

ARIZONA Nurse



Circulation 84,000 to every Registered Nurse and Licensed Practical Nurse
The Official Publication of the Arizona Nurses Foundation
Brought to you by the AzNA Members • Editor: Shawn Harrell, MS, RN



Volume 68 • No. 2 • May 2015

JOIN US NOW!
We're Working For You!
www.aznurse.org

International
Nursing

Page 3



Highlights
from Nurse
Lobby Day

Page 4



Money CPR?

Page 8



Mission Statement:

To Advance and Promote Professional Nursing in Arizona

Executive Director's Report

Why Workforce Data is Critical for the Future of Nursing Jobs



"Arizona lacks a consistent, reliable, valid, and integrated system for capturing healthcare workforce data."

The Arizona Nurses Association is a driving force and key partner in what you are about to read. As an AzNA member, you can feel proud that your membership dollars contribute to the future of nursing in Arizona. If you are not currently a member, I hope you will see the relevance and value of our work and join the association. See page 13 for more information.

The Workforce Issue: The demand for healthcare in Arizona is fueled by population growth, an aging population, transient or retirement residents, and the prevalence of chronic illnesses such as diabetes and obesity. Healthcare delivery is focused on new models of care that combine cost savings, integrated healthcare, wellness, and primary care. These changes will require building the capacity of health care workers, professionals, educators, and community infrastructure. Arizona must be able to timely adapt to demands for professional education and training, and inform these healthcare planning needs with a sustainable model and process for managing healthcare workforce information.

The Workforce Challenge: High quality healthcare workforce supply and demand data is needed to plan for Arizona's future healthcare system needs. Arizona lacks a sustainable

infrastructure and central repository for healthcare workforce data that can be used by a broad group of Arizona stakeholders for healthcare delivery system decision-making and statewide planning efforts. (see *Who Uses Data and For What?* p. 15) Currently, healthcare workforce supply data in Arizona is available from professional licensing organizations, and collected from multiple sources by multiple organizations and groups. The system of capturing and using available workforce data is inefficient, fragmented, and untimely, and thus, not reliable for planning or anticipating supply or need for various types of healthcare professionals.

The Workforce Grant: The Arizona Nurses Association plays a major leadership role in The Arizona Action Coalition (AZAC). AZAC has been awarded a 2-year Robert Wood Johnson Foundation State Implementation Plan Grant (RWJF SIP Grant) to facilitate the development of an inter-professional statewide healthcare workforce collaborative and steering committee that will guide the development of a sustainable model for healthcare workforce data collection, dissemination and management for Arizona. This workgroup will review and analyze existing structures, systems, processes, and professional and regulatory requirements, and make recommendations for adoption and implementation of a continuous and sustainable model for a central workforce data repository

Executive Director's Report continued on page 15

current resident or

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

AMERICAN NURSES ASSOCIATION



NATIONAL NURSES WEEK 2015

President’s Message

“A Nurse’s Ethical Obligation”

The American Nurses Association (ANA) has deemed 2015 as the Year of Ethics; a designation underscored by the impact ethical nursing practice has on patient safety and the quality of care. On Jan 1, 2015, the revised Code of Ethics with Interpretive Statements was released. The revision was the first since 2001; a revision that included an extensive four-year revision process involving thousands of nurses. I was not directly part of that process but after reviewing the revised Code and participating in ANA’s two educational webinars (archived for ANA/AzNA members) describing the changes made to the Code, I regret I missed a wonderful opportunity to participate in and shape my profession. However, I can say with confidence that I am ecstatic about the work that was done and the changes that have made the Code relevant, stronger and applicable to our ever-changing health care environment.

Examples of real situations such as an ICU nurse refusing to care for the man accused of the Boston bomb attack or a nurse experiencing moral distress due to a family conflict over the life of a brain dead patient or a nurse without symptoms of Ebola refusing state quarantine

orders because she knows the evidence for and against quarantine – these are the ethical issues facing nurses today and these are the reasons nurses should read the Code carefully and, I believe, repeatedly.

Nurses face bigger challenges than ever before. We must strive for ethical work environments where conscientious objection (see page 10), whistle blowing without reprisal and incivility and bullying are addressed using established principles and rules of ethical behavior. Other areas that have emerged and have been strengthened in the Code include research and evidence-based practice (EBP), care coordination, interdisciplinary collaboration, end of life care, social media and genetics/genomics. As a nurse, I not only want to, but need to, know the profession’s guiding principles in relation to these areas that impact my nursing practice.

For 65 years, the Code of Ethics has been the most meaningful document for our profession. It is a reflection of the proud ethical heritage of nursing, and a guide for all nurses now and into the future (Hegarty et al., 2009).



Carol J. Stevens, PhD, RN

Article and Submissions for Peer Review

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

RN Resources Quality. Dedication. Experience.
Prescott, Arizona

RN’s earn **\$40/hour** per diem
Show Low • Yuma • Flagstaff • Prescott
2 years Tele, M/S, ICU or ER experience

RNResources.com to apply
928-710-4921

UPPER IOWA UNIVERSITY – Mesa Center
RN-BSN PROGRAM

YOUR DEGREE. YOUR WAY.

- 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

Enroll today!

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

UPPER IOWA UNIVERSITY
Established in 1857®

Fortunately, we have the Code of Ethics for Nurses with Interpretive Statements at our finger tips – www.nursingworld.org. Please join me in revisiting the core values of our profession by reading, learning and using the revised Code while we celebrate the national Nurses Week theme, “Ethical Practice: Quality Care.” After all, it is our ethical obligation.

Regards,
Carol



www.aznurse.org

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

ASHTON TIFFANY **Phone Triage Nurse**

We are looking for a new member to join our in-house Workers Comp Phone Care Team.

Current AZ RN or LPN license required, bilingual preferred, 30 hours weekly, benefits available! No nights, weekends or holidays!

For more info and to apply today, please visit <http://jobs.ashtontiffany.com/> or call **602.845.6139**.

Tuba City Regional Health Care Corporation

Nursing in the Heart of the Navajo Nation

Case Management • ER • ICU • Med/ Surg
OB • OR • Outpatient Clinics • PACU • PHN

Experienced Nurses with a Sense of Adventure
www.tchealth.org • 928-283-2432
TCRHCCHR@tchealth.org

1 hour from Grand Canyon, Monument Valley, Lake Powell, and Flagstaff.



Chair, AzNA Member
Vacant

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

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

Elected Trustee, Community Member
Vacant

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



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, Office Manager
Wendy Schulz, Communications Manager
Debbie Blanchard, Administrative Assistant

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. 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, AzNA 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.

International Nursing

Carol O. Long, PhD, RN, FPCN, FAAN

One of the most rewarding adventures during a professional career is to work with nurses across the globe and international nurses here in the United States. For the past 12 years this has been my mission and vision. My experience as a university professor, with research and training in gerontology, home health and palliative care, and a love for travel sent me on a path of fulfillment and even wonder.

During a trip in March, 2014, I spent time with two large faith-based organizations in New South Wales, Australia. Like many aged care organizations, both are grappling with the special needs of people with dementia. During my time with them, I visited many facilities and met with nursing staff to understand, guide and train nurses and direct care workers about palliative care needs of people with dementia.



Carol O. Long, PhD, RN, FPCN, FAAN

Starrett Lodge is renowned in Australia for person-directed dementia care and creative programming (Edwards et al., 2013). I had the pleasure of meeting resident Mrs. Lorna Martin who shared her written life story with me. While it was only a glimpse into the life of one individual, I was reminded how special each older adult is and how their vast contributions have paved the way for the rest of us to learn and grow.





Dr. Long with resident Mrs. Lorna Martin, at the Magnolia Unit, Starrett Lodge, NSW, Australia

At Anglican Retirement Villages, I met Christine Lancaster, a Master’s prepared palliative care nurse. I learned how palliative care is being woven into the fabric of long-term care settings and how this could be a model for the US. Our short time together led to her contribution in my chapter of the “Textbook of Palliative Communication.” I met nursing staff, older adults, families, care staff, and researchers searching for better ways to care for older adults with dementia.

