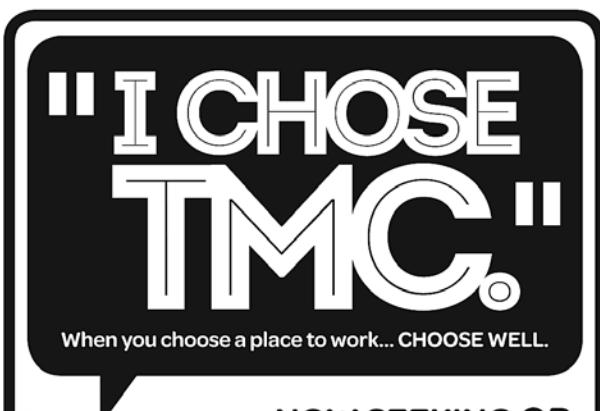
The Arizona Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.



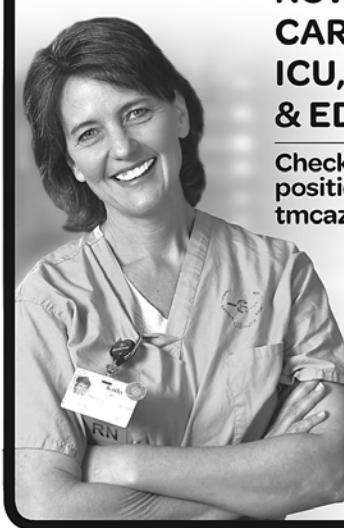
Panel of experts speak at Public Policy Day



During Lobby Day, nurses meet with their legislators to discuss important healthcare issues



When you choose a place to work... CHOOSE WELL.



**NOW SEEKING OR,
CARDIAC, PCCU,
ICU, CATH LAB
& ED NURSES**

Check out all available positions at tmcaz.com/NursingJobs

**Tucson
Medical
Center**

5301 East Grant Road,
Tucson, Arizona 85712
EOE Tobacco-free
workplace

Located in Prescott, Arizona, YRMC is recruiting for RNs in the following departments:
Critical Care, Emergency, Family Birthing-L&D, Med/Surg/Tele, Pediatrics, Staffing Resources

Take the first steps, visit us online at: www.mycareeratyrmc.org, call our recruiter at 877-976-9762, or email VPCareerNetwork@yrmc.org. EOE

 **YAVAPAI REGIONAL MEDICAL CENTER**



Nursing Scholarships Now Available

Up to \$25,000 in academic scholarships awarded to nursing students each semester



The Arizona Nurses Foundation provides scholarships to help support entry into professional nursing and for career mobility within nursing. Scholarships are based on the applicant's merit and financial need. Students may be enrolled part-time or full-time.

Scholarships are available for nursing students who are accepted for enrollment or currently enrolled in nursing schools and are committed to nursing practice in Arizona.

- \$ 500 scholarships for ADN students
- \$1,000 scholarships for BSN and RN-BSN students
- \$ 2,500 scholarships for Masters/Doctoral students
(Preference will be given to graduate students who are committed to working at least 50% in academia.)
- ADN and BSN Kaplan NCLEX Review Course (\$499 value)
(Please visit <http://www.kaptest.com/nclex/home/index.html> for more information.)

For Applications and Guidelines visit www.aznurse.org - Click on the Foundation tab.

Application Deadlines: Fall Award: March 1 Spring Award: October 1

AZNF is also offering three half-tuition Brookline College nursing scholarships for each program start: Fall/September, Spring/January, or Summer/May. One scholarship is awarded per program start in the following degrees: Bachelor of Science in Nursing (BSN), Bachelor of Science in Nursing for Baccalaureate Graduates (BSN/BDG), and Master of Science in Nursing (MSN) programs.

Application Deadlines: February 1 July 1 November 1

Arizona Nurses Foundation -1850 E. Southern Avenue, Suite 1, Tempe, AZ 85282 - 480.831.0404 - www.aznurse.org



Cactus Wren
Training Program, LLC

"Leading the Way" in "Changing Lives One Student at a Time"

Register Online!

Course Offering:

- ✓ CPR/First Aid
- ✓ Pharmacy Technician Classes
- ✓ Phlebotomy Technician
- ✓ CEUs (Caregiver & Assisted Living Facility Manager)
- ✓ VA Educational Benefits Now Available
- ✓ Direct Care Worker
- ✓ Finger Printing
- ✓ Nursing Assistant Classes
- ✓ Caregiver
- ✓ Certified Medication Aide for CNAs

11024 N. 28th Dr.
Suite 265, Phoenix
602-633-2730
www.cactuswrenhomecare.com

What it means to be Blue

At Blue Cross Blue Shield of Arizona (BCBSAZ), we seek only the most talented individuals to join our growing company. Our continued success is reflected in our corporate values of keeping our promises, doing the right thing and treating others the way we want to be treated.

We're invested in your career

This shared vision and mindset have created a corporate culture where hard work is recognized, personal development is actively supported, and innovation and success thrive. Join us and be rewarded with outstanding benefits including generous PTO and a 401(k) with company match.

- **Medical Appeals & Grievances RN**
- **Care Coordinator RN**
- **Care Manager RN**

Learn what it means to be Blue and apply online at:
www.azblue.com/careers



**BlueCross
BlueShield
of Arizona**

BCBSAZ does not discriminate in hiring or employment on the basis of race, ethnicity, religion, national origin, sexual orientation, gender, disability, age, protected veteran status or any other protected group.