There are many organizations and resources that support international nursing efforts. If you are interested and want to experience aged care work in Asia, please contact me at carollong@cox.net and I will be happy to help you explore the process.

Edwards, E. A., McDonnell, C., & Merl, H. (2013). An evaluation of a therapeutic garden’s influence on the quality of life of aged care residents with dementia. *Dementia*, 12(4), 494-510.

Long, C. O. (in press). Team communication in the nursing home setting. In E. Wittenberg-Lyles, B. Ferrell, J. Goldsmith, T. Smith, S. Ragan, M. Glajchen, & G. Handzo. *Textbook of palliative care communication*. New York, NY: Oxford University Press.



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.



THE CHANGING LANDSCAPE OF HEALTHCARE



LEADERSHIP



EDUCATION




PRACTICE

2015
BIENNIAL CONVENTION

SAVE THE DATE
SEPTEMBER 23-25
SAN MARCOS RESORT • CHANDLER, ARIZONA

First 50 Registrants Entered to WIN a Fit Bit
www.aznurse.org






AZSUMMITLAW.EDU

It’s time to lead the way.

Offering Arizona’s only part-time day and evening law school program.

Your commitment to patient care is without equal. But in an environment of ever-changing health care laws and regulations, patients need strong, qualified advocates dedicated to them and their families. Learn how your experience as a nurse can uniquely prepare you for the expanding field of health care law and lead the way to better care for patients everywhere.



602.682.6800
azsummitlaw.edu

Highlights from Nurse Lobby Day

I have been a member of AzNA since the 1980's, but am hesitant to say this is my first time attending Nurse Lobby Day at the Arizona Legislature. Due to various reasons, such as being in school either as a student or a teacher, I never took the opportunity to engage in the political process. I am here to say it is never too late!



Selina Bliss, MSH

The day started with a group meeting for a legislative briefing, group assignments, and strategy planning. Our lobbyist Rory Hays briefed us on the current makeup of the individuals who are in the 52nd Arizona Legislature as well as hot topics and bills of interest. We got clarification on key terminology used in the legislative process and helpful hints and tips for meeting with our legislators. Robin Schaeffer, our Executive Director, shared with us that while we are communicators, educators, and advocates, today was all about being an educator. How easy is that! As a nurse, I participate in the teaching process with students, patients, and their families on a regular basis, so this sounded easy to me.

Armed with a few talking points, we were off and running. Our appointments were already made throughout the day

with the legislators from our districts, so all we had to do was show up at the right office. I was reminded to build the trust we as nurses are famous for, so our legislators feel comfortable in sharing their thoughts and posing questions to us.

One of the best parts of the day was that novice first-timers were paired with seasoned experts in our assigned groups. I was fortunate to be paired with Patricia Mews who flew in overnight from San Francisco just to attend Lobby Day. From her I learned the complicated aspects of the legislative process. Speaking to our legislators is not as scary as it sounds. They were truly interested in what we had to say and asked plenty of questions we could easily answer. After meeting with our legislators, we filled out legislator feedback forms for the AzNA folks to track what conversations occurred as well as what follow-up might be necessary with the legislators.

While I learned in eighth grade how a bill becomes a law, there is nothing like seeing and being part of the real thing. Realizing how easy it is to be part of the legislative process is very empowering. If you don't get a chance to attend Nurses Lobby Day in the future, be sure to attend as a citizen to take in the legislative process.



A group of nurses gathers under the sign on the Arizona State Senate Building during APRN Lobby Day at the Arizona State Capitol.



Lindsay Stream, Andrea Homing, and Eddie Valdez discuss upcoming legislation while attending Nurse Lobby Day at the Arizona State Capitol.



Senator Nancy Barto (center), Chair of the Health and Human Services Committee meets with two of her constituent APRNs – Joan Ralph-Webber, CNS (left) and Lisa Warren-Heft, NP (right)



RNs gather during AzNA's APRN Lobby Day at the Arizona State Capitol for the Morning Briefing. They are being updated on issues within the legislature that pertain to their field of practice and on how to meet and speak with their legislators. Later in the day, they will attend pre-arranged appointments to speak with the legislators of their individual districts to discuss these issues.

Open Positions Available for Leadership – Call for Nominations

AzNA strives to be the go-to resource for Arizona Nurses. You can help AzNA continue to move forward with its mission to advance and promote professional nursing in Arizona. With a strong strategic plan and many new initiatives on the horizon, AzNA needs and welcomes the enthusiastic participation of its members on the Board of Directors and in Elected Committee Positions.

AzNA's Board members oversee the direction of the association, take responsibility for specific projects and teams, recruit new members, ensure a solid, balanced budget, contribute to the association's financial success, and represent AzNA members at the American Nurses Association. AzNA's Board of Directors is an active board that makes a difference in our profession.

Five seats are open on the 2015 board. Terms are two years and a member may serve two consecutive terms. Members elected in 2015 will serve on the board from September 24, 2015 through 2017 Biennial Convention.

If you or a member nurse you know wish to run for one of the AzNA Board of Directors or an Elected Committee position, please submit a bio consent to serve form, available at www.aznurse.org by hovering over the 'About AzNA' tab and selecting 'AzNA Elections 2015' from the drop down menu. Deadline for submission is July 24, 2015. Please note that this date has changed.

The committee is seeking nominations for the following:

Officer positions:

- President** – Provides leadership to AzNA and serves as ANA Delegate to Membership Assembly in Washington, D.C.
- Vice President** – Supervises event planning committees and serves as ANA Alternate Delegate
- Treasurer** – Monitors the association's fiscal affairs and long range strategic financial planning and serves as ANA Alternate Delegate
- Secretary** – Assumes responsibility for correspondence and documentation of records for the Board of Directors and serves as ANA Alternate Delegate
- Governmental Affairs Officer** – Oversees the Public Policy Agenda and Public Policy Committee

Committees:

- Nominations** – Develop a slate of candidate for nominations
- By-Laws** – Review and revise bylaws

AzNA leadership positions provide opportunities for career advancement as well as being professionally and personally rewarding. Volunteer to take a seat at the table.

The current Nominations Committee will contact all applicants. Chair, Beth Hunt; members, Laura Blank & Tammy Hostetler; board liaison, David Hrabec.

Special Dates

May 15, 2015

Bylaw amendments to be considered by the membership at the September 24-25, 2015 membership meeting are now being accepted. The meetings will be held at AzNA's Biennial Convention. Please submit bylaw amendments to the AzNA Office by May 15, 2015.

July 24, 2015

Please note the date change to the above.

Call for nominations: If you are planning to run for one of the AzNA Board of Directors/Committee positions, you must have your bio consent to serve submitted by July 24, 2015. Forms are available at www.aznurse.org by hovering over the About AzNA tab and selecting "AzNA Elections 2015."

Committee reports from committee chairs must be submitted by June 1, 2015. The reports are published in the August issue of the Arizona Nurse. These reports are a great way to let members know about the important work being done by AzNA committees.

September 23-25, 2015

AzNA's Biennial Convention

Please contact AzNA with questions:
info@aznurse.org or by calling 480.831.0404

NAVAJO HEALTH FOUNDATION

SAGE MEMORIAL HOSPITAL

Nursing Opportunities Available

- ER / Medical-Telemetry Unit Nurse Supervisor
- Emergency Room Nurse • Medical / Telemetry Unit Nurse
- Outpatient Clinic Nurse • Case Manager

For more information contact: Ernasha McIntosh, RN, BSN, IDON,
928-755-4501,
ernasha.mcintosh@sagememorial.com.

Submit applications to the Human Resources Department,
Fax#: 928-755-4659, hr@sagememorial.com

- Nurses with Specialty Infusion Experience -

Join the Preferred Homecare team where you can make a meaningful difference in your patient's lives everyday.