Experienced Nurses Needed

For more information or to apply please visit

www.OroValleyHospital.com or
www.NorthwestMedicalCenter.com

An Equal Opportunity Employer



Saint Alphonsus
BOISE NAMPA ONTARIO BAKER CITY

Consider a Career at Saint Alphonsus Health System

Saint Alphonsus Health System is a four-hospital regional, faith-based Catholic ministry serving southwest Idaho and eastern Oregon.

Opportunities available in:

- Intensive Care
- Coronary Care
- Emergency Department
- Clinical Support Team (Float Pool)
- Med-Surg
- Rehab
- OB/NICU
- Main OR
- Nursing Professionals

To learn more and to apply, please visit
www.saintalphonsus.org/careers

Or call Roxanne Ohlund 208-367-3032
 or Rick Diaz 208-367-3118



Experiential Learning Can Work

Donna Adams, DNSc., R.N.
Patricia Bishop, Ph.D., R.N.
Pamela Fuller, Ed.D, R.N.

As opportunities for traditional clinical experiences decrease in nursing education, Experiential Learning (EL) can provide alternatives to direct patient care. Experiential Learning is consistent with recommendations to engage in innovation models in order to transform nursing education (Benner, Sutphen, Leonard, & Day, 2010; NCSBN, 2005).

The Arizona State Board of Nursing approved a proposal submitted by Chamberlain College of Nursing's Phoenix campus to pilot an innovative EL model. As part of this model, the campus reduced the direct patient care hours in each clinical course from 96 to 48. Lab and simulation, virtual learning, and alternative activities comprised the remaining 48 hours and were specifically designed to meet course outcomes.

Activities in the skill and simulation labs complement the direct patient care student experience by presenting realistic scenarios that integrate psychomotor skills with meaning and practice. They further increase familiarity with client conditions that students may not encounter in agencies (Lisko & O'Dell, 2010). One example of a scenario utilized for senior students simulates the delivery of nursing care to multiple patients through a combination of manikins and live actors. This serves to reinforce the concepts of prioritization and delegation. In addition, the use of carefully chosen virtual learning products increases students' abilities to transfer knowledge to real life settings. Alternative hours created by faculty specifically for each clinical course occur in multitudes of settings such as an Alcoholics Anonymous meeting or teaching newborn care to Native Health childbearing women while emphasizing health concepts.

EL components are evaluated as pass/fail. Measures of program evaluation such as the NCLEX-RN pass rates as well as persistence and student satisfaction have remained stable during the pilot. Early student feedback included the fear of not gaining proficiency in skills due to the decreased direct patient care hours, but this has become less evident as end of course surveys

now contain such statements as "so realistic; learned so much." Recent graduates stated they did not always like completing the EL hours while in the program. However, when they described their participation and experiences in the variety of clinical settings to recruiters they found the experiences "got me my nursing position."

In summary, lessons we learned while implementing the model include planning for sufficient budgeting, providing enough lab and debriefing space, and sufficient personnel to staff the various settings. Debriefing after the EL experiences was critical. Students were provided time and specific methods of reflecting on activities they had performed to enhance learning. A non-judgmental learning environment was essential to the EL success.

The EL model has proven to be an effective way to enhance student learning while decreasing the need for clinical agency experiences for Chamberlain Phoenix. Innovative models of experiential learning within nursing can help prepare graduates for practice in a variety of settings (Spector & Odom, 2012).

References

Benner, P., Sutphen, M., Leonard, V., & Day, L. (2009). Book highlights from educating nurses: A call for radical transformation. Retrieved from <http://www.carnegiefoundation.org/elibrary/educating-nurses-highlights>

Lisko, S. A. & O'Dell, V. (2010). Integration of theory and practice: Experiential learning and nursing education. *Nursing Education Perspectives*, 31(2), 106-108.

National Council on State Boards of Nursing. (2005, August). Clinical instruction in prelicensure nursing programs. NCSBN Position Paper. Retrieved from: https://www.ncsbn.org/Final_Clinical_Instr_Pre_Nsg_programs.pdf

Spector, N. & Odom, S. (2012, July). The initiative to advance innovations in nursing education: Three years later. *Journal of Nursing Regulation*, 3(2), 40-42.

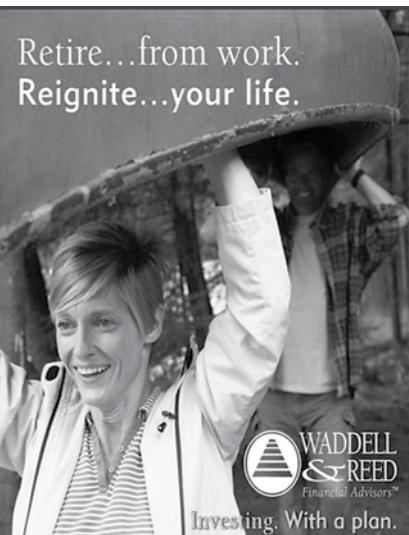
Stewart, S., Mudra, V., & Modene, K. (2011, July). Chamberlain College of Nursing experiential learning packet



Explore your passion!
Looking for RN's and Therapists
See our Careers Page at
www.azhomecare.com



You have the skills
OUR kids need!
**Become a foster or
adoptive parent!**
800.944.7611
FosterAdopt@ArizonasChildren.org
Contact us today!



Jeffrey Belokin
Tucson, AZ
520-745-3090
jbelokin@wradvisors.com

Brandon Valentine
Scottsdale, AZ
480-222-6700
bvalentine@wradvisors.com

Retire...from work.
Reignite...your life.

Waddell & Reed, Inc. 12522 (06/11) Members SIPC



Exciting nursing opportunities, breathtaking allure of the Navajoland and its people await committed & highly motivated nurses at **Winslow Indian Health Care Center**

Located in Northern Arizona, Winslow is near the Navajo reservation and 50 miles via interstate from Flagstaff, a university town with extensive winter activities. You can go from "Standing on a Corner in Winslow, Arizona" to hiking through many scenic and majestic landscapes.

Explore our variety of RN Opportunities that include:
Clinical Nurses (Ambulatory Care, Specialty Care & Urgent Care), Nurses Clinical Care Coordinators, Public Health Nursing, Family Nurse Practitioners

Visit us today at www.wihcc.com and apply online.

Federal Bureau of Prisons



FCC Tucson is comprised of a Medium security facility, a Camp, and a U.S. Penitentiary (USP). The Medium facility is a CARE Level II and the USP is a Care Level III. Our mission is to provide competent and appropriate medical, dental, and mental health care to male and female inmates while protecting society.

FCC Tucson has immediate opportunities for NPs, PAs and RNs

We offer **competitive salaries** including **extra pay** for working nights, Sundays, and federal holidays. We also offer **great law enforcement retirement benefits** including **Health/Life Insurances, a Thrift Savings Plan (like a 401K Plan), and a possible recruitment bonus**. We are an EOE.

The Federal Correctional Complex (FCC), Tucson, Arizona, is located in southeast Tucson just south of I-10. Tucson is located approximately 110 miles south of Phoenix and 60 miles north of the Mexican border. **There are many attractions all throughout the city including sporting events, parks, museums, and the beauty of the area.**

For more information, contact Belinda Hardy, Human Resource Specialist, at (520) 663-5049.

Announcements

Members on the Move

Teri Pipe selected as 2014 Robert Wood Johnson Foundation Executive Nurse Fellow

Teri Pipe, PhD, RN, dean of Arizona State University's College of Nursing & Health Innovation, has been named a 2014 Robert Wood Johnson Foundation (RWJF) Executive Nurse Fellow for 2014. Pipe joins a select group of nurses from across the country in a three-year leadership development program that is enhancing the effectiveness of nurse leaders who are working to improve the United States health care system.

"I am honored to participate in this important program, and am passionate about making the most of this opportunity to make positive change in the health of our communities across the United States," Pipe said.

Teri Pipe



Dr. Melanie Logue, DNP, inducted as 2014 AANP Fellow

Dr. Melanie Logue, DNP Program Chair at Grand Canyon University, was inducted as a 2014 AANP Fellow and has made highly significant, ongoing contributions to advanced practice nursing in the areas of research and policy.

Robin Schaeffer earns Certified Association Executive Status

Robin Schaeffer, MSN, RN, CNE, CAE, Executive Director, AzNA has earned the Certified Association Executive (CAE) designation. This is the highest professional credential in the association industry. Less than 5 percent of all association professionals have earned their CAE. The designation is designed to elevate professional standards, enhance individual performance, and identify

Melanie Logue



association professionals who demonstrate the knowledge essential to the practice of association management.

AzNA awarded Community Partner Award



During the 7th Annual Dream Discover Deliver Awards held on October 30, 2014, The Arizona Nurses Association received the *Community Partner Award* given by the ASU College of Nursing & Health Innovation. This award was earned through years of dedication, volunteerism and community leadership. AzNA is proud to be selected for this award as an organization that has had significant impact on the college.

Robert Wood Johnson Foundation



Southwest Region Indian Health Service



The Southwest Region Indian Health Service is seeking Registered Nurses with **Medical/Surgical, ICU, Emergency, and OB/L&D** experience that have an innovative spirit to improve the health status of our Native American population. We support this effort by providing:

- **Loan Repayment Program** – Up to **\$20,000 annually**
- Innovative and cutting edge practices
- A proven health care team
- Exceptional **Federal Benefits**, including Health and life insurance benefits
- Outstanding **Federal Retirement Plan**, and much more

Our nursing career opportunities are based on needs identified by our nursing executives and patient population located at various rural sites throughout the states of **Arizona, Nevada and Utah**. The Southwest Region also has the largest Medical Center in the Indian Health Service located in downtown **Phoenix**.

If you, or someone you know has an interest, please contact CDR Stephen Navarro at 602-364-5222, or email Stephen at Stephen.navarro@ihs.gov. I hope we'll talk soon.

P.S. Your Southwest adventure awaits you.



UPPER IOWA UNIVERSITY RN-BSN Program

YOUR DEGREE. YOUR WAY.



Ask about
\$1,600 off
tuition!