- Medical & Dental Insurance
- Health Savings Account
- Employee Assistance Program
- Basic Life Insurance

- Vacation and Sick Time
- 401(k)
- Voluntary Short and Long Term Disability

Apply today at preferred-homecare.recruiting.com

CAREER OPPORTUNITIES WITH

CHRISTUS® ST. VINCENT

Regional Medical Center

Positions Available:
Med Surg, Float Pool, OR, ICU, Case Manager, Rehab

Benefits:
Paid Time Off and Retirement, CSVPMC Employee Home Buyers Program, Employee Development Program

CHRISTUS St. Vincent Regional Medical Center, located in Santa Fe, New Mexico, is the only Level III Trauma Center in Northern New Mexico. With a medical staff of 380 providers covering 34 specialties, CHRISTUS St. Vincent serves more than 300,000 residents.

Exceptional Medicine, Extraordinary Care to Every Person, Every Day.
Send your resume to apply@stvin.org or call (505) 913-5730.
www.stvin.org

New Grad Connection

CONGRATULATIONS

Arizona Nursing Program Personnel and Arizona State Board of Nursing

The Nation's Highest 2014 NCLEX-RN Pass Rate

AZ Pilot Project to Streamline the Transition from Student to Nurse

Dawna L. Cato, RN, PhD

Nursing is navigating a period of rapid change. The Future of Nursing Report *Leading Change Advancing Health* recommended implementing nurse residency programs that support a seamless transition into the professional role. Here in Arizona, I had the opportunity to spearhead a partnership between Grand Canyon University College of Nursing and Health Profession and Banner Health resulting in a pre-licensure nurse residency program. The program begins the last semester of the nursing program and extends through the post-hire onboarding process within the practice organization.



Dawna L. Cato, RN, PhD

The goal of a pre-licensure Nurse Residency Program is to promote patient safety by providing an experiential learning environment that builds on the new nurse's knowledge, skill, and attitude. By optimizing the clinical hours associated with the final semester of nursing school, student nurses focus on specific learning outcomes that transition into their identified practice roles. An academic curriculum utilizing the Nurse of the Future Competencies provides the framework for the program. Practice partners select participating student nurses based on organizational needs and student career goals and interests. Participants are placed in a 1:1 preceptorship in the clinical area where they plan to work post-graduation. Students engage in orientation and onboarding elements of the institution while meeting the goals and objectives of the last semester clinical course.

A major barrier to implementing transition to practice models is the prohibitive cost of programs to the practice arena. This model provides a significant return on investment for

the practice institution (a conservative cost savings of approximately \$10,000 per participant). This model promotes an attachment between the student and organization with the intent to foster a "right fit" upon hire and decrease the historically high first year turnover rate of new grads. Practice organizations are accepting the student as a professional colleague. Students are encouraged to take ownership of their practice and engage in the professional role. One student reported, "They allowed me to take a sense of ownership over the patients and I felt included in the team environment and the unit's culture." Another student stated "I feel ready to start as a competent and confident new nurse."

The Arizona Action Coalition Education-Practice Collaborative (EPC) is currently working on best-practice approaches for curricular implementation of the Nurse of the Future Competencies. For more information on this model and how you can become involved in bridging the gap between the student experience and beginning practice, please contact me at dcato3@cox.net.

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

Happy Nurses' Week

In recognition of the heartfelt passion you display all year long, Valley Hospital wishes you a Happy Nurses' Week 2015

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

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.



Arizona Nurses
ASSOCIATION

SAVE THE DATE

27th Annual Southwestern Regional
Nurse Practitioner Symposium
Saturday July 25 – Sunday July 26



High Country
Conference Center,
Flagstaff, Arizona

Featuring: Alan Agins, PhD,
Pharmaceutical Sciences

Registration opens May 2015

2015 Biennial AzNA Convention
Wednesday September 23 –
Friday September 25



The Changing Landscape of
Healthcare:
Trends in Nursing Leadership,
Practice & Education

San Marcos Resort,
Chandler, AZ

Featuring Keynote Speaker Colleen Sweeney
With Tracks focusing on Leadership, Clinical
Practice
and Educators

Registration opens June 2015

The Western Multi State Division is an accredited provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

The Arizona Nurses Association is a member of the Western Multi State Division.

Are you an **AMAZING** nurse with
a passion for helping children?



Arizona
children
need you.

Become a therapuetic
foster parent.

Devereux Arizona provides training, licensing and
support in Maricopa and Pima Counties.



Tucson
(520) 576-5801
Phoenix
(602) 283-7107

DevereuxAZ.org



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

The mission of West Yavapai Guidance Clinic is to provide high quality behavioral health services in a professional environment which is sensitive to individual and community needs and resources.

We are seeking experienced behavioral health technicians, as well as new and experienced registered nurses to assist us in continuing to achieve our mission.



For more information
contact
Ebony Forrey
e.forrey@wygc.org



NORTHERN
ARIZONA
UNIVERSITY



Complete your advanced nursing degree online in as little as two years.

Northern Arizona University offers B.S.N., M.S.N. and doctorate degrees as well as post-master's graduate certificate programs for your nursing career with convenient online options and true affordability.

R.N. to B.S.N.

Registered Nurses can earn their bachelor's degree completely online to further their career.

M.S. in Nursing
Family Nurse Practitioner*

Prepare for your family nurse practitioner certification exam. Also available as a post-master's graduate certificate.

M.S. in Nursing
Generalist

Build a broad clinical foundation of practice and choose an emphasis area that's relevant to your career goals.

Doctor of Nursing Practice*

A clinical doctorate degree program that positions you for leadership roles in nursing with a focus on rural and underserved communities.

*All classes are available online, but campus visits are required for the F.N.P. and D.N.P.




Ranked #1 Online College for 2015 by Best College Reviews and as one of the best nursing graduate schools in the country by U.S. News & World Report.

nau.edu/AZNA
(800) 426-8315

Money CPR

Shawn Harrell, MS, RN

A young friend of mine struggling with a high interest loan, recently stated, "They should forget calculus in high school and teach something practical like what to know about getting a loan and interest rates." I had to agree, but that's another article.

My friend got her lesson from the School of Hard Knocks after she was already committed to a high interest auto loan. Most of us have already gotten car loans, but what does the average nurse know about home mortgages? If you already have a mortgage or are thinking of buying, here is some useful information.

Mortgage payments usually have 4 components, **PITI**; Principle which is how much you borrowed, Interest which is what you are paying to borrow the money or principle, Taxes and Insurance. Let's just talk about the **P** and **I**. There are many mortgage calculators on the Internet that will determine the monthly payment for a purchase to help you decide how much you



Shawn Harrell,
MS, RN

can afford or if refinancing your current loan is a good idea. Remember, many factors determine your cost including prevailing rates and your own credit history.

The biggest part of your mortgage payment is interest. At today's rate, in the first year of a 30 year \$200,000 mortgage, almost half of the payment goes to interest. That is \$186,511 of interest over 30 years. You might be interested in building equity and reducing the total dollars you pay for interest over the life of the loan. To do that, pay extra on the principle, either a lump sum each year or increase your monthly payment. On a 30 year \$200,000 mortgage your **PI** would be about \$1075 a month. If you paid an additional \$100 you could reduce the term almost 5 years and save over \$37,000 in interest! In this example you can get almost the same result by paying half your mortgage every 2 weeks. That results in an extra payment each year. Be sure to tell the lender to apply the extra payment to the principle only. One note of caution; avoid paying lenders for setting up a biweekly payment schedule. That helps them more than you.

There is much more to know about mortgages. Nurses are committed to lifelong learning. Not just professionally, but in our personal life, too. Find out what you need to know and make better informed financial decisions.



ARIZONA NURSE
ATTORNEY

Don't make the mistake of appearing in front of your board without a lawyer.

Kimberly Kent RN JD has over 22 years of experience with Nursing Board Hearings and Courtroom Trials.

KNOW YOUR RIGHTS. WE CAN HELP.

kkent@klgaz.com • 602 264 5600
341 East Camelback Road, Phoenix







Navajo Technical University

P.O. Box 849, Crownpoint, NM 87313-0849

Invitation to apply for the following positions:

ASSOCIATE DEGREE NURSING PROGRAM

- Nursing Program Instructor**
MSN, nursing education experience required.