- Online, hybrid and face-to-face options
- Classes start every eight weeks
- Full time or part time
- Small class size
- Complete the RN-BSN major in one year

Nationally accredited by Commission on Collegiate Nursing Education (CCNE)

UIU - Mesa Center
1361 S. Alma School Road, Mesa, AZ
480-834-4620
uiu.edu/mesa-nursing

Welcoming New and Returning Members

New Members

06/01/14 – 08/31/14

Chapter 1

Chris Azode
Regina Brown
Kelly Cain
Robin Carr
Marissa Chase
Maria Conde
Jennifer Danley
Aldodia Domingo
Helen Dykes
John Elliott
Bonnie Frazier
Molly Harris
Emily Harris
Charlotte Igo
Jennifer Katz
Geneal Knudsen
Susan Larson
Penny Lee
Lori Kay Liberator
Lila Logan
Vanessa Luna
Nicole Marone
Natalie Marquez
Geri Martin
Colleen Martin
Patricia Martinez
Diana Martinez
Kathryn May
Brandi Minor

Natasha Montoya
Jennifer Murison
Summer Oconnor
Elizabeth Pawelski
Mary Peterson
Stacey Peto
Maria Pop
Heather Przybyl
Jenette Ratliff
Vanessa Reese
Joseph Rekha
Lisa Roberts
Sharon Rodriguez-Martinelli
Krystle Short
Brookah Simmerman
Emily Snyder
Sarah Thompson
Anh To
Jovlyn Louise Torres
Shawmbria Wagner
Debra Ward Lund
Tina Williams
Diane Wolf
Samantha Woolsey
Jennifer Yorgurtian
Jeff Zakaras

Chapter 2
Lilly Bejarano
Jacqueline Chiesa
Tammy Estrella
Leslie Garwood
Eva Gentile

Erika Gundrey
Carrie Hanton
Margaret Horton-Breshears
Coralee Howard
Sharon Hudson
Melanie Keith
Tabatha Kiser
Annette Marlar
Tracy Masten
Pam McNabb
Tami Medlen
Lee Ann Morales
Lindy Parker
Lesley Reed
Colene Reed
Marcia Rogers
Marie Ruiz
Anne B. Ryan
Joy Sheets
Morganne Shoop
Patsy Taylor
Patty Wilger
Sarah Wright

Chapter 5
Gilbert Jay Allen
Curtis Beerens
Lisa Blasko
Marika Carolan
Deb Godin
Mickey Houston
Iris Maczura
Misty McCarthy

Gaylene Montez
Jo Ann Ottis
Benjamin Tanner

Chapter 6
Kathleen Drewitz
Carol Johnson

Chapter 7
Angelic Aguilera
Brenna Butler
Nicolette Greek
Cheryl Hansen
Lisa Ling
Margery Smith

Chapter 8
Roberta Child
Carole Garrett

Chapter 9
Marlene Allshouse
Kahla Atherton
Vanessa Bates
Kelly Colonello
Debbie Dugan
Marla Harris
Lynda Heaphy
Shea Hermes
Michael Hobbs
Steli Kostov
Patricia Maybee
Faith Phillips
Maria Sample-Ormes

Therese Sargent
Shirley Sheroian
Jayne Word

Chapter 30
Jenna Abbadessa
Linda Bazalaki
Jennifer Butcher
Christina Cabrera
Jill Casperson
Candice Di Iorio
Mary E. Dominguez
Wendy Duran
Kristen Engels
Lareina Felix
Nicole Garrison
Sheryl Gibbons
Judith Hacker
Kerri Hellyer
Heidi Howe
Sheila Jackson
Rachel Kos
Wairimu Kungu
Keegan Lacy
Brooke Larned
Kristen Magner
Jodi McIntee
Sarah Morales
Anne Jane Ndegwa
Brianne O'Neill
Angela Ortega
Tammy Ostroski
Michelle Peterson
Sandra Ramos

Arly Regoso
Courtney Roach
Andrea Robbins
Alexis Sasala
Andrea Smith
Dustin Smith
Kelly St. Clair
Lindsey Stubbs
Eric Taylor
Deborah Thelwell
Linda Vance
Juan Vega
Julianne Verolini
Paula V. Williams
Alex Woodruff
Moxie Zermeno

No Chapter Affiliation
Nicole Baldwin
Mary Kelley Carleno
Laura Dorrell
Sean Hopler
Samantha Hyland
Ashley Magee
Sarah Mehan
Sarah Rogers
Amy Rolandi
Sonya Saxon
Caitlin Watson
Alyssa Weber
Amy Weissman
Sarah Wright

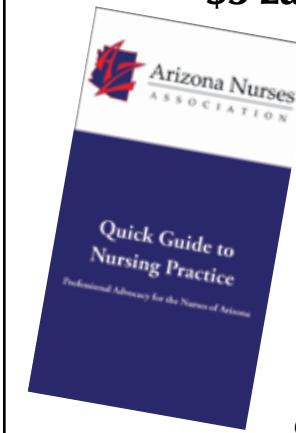
2 Year Anniversary Members

06/01/2014-08/31/2014

Jennifer Armfield
Cathleen Atkins
Sara Barrett
Frances Bartholomeaux
Anne-Marie Beamer
Crystal Bennett
Martha Borbon
Jennifer Brewer
Cynthia Broening
Glenda Bruckner
Jennifer Bui
Edie Butler
Merry Byrd
Lori Carpenter
Dorothy Colgan
Laura Cooper
Melissa Dasher
Emilia Davis
Saundra Ely
Patricia Estadt
Theresa Floegel
Keith Garrett
Donna Gleason
Kathleen Gonzales

Jen Grace
Kimberley Greenwald
Melisa Harper
Joan Heck
Wendy Herrington
Dellene Higuera
Holly Hill
Adrene Hogan
Lori Jamison
Michael Kim
Traci King
Mary King
Patricia Kingston
Stephanie Kopel
Laurie Lackland
Rebecca Lucas
Louann Mace
Karen Marek
Colleen Martin
Joanna Martori
Debbie Mathews
Sheila Myers
Tracy Nelson
Debbie Nogueras
Ginger Parillo
Jessica Payan
Teri Pipe
Tamera Querrey
Laurie Quiroz
Jacqueline Reveal
Paula Richards
Irma Ruiz
Karen Saewert
Raymond San Felipe
Bonnie-Lee Shinn
Teresa Stentz Maser
Pam Thomsen
Martha Toffol
Linda Tucker
Sabra Van Orsdol
Ann Van Slyck
Jennifer Warfel
Anne Wendt
Leanda Wikman
Cherilyn Wiley
Bonnie Wilson
Shu-Fen Wung