NURSING ASSISTANT PROGRAM

- Nursing Assistant Instructor**
Long term care experience required.

View full job descriptions at:
<http://www.navajotech.edu/index.php/human-resources>

Contact Human Resources at 505-786-4109



MAYO
CLINIC

A Life-Changing Career





We invite you to consider a life-changing career as a Registered Nurse.

Mayo Clinic in Arizona has immediate opportunities available for RN's including ICU, Surgical Services, and Ambulatory Care areas.

Working as a team with physicians and allied health colleagues, Mayo Clinic nurses are committed to delivering high quality, compassionate care in keeping with our primary value – the needs of the patient come first. The result transforms lives, our patients' and our own!

As we celebrate **National Nurses Week**, we would like to thank nursing professionals nationwide for making the world a better place. Your commitment to ethical practice and quality care truly is an inspiration to us all.

Join a team where the potential for personal growth is unlimited and colleagues inspire you to stretch and grow beyond your boundaries.

To learn more please connect with us! www.mayoclinic.org/jobs

Connect with us!    

Be the first to hear about new jobs and career-related news from Mayo Clinic.

©2015 Mayo Foundation for Medical Education and Research. Post offer/pre-employment drug screening is required. Mayo Clinic is an equal opportunity educator and employer (including veterans and persons with disabilities).

Members on the Move

Jennifer Mensik, PhD, RN, NEA-BC, FAAN has published a new book, *Lead, Drive & Thrive in the System* available on the ANA nursebooks.org website. Her book focuses on theory, practice and “ah ha” moments from nurse peers about what it means to work in a healthcare system.



Jennifer Mensik

Susan Phillips, MSN, RN, PMHCNS-BC, authored Chapter 18 “Working With Abusive, Bullying, or Violent Patients and Families” of the book *Person and Family Centered Care* (Sigma Theta Tau, June 2014) which has been named the AJN 2014 Book of the Year for the Nursing Management and Leadership area.

Amy Franciscus, RN, past Chair of AzNA Public Policy Committee, has been chosen to participate in the *Emerge Arizona* program. The *Emerge* program is an exciting opportunity to learn the other side of politics: fundraising, public speaking, field organization and political influence. “*Emerge Arizona* is changing the face of Arizona politics by identifying, training and encouraging women to run for office, get elected and to seek higher office.”



Amy Franciscus

Mary Koithan, PhD, RN-C, CNS-BC, FAAN, associate dean of professional and community engagement with the UA College of Nursing, has been named director of the new *Integrative Nursing Faculty Fellowship (INFF)* program at the UA College of Nursing. Mary Koithan is an internationally recognized



Mary Koithan

leader in whole-systems healing and research methodologies. She is co-editor of *Integrative Nursing*, a practical guide for nurses on how to apply the principles of holistic healing in the current health-care system.

Dawna L. Cato, PhD, RN recently joined Abrazo Health/Tenet as Market Director of Professional Development. This position is responsible for building the capability of healthcare professionals within the Abrazo/Tenet organization. This position supports Abrazo’s RN clinical ladder and the Nurse Residency/ Nurse Fellowship programs.



Dawna L. Cato

Lamont Yoder, RN, MSN, MBA, NEA-BC, FACHE – has been named CEO at Banner Gateway Medical Center and Banner MD Anderson Cancer Center. Lamont is the immediate past CNO of the same institutions and is also the president of the Arizona Organization of Nurse Executives.



Lamont Yoder



MARDY TAYLOR

6/1/1944 – 12/1/2014

Arizona has lost a beloved nurse leader in the passing of Margaret “Mardy” Ellen Taylor.

Tim Barnett, YRMC CEO retired, said of Mardy, “She touched many lives. Her smile and energy were infectious. Mardy made me feel special. But the truth of the matter is, Mardy made everyone feel special!”



Mardy Taylor

Mardy began her healthcare career delivering meal trays at Hurley Hospital in Flint Michigan at age 15. Her start as a Registered Nurse at Hurley Hospital prepared her for her first leadership position as Head Nurse of the ICU. After moving to Arizona, Mardy joined the Cardiovascular Services team at St. Joseph’s Hospital in Phoenix and later became Director and then interim Vice President of Nursing. In 1991, Mardy joined Yavapai Regional Medical Center in Prescott and soon became Chief Nursing Officer. Mardy was a strong advocate for nurses and held many leadership positions in Arizona. Mardy, her energy and smile, will definitely be missed by her family, friends and colleagues.





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
- Nationally Accredited

- No Thesis Required
- 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

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, Surgical Services, Electrophysiology

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

YAVAPAI REGIONAL MEDICAL CENTER





Jackson Hole, Wyoming
St John's Medical Center
offers career opportunities with competitive salary and benefits.

Become part of our team!
See our new Oncology Pavilion, Obstetrics Suites, and Surgical Services Department.



For more information please visit
www.tetonhospital.org Click on the “careers” tab

New Continuing Education Opportunities Available at:
www.educationsjmc.org

Drug Free Employer/EOE



SONORA
BEHAVIORAL HEALTH

Registered Nurses
Sign on bonus and relocation assistance for FT hires!

Seeking skilled, compassionate, enthusiastic and driven RN's -
We have full time positions available, eight hour shifts

RN's are actively involved in providing and directing patient care provided by the staff members. Maintaining a therapeutic milieu and ensuring the delivery of safe, quality patient care.

- Conducts patient assessments and provides nursing interventions to patients as assigned.
- Maintains a safe and efficient working and treatment environment per facility policies and procedures.
- Communicates effectively with the treatment team to ensure safe, quality care is provided to all patients.
- Provides supervision to Licensed Practical Nurses and Behavioral Health Technicians

Two years' experience as Registered Nurse with one year acute psychiatric experience preferred.

- Two or four year degree from an accredited Nursing program
- Current Arizona RN License in good standing
- Must be able to pass background and drug screen
- Have a clear TB test within the past 12 months or obtain a clear TB test results
- Level 1 Fingerprint Card or ability to obtain
- Current CPR certification

6050 N. Corona Road, Tucson, AZ 85704
Ph: 520.469.8700 • Fax 520.878.2320
Email resumes to sonora.hr@acadiahealthcare.com
www.sonorabehavioral.com

"I CHOSE TMC."

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

NOW SEEKING
ED, ICU, PCCU,
GEN VASC &
MED-TELE NURSES

Check out all available positions at
tmcaz.com/NursingJobs

Tucson Medical Center



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

American Nurses Association

Conscientious Objection When care collides with nurses' morals, ethics

Last winter, two high-profile — and very tragic — cases pitted family members against hospital administrations and stirred debates nationwide about brain death, policies and laws, and ethics. No matter where they practice, nurses may have wondered what they would do if they found themselves in similar circumstances — whether they could object to providing patient care. The answer is a qualified “yes.”

First, the two cases

According to published reports, Jahi McMath, 13, was admitted into a California children's hospital for surgical procedures to address sleep apnea. Following surgery, she developed a complication, went into cardiac arrest, and was declared brain dead by two hospital-associated physicians and ultimately a court-ordered physician. Her family fought to have her remain on a ventilator until she could be transferred to an undisclosed facility where she could be given additional “life-sustaining” measures.

Marlise Munoz was 14 weeks pregnant when she was found unconscious at home. She was declared brain dead and carrying a nonviable fetus; her family wanted her taken off life support, noting her wishes, the media reported. But this time, the hospital where she was admitted objected — citing a Texas law it believed required them to keep her on life support until her fetus could be delivered. Again, a legal battle ensued. A judge ultimately ruled that the hospital was misapplying the law, and the hospital removed her from life support.

Members of the American Nurses Association (ANA) Ethics and Human Rights Advisory Board were not aware whether RNs objected to providing care in these specific cases. However, nurse ethicists did find it crucial to ensure that all RNs understand that they can conscientiously object to participating in interventions if certain criteria are met.

Confronting difficult decisions

Nurse ethicist Anita Catlin, DNSc, FNP, FAAN, followed the Munoz case in the national press.