\$5 Each



Quick Guide to Nursing Practice

As a professional nurse, you will face many challenges throughout your career. These challenges will test your ability to influence and direct the practice of nursing. The *Quick Guide to Nursing Practice* provides information and resources to assist you in successfully overcoming the predictable (and sometimes unpredictable) challenges to your professional nursing practice.

www.aznurse.org

Call 480.831.0404 for discounts on large orders.

Get \$200

**WHEN YOU OPEN
A NEW ACCOUNT**



Scan our QR Code with your smart phone
or camera phone to learn more.

Visit your neighborhood branch to learn more

or online at joinus.azcentralcu.org



Federally insured by NCUA
Limited time offer

**Happy Holidays
from the
Board & Staff of the
Arizona Board of
Nursing**

RENO
HSCCC

For more information call:
775.829.5864

March 9, 10, 11, 2015

33rd Annual High Sierra Critical Care Conference

DOWNTOWN RENO, NV
RENO BALLROOM
401 N. Center St.

Three Ethics Courses! One a Day!
UP TO 20 CATEGORY 1 CMES FOR PHYSICIANS,
CEUs FOR NURSES AND RESPIRATORY CARE PRACTITIONERS
Regional and National Speakers Representing Premier Medical Centers

AMERICAN LUNG ASSOCIATION
Nevada

Looking for the perfect career?
Look no further than...
nursingALD.com
Find the perfect nursing job for you!





My name is Eric Sartori, I'm 36 and recently graduated from Glendale Community College. I was hired by a local hospital and am currently in the throes of orientation. I'm so thankful to be working as a progressive care nurse on a cardiac unit, having been hired only months after securing an Associate's Degree.

My journey to becoming a nurse

Eric Sartori, RN



Eric Sartori

started when I recognized that one of my greatest commodities is my compassion and love for people. When I tell my patients that I was an electrician for 14 years before becoming a nurse, they often react in amazement that I've made such a radical career change. I agree that nursing is very different from putting on work boots and working on a job site; bending pipe and pulling wire. I like to be reminded that being an electrician has given me some unique advantages. I'm used to being aware of the invisible things that can kill a person. As an electrician, energizing the wrong piece of cable at the wrong time could be devastating if not fatal. As a nurse, giving the wrong medication or failing to wash hands between patients can have dire consequences. Failure to recognize the fears and anxieties of my patients can be disheartening and dehumanizing.

My past aside, I am driven by compassion, the opportunity to provide excellent patient care and the ability make a difference in people's lives in their time of need. With every step forward that I take I am grateful for and mindful of my calling and humbled by excellent instructors and preceptors who have helped prepare me for what I am doing today. It feels so good to have found a home in a profession that, in my opinion, is made up of the most amazing people in the world.

ADVANCE YOUR PRACTICE AND CAREER



RN-BS | AGNP | DNP

Boise State University is a leading center for nursing education.

Contact us and experience our supportive approach and flexible online options!*

208-426-4632

onlinenursingdegrees@boisestate.edu

hs.boisestate.edu/nursing/na

* Program availability varies by state and program.

B
BOISE STATE UNIVERSITY
COLLEGE OF HEALTH SCIENCES
School of Nursing

**UNIVERSITY of WISCONSIN
GREEN BAY**

BSN-LINC **MSN-LINC**

RN to BSN Online Program | MSN Online Program
No Campus Visits — 24 Hour Tech Support

• Liberal Credit Transfers	• No Thesis Required
• Nationally Accredited	• No Entrance Exams

Classes That Fit Your Schedule — Competitive Tuition
BSN-LINC: 1-877-656-1483 or bsn-linc.wisconsin.edu
MSN-LINC: 1-888-674-8942 or uwgb.edu/nursing/msn

DREAM DISCOVER DELIVER awards

Congratulations
Arizona Nurses Association
Winner of the Community Partner Award

The College of Nursing & Health Innovation at Arizona State University held its annual Dream-Discover-Deliver Awards event in October. The Arizona Nurses Association was chosen for the Community Partner Award for its dedication and contributions to ASU, nursing and other health professions, and communities in which they serve.

"This is a wonderful recognition and clear demonstration of how AzNA helps to move ASU CONHI's goal for enhancing social embeddedness. AzNA is honored to have an academic partner that is committed to the advancement of the profession of nursing." — Carol Stevens, president, Arizona Nurses Association, and clinical associate professor, College of Nursing & Health Innovation



We are pleased to have Carol Stevens as one of our valued faculty members. If you want to be a part of our esteemed faculty, we invite you to view and apply to our current job openings. Visit: nursingandhealth.asu.edu/AZNurseCareers