“Nurses have a right to conscientiously object to participate in technologically supported

treatment of a brain-dead person,” shared Catlin, a member of ANA's ethics advisory board. “Additionally, when a woman and her surrogate have made their wishes known, it is unethical to go against these wishes as stated in ANA's *Code of Ethics for Nurses with Interpretive Statements*.

“If members of the nursing staff wished to be excused from participating in this patient's care for anything other than palliative care and comfort measures, they have every right to do so.”

When it comes to nursing practice, there are two broad categories in which RNs can conscientiously object to participate — based on provisions addressed in the *Code of Ethics*, according to Marsha Fowler, PhD, MS, MDiv, RN, FAAN, a member of the ANA's professional issues panel steering committee, which has been leading a revision of the *Code*.

Nurses can refuse to participate in all instances of an intervention — such as an abortion or sexual reassignment surgery — based on religious or moral grounds, said Fowler, an ANA/California member. RNs who hold these strong beliefs should make their objections to participate in these types of interventions or procedures known at the time of hiring, Fowler said.

“If that's not possible for some reason, the nurse should make her or his objection as timely as possible so the nurse manager can find a replacement,” she said.

Vicki Lachman, PhD, MBE, APRN, FAAN, added that for nurses to ethically object to participating in an intervention, that intervention “must challenge their moral integrity — and not be based on false motivation. It really has to violate a deeply held conviction of what's right or wrong. A nurse might believe that the sanctity of life trumps all.”

The *Code* does not allow nurses to refuse care based on prejudice, discrimination or dislike. For example, they can't refuse to take care of someone because the patient abuses alcohol or because the patient is homosexual, according to Lachman, chair of ANA's ethics advisory board.

To decrease the chances of having to object on moral or religious grounds, nurses ideally should practice in settings where they are less likely to be confronted with interventions — such

as abortions, cardiac transplants or palliative sedation — that conflict with their beliefs, Lachman said.

The other broad category in which nurses can conscientiously object involves a specific intervention with a specific patient, Fowler said. A common example of this ethically sound objection is when a nurse is asked to participate in an intervention that goes against a patient's autonomy and expressed desires, as in the patient's not wanting a blood transfusion, antibiotics or other lifesaving measures.

Given the fast pace of technology and other advances, nurses may increasingly find themselves in ethically challenging situations, Lachman noted.

Additionally, many sensitive cases that might have been kept private in decades past are now being played out in the media, according to Fowler.

Parting words

To make a conscientious objection, Fowler said nurses should follow the lines of authority and the structures that are in place in their facilities. They also can contact their organization's ethics committee or patient ombudsman.

And they must be aware of an obligation not to abandon a patient.

“Once a nurse begins treating a patient, she or he is legally bound to care for that patient until another nurse is available to assume responsibility for the patient,” Lachman said.

And although it may take courage to conscientiously object — particularly given some workplace cultures — not doing so can have dire consequences for the individual nurse and for the nursing profession.

“Most of the time, nurses just remain silent and do not make their objections known. They also worry that their decision will place a burden on colleagues by giving them more work,” Lachman said. “If nurses cannot move away from these situations, it becomes intolerable. They experience moral distress, emotional and physical fatigue, and burnout. Therefore, organizations must provide nurses with the staffing necessary to maintain their moral integrity, and nurses need to participate only in patient care that is not morally compromising.”

Fowler added, “Nurses need to accommodate and support colleagues who conscientiously object and provide an environment that preserves professional integrity.”

— Susan Trossman is the senior reporter for *The American Nurse*.

Reprinted with permission of The American Nurse.

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.

Case Manager

Quality Improvement Coordinator – RN HEDIS
Clinical Quality Management Provider Liaison
UM Clinical Review Coord RN – Gov't Programs

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.



Reconnect with the Reason you became a Nurse and Join our Team of Dedicated Professionals!

Casa de la Luz has positions available for
qualified and compassionate

RN's and C.N.A.'s

We have Full Time, Part Time, and per diem
positions available.

We offer excellent benefits including 401(k)!

For more information and complete list of
openings, please visit our website:

www.casahospice.com

You can also apply at our Home Office located at
7740 N. Oracle Rd, Tucson



because every day counts



**ESTRELLA MOUNTAIN
COMMUNITY COLLEGE**

A Maricopa Community College

Adjunct Nursing Faculty Teaching Opportunities:

All Clinical specialties:

- Pediatrics
- Obstetrics
- Medical/Surgical
- Mental Health

For more information and submission instructions go to:

www.maricopa.edu/

employees/division/hr/jobs/applying/ptteaching

The Maricopa County Community College District is an EEO/AA institution and an equal opportunity employer of protected veterans and individuals with disabilities.

American Nurses Association

Better, Safer Patient Care Through Evidence-Based Practice and Teamwork

In today's health care environment, patients rely on multiple providers for their care. For that care to be safe and of the highest quality, the Institute of Medicine, the nursing community and others have recognized the need for health care providers to embrace a collaborative, team-based approach to care. Patients, health care team members and the organization all benefit from interprofessional teamwork.

How can evidence-based teamwork be implemented?

Providers need to promote a change in organizational culture from an environment of working in silos to one that supports interprofessional collaboration. This, in turn, improves communication and reduces errors. One approach supported by the Agency for Healthcare Research and Quality (AHRQ) is TeamSTEPPS®, an evidence-based system that supports improving teamwork and communication skills with the goal of optimizing patient outcomes and improving patient quality and care.

TeamSTEPPS has been successful as the foundation for many evidence-based teamwork and quality improvement initiatives by using a three-phase approach. The first phase is for the organization to establish a multidisciplinary change team that assesses the need for practice change and that is committed to providing quality care by implementing evidence-based practices (EBP). Phase two focuses on planning, staff education and putting EBP into practice. Honest communication is crucial in this phase, because some team members may be resistant to practice changes and will need to share concerns and ask questions. The last phase of TeamSTEPPS is sustainability. The purpose of phase three is to sustain and spread improvements regarding teamwork performance. Sustainability can be achieved by asking for honest feedback from staff and by providing continual reinforcement and support.

To move away from silos to a team-based approach, Chaboyer, Wallis and Getherston make the following recommendations in their article "Implementing bedside handover: strategies for change management," as reported in the *Journal of Clinical Nursing*. An organization's leadership team should:

- Commit to a collaborative and interdisciplinary, or interprofessional, team approach.
- Be open to input from all staff members.

- Encourage frequent and honest conversation.
- Be patient. Change in organizational culture takes time.

Case scenario

Mrs. Hall was a frequent visitor to the pulmonary unit in the small urban community hospital. She acquired COPD from years of smoking, gained 30 pounds and needed frequent medication changes just to maintain her current oxygenation needs. Alex was the nurse assigned to care for Mrs. Hall and remembered her from previous admissions. What Alex didn't realize was that Mrs. Hall lived alone and had been cared for inconsistently by multiple unlicensed caregivers since her last discharge. Since Alex "knew" the patient and was unusually busy that shift, the admission assessment was unfortunately swift and incomplete.

Tara, a new physical therapist, was assigned to evaluate Mrs. Hall's mobility. Before the assessment, she read the patient's history and physical exam report and quickly identified Mrs. Hall as being at high risk for pressure ulcers. Tara asked Alex and a nursing student, Angela, to help her with getting Mrs. Hall out of bed. Without hesitation, both the nurse and the nursing student agreed to assist in Mrs. Hall's mobility assessment. Alex noticed that Mrs. Hall's mobility status had declined, as she was no longer able to sit unassisted.

Immediately, Tara determined that Mrs. Hall was exceptionally weak and unable to support her own weight while sitting. Recognizing this as an opportune time to teach, Alex recommended that Angela examine the patient's skin during the transfer in order to complete her admission assessment. Although Alex had previous experiences working with Mrs. Hall, she was surprised to learn that Mrs. Hall had developed a stage-three pressure ulcer on her sacrum and had breakdown on her hips and heels bilaterally.

Lessons learned

Alex, Tara and Angela worked together as a team and were able to identify a care issue that required immediate attention and action. It takes an interprofessional team to optimally care for a patient. If it weren't for Tara, Mrs. Hall's pressure ulcer might not have been noticed until later in the shift. Input from each health care team member influences the patient's plan of care regardless of the health care setting. A team-based approach provides unique

perspectives that will benefit patient care quality and safety.

Practice recommendations

- Teamwork is essential in improving patient safety.
- Speak up...recognize that you have a unique perspective to share.
- Acknowledge interprofessional expertise and value input from others.
- An evidence-based teamwork system improves communication among health professionals and impacts patient care.

Implications

Highly functioning teams:

- Are one element in high-quality care.
- Protect patient safety.
- Reduce duplication of services and save organizational resources.
- Improve community access to care.

— Marie-Elena Barry is a senior policy analyst in Nursing Programs at ANA.

Reprinted with permission of The American Nurse.



CCC at PineView Hospital,
a division of Community Counseling
Centers, Inc., an inpatient adult
psychiatric facility located in
Lakeside AZ is seeking

Full-Time RN's

with a sign on bonus (to be discussed at interview).

Also seeking **Permanent Part-Time RN's**
with a set schedule to work 27 hours per week.

Must be licensed as an RN by the Arizona State
Board of Nursing. Must obtain or be able to obtain a
level 1 fingerprint clearance card and
pass a drug screen.

Visit our website at www.ccc-az.org

Download and submit completed employment
application along with resume to
Jodi McGraw, Human Resource Administrator,
103 N 1st Ave, Holbrook, AZ 86025 or
fax to (928) 524-3068, or
e-mail to jmcgraw@ccc-az.org.

Discover Everything AzNA & ANA Have to Offer YOU!

Join by August 31, 2015 and save 10% –
just \$22.25/month and \$261/year.

Use Promo Code: AZNA10

Gain the advantage of education, networking and
advocacy for your career, your profession and your
patients. ***Because nursing is more than what
you do, it's who you are.***

ACT NOW!

www.JoinANA.org



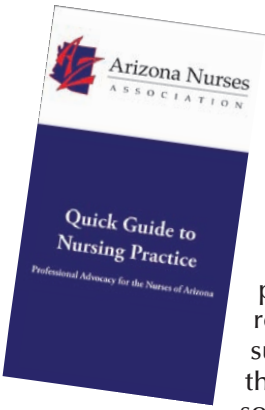
Arizona Nurses
ASSOCIATION



AMERICAN NURSES
ASSOCIATION




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.

\$5 each www.aznurse.org

Call 480.831.0404 for discounts on large orders.



Nurse Positions Available!

• RN • LPN • Student Assigned • Substitute Nurses

Must have authorization to work in U.S. as defined by the Immigration Reform Act of 1986 and current AZ RN or LPN license. Great Schedule, Excellent Benefits!

To apply or for more information, please visit our website at: www.dvusd.org

"A" Rated Pre-K-12 School District

Registered Nurses

The Meadows, located in Wickenburg, AZ, is a leader in the treatment of trauma and addiction. We are seeking FT/PRN Registered Nurses to implement the nursing process as it relates to psychiatric and chemical dependency disorders.



Visit www.themeadows.com to apply.




We're Looking for the Best!

If that's you, please join us!

Now Hiring Full-Time & Per Diem Experienced Nurses

At Oro Valley Hospital and Northwest Medical Center, we're committed to providing safe, high-quality, patient-centered care. Our national accreditations attest to that dedication.

We invite you to be part of our family.

Learn more at:
OroValleyHospital.com
NorthwestMedicalCenter.com



An Equal Opportunity Employer/VEVRAA

American Nurses Association

The Year of Ethics Commences with First Revision of Code since 2001



ANA Plans Ethics Educational Activities for 2015 to Highlight Importance in Nursing Practice

In December 2014, the Gallup survey ranked nurses as the top profession for honesty and ethical standards for the 13th consecutive year. In recognition of the impact ethical practice has on patient safety and the quality of care, the American Nurses Association (ANA) has designated 2015 as the “**Year of Ethics**” highlighted by the release of a revised code of ethics for the profession.

“The public places its faith in nurses to practice ethically. A patient’s health, autonomy and even life or death, can be affected by a nurse’s decisions and actions,” said ANA President Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN. “ANA believes it’s important that all nurses practice at the highest ethical level, and therefore, we will be offering a full range of activities to inform and support nurses to achieve that goal in a stressful and ever-changing health care environment.”

The foundation of the 2015 ethics initiative is the revised **Code of Ethics for Nurses with Interpretive Statements**, which was released Jan. 1 and now available on nursingworld.org under ANA publications. Several thousand registered nurses submitted comments during a four-year revision process for the new *Code of Ethics*, which was last updated in 2001. The update ensures that the Code reflects modern clinical practice and evolving conditions, and fully addresses transformations in health care.

Activities emphasizing the importance of ethics in nursing practice include:

2015 Designated as Year of Ethics

- The National Nurses Week (NNW) theme, “Ethical Practice. Quality Care,” May 6-12. Visit nursingworld.org for more information on NNW and the free national nurse week seminar.
- The 2015 ANA *Ethics Symposium* designed to facilitate dialogue across the nursing spectrum, June 4-5 in Baltimore. Additional registration information is on nursingworld.org.
- Publication of the *Guide to the Code of Ethics for Nurses*, scheduled for a July release.

In 2014, ANA participated as a strategic partner in the National Nursing Ethics Summit convened by the Johns Hopkins University’s Berman Institute of Bioethics and School of Nursing to strengthen ethics in the profession. The summit resulted in the Blueprint for 21st Century Nursing Ethics: Report of the National Nursing Summit. Summit leaders are encouraging individuals and organizations to adopt and implement the ethics blueprint to “create and support ethically principled, healthy, sustainable work environments; and contribute to the best possible patient, family and community outcomes.”

Westchester Senior Living, Tempe AZ

RN & LPN opportunities

(Full-time, Part-time & PRN status)
Apply at Tempe's *Best Kept Secret!*

To learn more about our campus visit:
www.westchestercare.voa.org

To apply at Westchester Care Center or our Assisted Living,
proceed to the online application:
<http://care-profiler.com/CareProfiler.hp?customer=271>
Contact: Michelle Knight, Human Resources Manager





Trusted. Respected. Preferred.



Trusted. Respected. Preferred.

Online

Employees of PMI enjoy many benefits of being an employee stock ownership company.

The Online Nursing Program Director manages the online RN to BSN program.

MINIMUM QUALIFICATIONS

- Doctorate Degree required.
- Graduate degree (Master or Doctorate) in Nursing required.
- Active Registered Nurse license, in good standing with the state board of nursing, required. Multistate Compact License preferred.
- National Certification as a Nurse Educator preferred.
- Experience teaching in an online or hybrid platform required.
- Five (5) years of experience as a registered nurse, two (2) years of documented experience as a nursing instructor in a program leading to a baccalaureate degree or higher, and two (2) years of documented nursing program administration preferred.
- Resident of Arizona or willingness to relocate to the Phoenix/Tucson area preferred.
- Knowledge of curriculum design, program administration, evaluation, instruction and advising.

To apply please visit: jobs.pmi.edu or contact Theresa Neuhaus at tneuhaus@pmi.edu • 520.323.5966

Online Nursing Program Director RN to BSN Program



College of Nursing & Health Innovation

Join Us.

The College of Nursing & Health Innovation at ASU placed 24th in the country for its master's programs in nursing, making it the highest-ranked in Arizona.

Undergraduate Programs

- Bachelor of Science in Nursing (BSN)
- Post-Baccalaureate BSN
- RN-BSN

Graduate Programs

- Doctor of Nursing Practice (DNP)
- Master of Healthcare Innovation (MHI)
- Master of Science (MS)
 - Care Coordination
 - Nurse Educator
 - Patient Safety and Health Care Quality
- PhD in Nursing & Health Innovation (PhD)

For more information please visit
<https://nursingandhealth.asu.edu/programs>

Faculty opportunities available, visit
<https://nursingandhealth.asu.edu/employment/index.htm>

ANA/Arizona Nurses Association Membership Application



For other information, please contact ANA's Membership Billing Department at (800) 923-7709 or email us at memberinfo@ana.org.