ASU College of Nursing & Health Innovation
ARIZONA STATE UNIVERSITY

Promoting RN Health, Safety, and Wellness

Are you a healthy nurse and a role model for wellness? Too often, RNs neglect their own care and health, forgetting to take the advice they give their patients. Stress, fatigue, poor diet, lack of exercise and time, as well as occupational health risks, threaten nurse health on a daily basis. RNs need to practice self-care to ensure they are at their optimal health level. ANA defines a healthy nurse "as one who actively focuses on creating and maintaining a balance and synergy of physical, intellectual, emotional, social, spiritual, personal and professional wellbeing. A healthy nurse lives life to the fullest capacity, across the wellness/illness continuum, as they become stronger role models, advocates, and educators, personally, for their families, their communities and work environments, and ultimately for their patients". Furthermore, ANA has developed the following HealthyNurse constructs:

Calling to Care

- *Caring is the interpersonal, compassionate offering of self, as nurses build relationships with their patients and their families, while helping them meet their physical, emotional, and spiritual goals, for all ages, in all health care settings, across the care continuum.*

Priority to Self-Care

- *Self-care and supportive environments enable the nurse to increase the ability to effectively manage the physical and emotional stressors of the work and home environments.*

Opportunity to Role Model

- *The healthy nurse confidently recognizes and identifies personal health challenges in themselves and their patients; enabling*

them and their patients to overcome the challenge in a collaborative, non-accusatory manner.

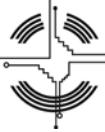
Responsibility to Educate

- *Using non-judgmental approaches, considering adult learning patterns and readiness to change, nurses must empower others by sharing health and safety knowledge, skills, resources, and attitudes.*

Authority to Advocate

- *Nurses are empowered to advocate on numerous levels, including personally, interpersonally, within the work environment and the community, and at the local, state, and national levels in policy development and advocacy.*

To assist RNs on their wellness journeys, ANA, in collaboration with Pfizer Inc, created a health risk appraisal (HRA). This HRA assists participants in identifying their health, safety, and wellness risks personally and professionally. The HRA is divided into three general categories: demographics, occupational health, and health/safety/wellness. Participants can compare their personal results against ideal standards and national averages. Participants can also access an interactive web wellness portal for further resources. A heat graph allows participants to easily evaluate their results: red denotes high risk, yellow medium risk, and green low to no risk. It takes approximately twenty minutes to complete the HRA. Participation in the HRA will help to build a unique nurse-specific personal and occupational health-related aggregated data base. Secure and HIPAA-compliant, the HRA is free and available to all RNs and nursing students. Take the HRA today at www.anahra.org/!

 **Navajo Technical University**
P.O. Box 849, Crownpoint, NM 87313-0849

ASSOCIATE DEGREE NURSING PROGRAM

Invitation to apply for the following positions:

- **Nursing Program Instructor**
MSN required
- **Nursing Assistant Instructor**

Excellent benefit package.
Nursing education experience preferred.

View full job descriptions at:

<http://www.navajotech.edu/index.php/human-resources>

Contact Human Resources at 505-786-4109

ARIZONA STATE HOSPITAL



**GREATER BENEFITS
GREATER OPPORTUNITIES**

We are seeking qualified
**PSYCHIATRIC
REGISTERED NURSES
and LPNs**

JOIN US
November 12th
for our Job Fair
9 am - 12 noon
501 N. 24th St.
in Phoenix

Greater Benefits Include:
Low cost medical, dental, vision & life insurances, 10 paid holidays; accrued vacation and sick hours; discount home and auto insurance; defined pension plan - visit www.benefitoptions.az.gov



For complete job descriptions, requirements & information to apply please visit our website:



The State of AZ - AA/EOE/AD Reasonable Accommodation Employer



Flagstaff Medical Center

Verde Valley Medical Center

Northern Arizona Healthcare is currently seeking experienced RNs for our Flagstaff and Cottonwood campuses to work in:

**Cardiology • Cath Lab • Critical Care • CVICU • ED
OR • RN Educator • Med/Surg Telemetry**

If you're looking for more balance in your life and a wealth of professional opportunities, come to a place where life is grand and careers flourish.

Visit our website to learn more about our career opportunities, facilities and benefit packages.



Northern Arizona Healthcare
Patients Are Our Purpose

nahealth.com/careers

Follow us on:



**CLINICAL EXCELLENCE.
CAREER BALANCE.**

Corizon Health, a provider of health services for the Arizona Department of Corrections, has excellent opportunities for RNs and LPNs in and around Phoenix, Florence, Yuma, Tucson, Safford, Douglas, and Winslow, AZ.