Essential Information:

First Name/MI/Last Name	Date of Birth	Gender: Male/Female
Mailing Address Line 1	Credentials	
Mailing Address Line 2	Home Phone	Mobile Phone
City/State/Zip	Email Address	
How did you hear about ANA/AzNA? <input type="checkbox"/> Colleague <input type="checkbox"/> Mail <input type="checkbox"/> Magazine <input type="checkbox"/> Online <input type="checkbox"/> Other: _____		

Professional Information:

Employer	Current Employment Status: (e.g. full-time, part-time, per diem, retired)
Type of Work Setting: (e.g. hospital, clinic, school)	Current Position Title: (e.g. staff nurse, manager, educator, APRN)
Practice Area: (e.g. pediatrics, education, administration)	RN License # State

Ways to Pay:

Monthly Payment

☐ Checking Account *Attach check for first month's payment. Please make checks payable to ANA.*

☐ Credit Card

Annual Payment

☐ Check *If paying by credit card, would you like us to auto bill you annually? ☐ Yes*

☐ Credit Card

Authorization Signatures:

Monthly Electronic Deduction | Payment Authorization Signature*

Automatic Annual Credit Card | Payment Authorization Signature*

Credit Card Information: ☐ Visa ☐ Mastercard

Credit Card Number Expiration Date (MM/YY)

Authorization Signature

Printed Name

Special Interest Group (optional):

☐ Nurse Educator ☐ APRN/Nurse Practitioner

☐ Border Health ☐ Nursing Informatics

Membership Dues:

Nurses must already hold an RN license before becoming members of ANA

Standard Membership ☐ Monthly = \$24.67 ☐ Annual = \$290

Reduced Membership ☐ Monthly = \$12.59 ☐ Annual = \$145

- New Graduate (within one year of graduating from nursing school)
- RN Full-time Student
- 62 years of age or older not earning more than Social Security allows
- Not Employed

Retired/Disabled Nurse ☐ Monthly = \$6.54 ☐ Annual = \$72.50

- 62 years of age or older and not employed
- disabled

*By signing the Monthly Electronic Payment Deduction Authorization, or the Automatic Annual Credit Card Payment Authorization, you are authorizing ANA to change the amount by giving the above signed thirty (30) days advance written notice. Above signed may cancel this authorization upon receipt by ANA of written notification of termination twenty (20) days prior to deduction date designated above. Membership will continue unless this notification is received. ANA will charge a \$5 fee for any returned drafts. ANA & State and ANA-Only members must have been a member for six consecutive months or pay the full annual dues to be eligible for the ANCC certification discounts.

Please Note — American Nurses Association (ANA) membership dues are not deductible as charitable contributions for tax purposes, but may be deductible as a business expense. However, the percentage of dues used for lobbying by the ANA is not deductible as a business expense and changes each year. Please check with ANA for the correct amount.

Web

Join instantly online
Visit us at www.joinana.org

Mail

ANA Customer & Member Billing
P.O. Box 504345
St. Louis, MO 63150-4345

Fax

Completed application with credit card
payment to **(301) 628-5355**



Without **AzNA**
there would be...

NO influence on laws, rules
and Scope of Practice

NO national collaboration

NO professional protection

NO state accrediting body
for continuing education

NO role model for the next
generation

NO voice for nursing

www.aznurse.org

It Pays to Join.
www.aznurse.org



Equal Opportunity
Employer with careers
such as
RN's, Charge Nurse,
CNAs, LPN's and
Caregivers.
Please check our website
@ christiancare.org/careers
for our current
openings and apply
online



FELLOWSHIP
SQUARE



Register to volunteer today!

The Arizona Emergency System for Advance Registration
of Volunteer Health Professionals

www.azdhs.gov/volunteer



Disasters can strike when we least expect it. Help your community
prepare by registering as a volunteer health professional.
Sign up at www.azdhs.gov/volunteer

Welcoming New and Returning Members

New Members 12/01/14 – 02/28/15

Chapter 1 –

Greater Phoenix

Odionyenfe Adelakun
Chiemene Andrew
Kathryn Baxter
Denise Betcher
Kelley Bonowski
Helen Brogan
Barbara Browder
Margaret Calacci
Kelly Chavez
Susan Constantine
Jacque Cushard
Rovianne Dela Cruz
Mariene Diaz-Cruz
Diana Dombrowski
Kayla Ford
Amy Forker
Cheryl Gallaga
John Grace
Amory Godwin
Grijaldo
Delia Guerrieri

Anne Hillier
Veronica Hurd
Donna Hutchins-Miller
Kathleen Hutter
Kim Keene
Julia Lee
Debra Lemenager
Tamara McDonald
Tara Neuheisel
Adelaide Okoree-Siaw
Clare Parkinson
Sarah Pile
Elizabeth Plata
Kari Rocco
Stephanie Roth
Kelly Schultz
Sheryl Shantz
Kristin Smith
Therese Speer
Cheryl Steffen
Marlene Steinheriser
Anabell Thompson
Ashley Watkins
Laura Westfall
Karen Wilds
Leslie Wilkie
Anthony Zielke

Chapter 2 - Tucson

Noranita Arms
Jennifer Biresch
Julie Carlson
John Casey
Sarah Gates
Angela Gaul
Nancy Henning
Amy Katherine Horne
Cynthia Kennedy
Misty Levitt
Willard Lynch
Kathleen McLeod
Theresa Ouellette
Roberta Purrier
Amy Rice
Melissa Still
Tracie Vineyard

Chapter 5 - Prescott Valley/Northern Arizona

Becky Babers
Wendi Campbell
Lisa Church
Toni Coleman
Elaine Elek

Sabrina Finklea-Strickland
Lillian Gilmore
Melissa Homan
Kristina Huddleston
Lesa Lock
Shelly Potts
Dawn Rivas
Najia Russell
Jeannette Sasmor
Sheri Shamon
Lisa Stanley
Jesse Van Leeuwen-Beloussow

Chapter 7 – Yuma, Rio Colorado

Barbara Cruz
Lizhanka Mendez
Nicole Schug
Gail Smith
Eric Vaughn

Chapter 30 – East Valley

Heidi Alton
Penny Baker

Shannon Bell
Lynn Blair
Elizabeth Bryant
Valerie Burt
Edwviges Castillo
Amy Chenoweth
Katie Cordaro
Daniel Crawford
Cristi Foster
Emily Frye
Robert Gage
Wendy Gallagher
Iris Garcia
Dusty Glackin
Blaire Glennon
Miki Goodwin
John Gutzwiller
Michelle Hardesty
Sherry Hottenstein
Nirva Jean Baptiste
Mary Jerde
Kori Ann Johnston
Chanda Jones
Mary Kaithakkal
Melinda Kirchhefer
Laura Leal
Abigail Marley

Holly Mesnard
Paul Moreno II
Robyn Olson
Kelly Parker
Angela Poulos
Karen Prendergast
Charlotte Pride
Cheryl Proctor
Erin Quick
Lisa Rodriguez
Marie Rozell
Irma Ruiz
Meliza Salandanan
Donna Snow
Becci (Melinda) Stoflet
Judy Torrey
Nancy Velarde-Franks
Isidora Vidallon
Stephanie Vigil
Dree Wilkinson-May
Karla Yonts
Shelly Lanagan
Tyrene Robertson
Kathy Rodman
Vanessa Rogong
Shelley Vaughn

2 Year Anniversary Members

12/01/2015-02/28/2015

Chapter 1

Emily Braganza
Elaine Clayton
Ruby Mae Dacuan
Patricia Dotts
Giovanna Goldman
Kimberly Haelen
Mary Harden
Shana Hofberger
Kassandra Hyde
Julie Jackson
Joseph Jenneford
Monika Keith
Jennifer Kent
Brittany Nail
Charon Pierson
John Ponce De Leon

Dena Quaranta
Mary Walsh
Robert Wingenter
Jillian Young

Chapter 2

Barbara Bauwens
Irma Campuzano
Victoria Fass
Stephen Frates
Deana Gil
Brandie Griffin
Helen Hess
Misty McGillem
Krista Olinger
Milton Spivack

Chapter 5

Floye Bradford
Janis Burger
Jo Ann Otts
Candice Panton
Deborah Siebken
Sara Stanford
Maria Thomas
Robert Wallace

Chapter 7

Peggy Jessen
Amanda Schmidtman

Chapter 30

Maria Bautista
Matthew Bellerose

Cheryl Dworman
Barbara Ginn
Kathryn Good
Allison King
Carol Long
Jennifer Mays
Jerry McGowan
Emma Schofield
Mary Thomas
Whitney Tripp
Hailey Valentine
Dedra Wadsworth



\$20

www.aznurse.org
480.831.0404

INSPIRE THEIR POTENTIAL

Southwest Behavioral Health invites you to leverage your talents in a way that inspires others to feel better and reach their potential. We currently have multiple opportunities in Northern Arizona and Phoenix within our inpatient and outpatient programs providing services to our SMI/General Mental Health population.


Nurse Practitioner Registered or Licensed Practical Nurse

New Grads are encouraged to apply!

Enjoy competitive salaries and great benefits at one of Arizona's largest behavioral health service providers.

Apply online at: www.sbhservices.org
Email: JenelT@sbhservices.org
Call: 602-351-6901
EOE






Mountain Health & Wellness

We are a Federally Qualified Community Health Center that provides family medicine/primary care services, behavioral health services and substance abuse services for all ages.

Presently serving seven communities in Arizona, Mountain Health & Wellness is looking for nurses to join our team in Apache Junction, Casa Grande or Yuma.

Full & Part Time RNs
Current RN license in AZ is required.



Send resume, letter & salary to hr@mhwarz.org

Change is happening...

Visit www.nursingALD.com to access over 600 issues of state nurses publications from around the United States - Stay informed about nursing in **Arizona** and around the country!



ALD
Publishing Agency, Inc.



EL RIO
COMMUNITY HEALTH CENTER

CAREER OPPORTUNITIES

El Rio Community Health Center is a highly respected, non-profit community health center with 17 locations based in Tucson. We serve over 83,000 patients a year and employ over 1,000 team members. El Rio offers a competitive, comprehensive benefits program to regular full time employees.

We are looking for experienced (bilingual preferred) candidates to fill the following positions:

**Registered Nurse, Care Coordinator
Licensed Practical Nurse**

For details please visit www.elrio.org/careers



OASIS Hospital
Orthopedic and Spine Hospital
Phoenix

Come be a part of our OASIS team in Phoenix.

RNs for Post Surgical Unit (PSU)
7 p.m. – 7 a.m.
AZ license required. 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

Executive Director’s Report continued from page 1

for Arizona. Robust inter-professional collaboration and attention to development of a diverse healthcare workforce are integral components of Arizona’s plan.

Our Community Partners: Matching Funds and in-kind donations were necessary to qualify for the RWJF SIP grant. A large thank-you goes out to all of our state-wide supporters listed below.

Arizona Nurses Association	Arizona Hospital and Healthcare Association
Arizona State Board of Nursing	Arizona Association for Home Care
Maricopa County: Workforce Development Division	City of Phoenix: Community & Economic Development
Arizona Commerce Authority	St. Luke’s Health Initiatives
Arizona Nurses Foundation	Arizona Organization of Nurse Executives
Greater Valley Area Health Education Center	Northern Arizona Area Health Education Center
Eastern Arizona Area Health Education Center	Southeast Arizona Area Health Education Center
ASU College of Nursing & Health Innovation	Regional Center for Border Health
Northern Arizona University School of Nursing	Scottsdale Healthcare
Bilingual Nursing Fellowship Program Partnership with South Mountain Community College and Phoenix College Center for Nursing Excellence	National Association of Hispanic Nurses, Phoenix Chapter
Arizona College	Personal Contributors: Pauline Komnenich, Pamela Randolph

What Next? We will keep you updated on the progress of the grant through an ongoing column in the Arizona Nurse. You can also visit www.futureofnursingaz.com. Next issue we will introduce the second part of our SIP grant: *Preparing a diverse RN workforce by providing mentorship opportunities for nursing students from diverse backgrounds to engage in precepted clinical experiences with underserved populations and communities.*

I would personally like to thank our grant-writing team who put in countless volunteers hours to make this grant possible: Carla Clark, Ed Jones, Tanie Sherman, Adriana Perez and Pam Randolph.



One of the many SIP grant-writing sessions
AzNA Members; Robin Schaeffer, Carla Clark and Tanie Sherman and Ed Jones (community partner from Greater Valley Area Health Education Center).

“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.

Who Uses Data & For What Purposes?

Government

- Policy Decisions
- Allocate Funding
- Program Planning
- Evaluation
- HPSA analysis
- Grant proposals

Workforce Policy

- Evaluation
- Program planning
- Policy analysis
- Regulatory questions
- Grant proposals
- Pipeline and diversity

Education, Research

- Planning for new schools
- Planning for new programs
- Pipeline and diversity
- Evaluation
- Research projects
- Grant proposals

Funders

- Program planning
- Allocate funding
- Evaluation

Businesses

- Healthcare Expansion
- Network Development
- Medical Tourism
- Attracting New Businesses

National Organizations

- National policy
- Evaluation
- Dissemination
- Improve data quality

Professional Associations

- Advocacy, Membership
- Policy analysis
- Program planning
- Grant proposals

Adapted from: Health Workforce Technical Assistance Center
www.HealthWorkforceTA.org



UNC
THE CECIL G. SHEPS CENTER
FOR HEALTH SERVICES RESEARCH

SimpleWreath specializes in handmade, natural looking wreaths that enhance the beauty of your home, both inside and out.



Etsy:
<http://www.etsy.com/shop/simplewreath>

Facebook:
<https://www.facebook.com/simplewreath>

E-mail:
simplewreath@gmail.com

Thank you for visiting my shop! If you have questions or would like to request a custom order, please do not hesitate to contact me. *I would love to work with you.*



SimpleWreath



Please enjoy
10% off
with coupon
code:
NURSE10

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.



OFFERED BY THE AMERICAN NURSES ASSOCIATION

AFTER A BUSY DAY, A FATAL ERROR OCCURRED.

We can all make a mistake. But as a nurse, one mistake can lead to disaster. Consider this real-life example.



“After receiving treatment in an emergency department (ED), a 36-year-old woman died of undiagnosed sepsis. The physician and nurse who treated her were sued by the family.

The lawsuit claimed that the nurse — who had worked a busy, 14-hour shift in the ED — failed to document an elevated heart rate on discharge and failed to tell the physician that the patient had had her spleen removed. The jury awarded the plaintiffs \$1.2 million. The nurse was responsible for 40% of that award: \$480,000.¹”

It's because of cases like this that the **American Nurses Association (ANA)** offers the Nurses Professional Liability Program. It protects nurses from the potentially devastating impact of malpractice lawsuits.

Get the protection you need — without paying more than you need. To take advantage of competitive rates for ANA members, **visit proliability.com/70166 for an instant quote** and to fill out an application.

MALPRACTICE INSURANCE OFFERED BY THE ANA ANNUAL PREMIUM AS LOW AS \$98²
Protect yourself now!
Visit proliability.com/70166 or call 800-375-2764.



¹ Source: Clinical Advisor, November 1, 2013

² Please contact the program administrator for more information or visit proliability.com for a free quote.

70166 (5/15) Copyright 2015 Mercer LLC. All rights reserved.

Underwritten by Liberty Insurance Underwriters Inc., a member company of Liberty Mutual Insurance, 55 Water Street, New York, NY 10041

Administered by: Mercer Consumer, a service of Mercer Health & Benefits Administration LLC

In CA d/b/a Mercer Health & Benefits Insurance Services LLC
AR Ins. Lic. #100102691 | CA Ins. Lic. #0G39709

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**