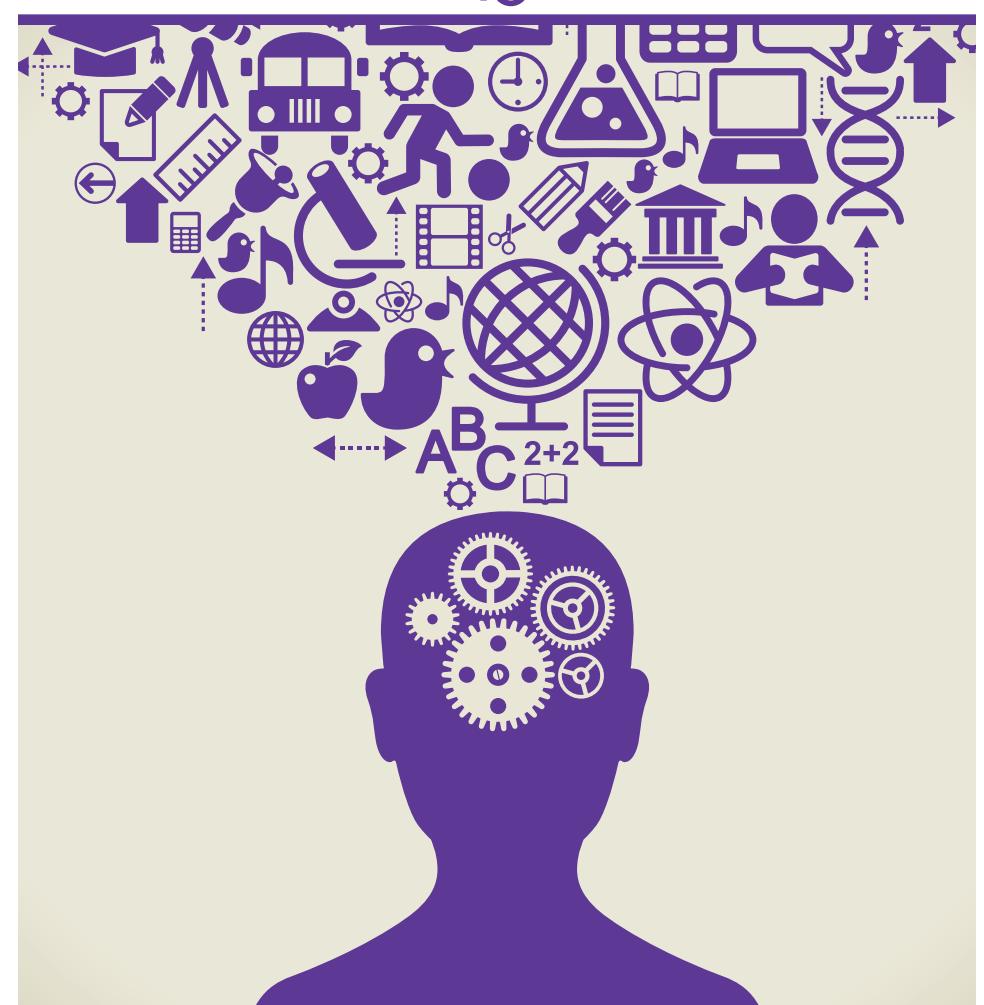
View jobs and apply @ www.Careerbuilder.com
Or email resume to Ellen.Anderson@corizonhealth.com

As members of the Corizon Health healthcare team, our nurses are supported by:

- Competitive compensation
- Excellent benefits
- Opportunities for personal and career growth
- An environment that values innovation to improve patient care



alzheimer's association®



annual education conferences

ceu credits available – check your conference for more details

PHOENIX
FEB 27, 2015

TUCSON
MARCH 4, 2015

PRESCOTT
MARCH 25, 2015

alz.org/dsw

Jean Watson – Living Legend

Andrea Utley, RN, MSN



Jean Watson

Nurse theorists are vital to the nursing profession. They develop, explain and enhance the profession. Without them, we risk becoming stagnant and failing to provide patients with the care they deserve. Florence Nightingale created the nursing profession based on this very principle. Known as "The Lady of the Lamp," she developed the first Nursing Theory. Her theory states "Patients are to be put in the best condition for nature to act on them; it is the responsibility of nurses to reduce noise, to relieve patients' anxieties, and to help them sleep." Nursing theories underpin what we know and do as nurses.

Dr. Jean Watson, PhD, RN, AHN-BC, FAAN, Founder/Director Watson Caring Science Institute; Distinguished Professor, Dean Emerita at University of Colorado Denver, College of Nursing; and Anschutz Medical Center and American Academy of Nursing, Living Legend, 2013 developed The Caring Theory. The Caring Theory incorporates Caring Science. According to Watson "Caring Science encompasses a humanitarian, human science orientation to human caring processes, phenomena and experiences." Caring science includes arts and humanities as well as science. I have worked in several hospitals that have incorporated this very theory into their care and personally seen the amazing results when nurses use caring science to care for their patients. When nurses provide human compassion, healing improves and health is promoted.

We are honored to have Dr. Jean Watson as our keynote speaker again at the Promise of Nursing on May 1, 2015 at the Biltmore. This event hosts thousands of nurses and celebrates the caring and healing touch they provide every day. I had the pleasure to meet Dr. Watson at a previous Promise of Nursing event and am delighted at her return. I am looking forward to hearing about her innovative work surrounding Caring Science.

<http://watsoncaringscience.org>

http://currentnursing.com/nursing_theory/Florence_Nightingale_theory.html

AzNA/AzNF 2015 Calendar of Events



www.aznurse.org • 480.831.0404

Friday, January 16, 2015

Nurses Making Public Policy Purposeful - Registration coming soon!

Location: Scottsdale

Time: 8-noon

Friday, January 16, 2015

2nd Annual Arizona Action Coalition Summit

Wednesday, February 11, 2015

Nurses Lobby Day - Registration coming soon!

Location: Phoenix

Time: 8 am-2:30 pm

Wednesday, February 25, 2015

APRN Lobby Day – Registration coming soon!

Location: Phoenix

Time: 11 am-2:30 pm

Friday, May 1, 2015

Promise of Nursing Celebration Luncheon

Location: Phoenix

Time: 11 am-2:30 pm

The Great American MILK DRIVE

Milk is one of the most requested items at food banks. Yet, of the 37 million Americans served by Feeding America® food banks, an average of one gallon goes to each person every year.

You can help change that with a donation that delivers gallons of milk to Feeding America® food banks in your community.

Donate today: milklife.com/give
or text Milk to 27722



Membership News

Your Voice Since 1919! Join Today! AzNA Membership Application

The Arizona Nurses Association is a constituent member of the American Nurses Association.

Please complete the information below and mail to 1850 E. Southern Ave., Ste. 1, Tempe, AZ 85282-5832 or fax it to 480.839.4780. For more information or to apply online, please visit our website www.aznurse.org where you will be directed to the ANA Membership page.



Name _____ Credentials _____

Chapter # _____ E-mail _____ H-Phone _____

Address _____

City _____ State _____ Zip _____

Employer _____ W-Phone _____

Clinical Practice Area _____

Position _____ RN License # _____

State of Licensure _____ Year of birth _____

Signature _____ Date _____

Chapter Membership Category

- M-Full Membership Dues**
- Employed Full-time
- Employed Part-time

- R-Reduced Membership**
- Not Employed
- Full-time student (must be a RN)
- New graduate from basic nursing education program, within six months of graduation (first year only)

- S-Special Membership**
- 62 years of age or over and not employed
- Totally disabled

Payment Plan

- EFT (monthly electronic payment)**
By signing on the line below, I authorize AzNA/ANA to withdraw 1/12 of my annual dues and any additional fees for this service (approximately 2.5%) from my account.
- Checking:** Please enclose a check for the first month's payment; the account designated by the enclosed check will be drafted on or after the 15th of each month.
- Credit Card:** Please complete the credit card information and the credit card will be debited on or after the 1st day of each month.

EFT Signature*

Annual Credit Card Payment

This is to authorize annual credit card payments to ANA. By signing on the line, I authorize AzNA/ANA to charge the credit card listed for the annual dues on the first day of the month when the renewal is due.

Annual Credit Card Authorization Signature*

*By signing the EFT or Annual Credit Card authorizations, you are authorizing ANA to charge the amount by giving the above-signed thirty (30) days advance written notice. Above signed may cancel the authorization upon receipt by ANA of written notification of termination twenty (20) days prior to the deduction date designated above. Membership will continue unless this notification is received. ANA will charge a \$5 fee for any returned drafts of chargebacks.

Credit/Debit Card # _____

Exp. Date _____

Authorization Signature _____

Printed Name _____

\$ _____
\$ Amount _____

Choose a Chapter	Category	EFT Monthly	Annual
<input type="checkbox"/> 1 Greater Phoenix	<input type="checkbox"/> M	\$ 24.67	\$ 290.00
<input type="checkbox"/> 2 Tucson	<input type="checkbox"/> R	\$ 12.59	\$ 145.00
<input type="checkbox"/> 5 Territorial/Prescott	<input type="checkbox"/> S	\$ 6.54	\$ 72.50
<input type="checkbox"/> 6 Nurse Educators			
<input type="checkbox"/> 7 Rio Colorado/Yuma			
<input type="checkbox"/> 8 Nursing Informatics			
<input type="checkbox"/> 9 Nurse Practitioners			
<input type="checkbox"/> 18 Border Nurses/Frontera Enfermeras			
<input type="checkbox"/> 30 East Valley			
<input type="checkbox"/> 60 Other (No chapter affiliation)			

You can also join online at www.aznurse.org.
Arizona Nurses Association, 1850 E. Southern Ave., Ste. 1, Tempe, AZ 85282,
480.831.0404, www.aznurse.org, info@aznurse.org

AzNA Membership Dues Information

Annual membership dues in the Arizona Nurses Association (AzNA) include membership in the American Nurses Association (ANA) and the local chapter. AzNA dues are not deductible as a charitable contribution for tax purposes, but may be deductible as a business expense. The percentage of dues used for lobbying is not deductible as a business expense. Contact AzNA for the current non-deductible percentage of dues.



*Ever thought of being a
foster parent?*

Use your nursing skills to serve children with special needs. Find out more about our medical and DDD foster care programs.

Call 602.433.1344 or visit www.hrtaz.com

\$20
www.aznurse.org
480.831.0404

**“Lady with the Lamp” Pendants
Designed Especially for AzNA**

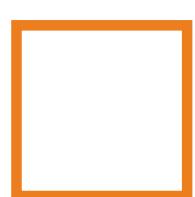
These beautiful pieces are part of the “Lady with the Lamp Collection” designed especially by Coffin and Trout Fine Jewellers and are available by contacting Coffin and Trout at 800.684.8984 or sales@coffinandtrout.com. The pendant is available in gold, white gold, silver and with or without diamond trim. A portion of the proceeds benefits AzNA.

You've always dreamed of being a nurse.

Now find your dream job at [**nursingALD.com**](http://nursingALD.com)

**FREE
to
Nurses!**

ALD
Arthur L. Davis
Publishing Agency, Inc.



Grow your career.



Grow with purpose.

Choose a career that gives back:
careersatdignityhealth.com/AZNurse

Bring more humankindness to the world and more quality to the lives of the people you serve. At Dignity Health, we're committed to excellent care, delivered with compassion, for all in need. It's what we stand for.

As our four Arizona hospitals continue to grow, Dignity Health will be equipped to provide even more quality care and heartfelt compassion to the people of the Valley of the Sun.

To support this growth and the recent opening of our new Level 1 Trauma Center and 96-bed Patient Care Tower at Chandler Regional, we have excellent opportunities for ICU, Telemetry, Neuro and OR nurses at all of our hospitals.

We invite you to explore career opportunities with Dignity Health in Arizona at: careersatdignityhealth.com/AZNurse

EOE



Dignity Health™

Hello humankindness™