Preface

This book is a sequel to *White Caps in the Desert* (Shields, 1970) that chronicled the events of the nurses association in Arizona from the beginning meetings in 1917 and the formal organization in 1919 through 1969. This book highlights the challenges, struggles, misadventures and the accomplishments in the survival of our professional organization during a period of rapid technological advances from 1970 until the beginning of the 21st century. Both our physical appearance and our activities would startle, surprise, or disgruntle our predecessors. White caps, capping ceremonies, and the white uniform with matching hose and shoes have been eliminated. The uniform has been replaced with a multitude of colorful styles, scrubs, lab coat, and for some, street clothes. In the clinical arena, latex gloves accompanying the uniform and laptop computers are a must for those nurses in the community. Hospital stays are minimal; most surgeries are in outpatient settings. Advanced practice nurses are prescribing medicines and independently treating patients and clients in a holistic manner.

The influence of computers, internet, and sophisticated audio/visual aids created changes in the perception and accountability of patients for self care. Patients and clients became better informed and consequently expected more information about their illness, treatments, and medications. Nurses became more cognizant of these changes and thus better prepared in preventive health teaching, assessment, screening techniques, and management.

Population trends, mobility, diversity and the graying of America have led to a corresponding shift in needs for health care. Chronic illness and prevention of chronic illness as well as end of life care and management have become a focus of nursing in the late 90s and the 21st century. An added burden for nurses since the 70s was the need to be aware and need to be knowledgeable about government regulations of medicine, Medicare and Health Maintenance Organizations (HMOs).

The keystone or main focus of our professional organization, the American Nurses Association, is the continuing development of nursing as a profession and upholding the high standards of nursing care. The focus of nursing education changed from hospital diploma programs to universities and community colleges, which resulted in more autonomy for nurses with advanced education. Advances in technology and education also resulted in more responsibility, accountability and recognition for nurses. In 1996, ANA celebrated its 100 year anniversary and Arizona Nurses Association (AzNA) celebrated its 75th.

This book is a historical documentation of AzNA members who have contributed toward developing and maintaining professional standards of nursing in Arizona since 1970. In most professional organizations, a few do the most, however all benefit. This is true in Arizona where a relatively few of the registered nurses (RNs) in the state have supported the organization while all RNs have benefited. The dedicated few have spent their time, energy and talent for AzNA and deserve recognition and thanks. We have tried to recognize and identify AzNA leaders; however, we are cognizant that many volunteers, and workers on task forces, projects, and various committees are unnamed. We of the Archives Committee have great respect and gratitude for all of you who in the past and present have supported AzNA with your membership and professional contributions.

All data in this chronicle were drawn from source documents at the association or from members who “lived the experience.” For example, information such as names of past presidents and executive directors were collected from Board of Directors minutes from 1919 through 1970. In 1999, the Archives Committee which included Mary Richards, RN, PhD, Hazel Bennett RN, Daphne Morris, RN, MSN, Bernita (B) Steffl RN, MPH and Barbara K. Miller, RN, PhD, Chair, reviewed and gleaned information from issues of the *Arizona Nurse* since 1970 and then documented all data using the Board of Directors minutes. Some information prior to 1970 was obtained from *White Caps of the Desert*. Since 2000, Barbara K. Miller, RN, PhD, Bernita (B) Steffl RN, MPH, and Jacqueline (Jackie) Taylor, RN, PhD have reviewed, compiled, and written this historical document. Credentials of members were not recorded for many years and efforts to contact these nurses or friends were not always successful. Some sections of this book were written by members who were participants or involved with those historical events; these sections are noted by that member. Members have also assisted with reviewing and editing and have been significant contributors to this book.

*Archives Committee members B Steffl, Jackie Taylor and Barbara Miller.*
Introduction

White Caps in the Desert (Shields, 1970) chronicles the early history of Arizona Nurses Association. Forty two graduate nurses of Arizona convened to meet with a representative of the American Nurses Association (ANA) in 1919 with the purpose of organizing the Arizona State Nurses Association (ASNA). These nurses represented several different groups of nurses in Arizona. A nominating committee and a committee to write a Constitution and Bylaws were appointed. Leadership positions created included: President, First Vice President, Second Vice President, Secretary, Treasurer, and six on the Board of Directors. The officers were installed and ASNA was a reality.

One of the main objectives of ASNA was to raise the standards of nursing and to secure state registration of qualified nurses in Arizona. The initial activities of members focused on establishing a mechanism for registering educated, qualified nurses and the first Arizona Nurse Practice Act became law on June 9, 1921. Five days later the Arizona State Board of Nurse Examiners was organized in Governor Campbell's office at the Capitol Building in Phoenix. By 1925, nurses were organized into the following seven district nurses associations, Phoenix, 1, Tucson area, 2, Douglas and Bisbee areas, 3, Globe area, 4, Prescott area, 5, Tuba City area, 6 and Yuma area as 7 (Shields, H., 1970).

Until 1973 the professional organization of Arizona was titled, Arizona State Nurses Association (ASNA) and therefore will be identified as ASNA. All events after 1973, when the name was changed to the Arizona Nurses Association (AzNA), will be identified as AzNA.

Many of the issues that were encountered during the first 50 years of ASNA (now AzNA) continue to be of interest and require involvement of current members. Membership, education standards, Nurse Practice Act, legislation, autonomy, advocacy, collective bargaining, and participation in these activities were prominent issues in the early days of the organization. Currently each of these issues as well as advanced practice, continuing education, and professional advocacy involve our members' activities today. Collective bargaining continues to be a prominent issue with many of ANA constituents participating throughout the nation; however, in Arizona, AzNA has focused on professional advocacy.

Throughout these years, involvement and participation with AzNA activities have always depended upon the commitment and dedication of the members as well as the budget. The budget largely depends upon membership. AzNA membership has been and continues to be a small percentage of registered nurses in Arizona.

Arizona State Nurses Association to Arizona Nurses Association

During the early 1970s, the state of Arizona continued to grow with multiple state offices, programs, and organizations. The professional organization known as Arizona State Nurses Association (ASNA) became confused with state agencies including the Arizona State Board of Nursing. Because AzNA was not a state agency, but rather a non profit organization, the ASNA Board of Directors, in 1973, approved the organizational name change to Arizona Nurses Association (AzNA). On December 18, 1973, the bylaws were amended and in January, 1974 ASNA received papers from the Arizona Corporation Commission extending Articles of Incorporation for 25 years (until 1999) and officially became Arizona Nurses Association (AzNA). On November 16, 1998 the Articles of Incorporation of AzNA were amended to read that the "duration of the corporation shall be perpetual" instead of for a given number of years.

Organization

In 1970, the structure of the Arizona Nurses Association included Districts 1 through 19. Members at the convention were the voting body. The Board of Directors included five elected officers, four elected directors and three district nurses association presidents. There was a Council of District Nurses Presidents including two ASNA Board members. Five divisions of practice, three occupational interest groups, and eleven standing committees including Careers, and Economic and General Welfare completed the organization. The next year a Public Relations Committee was appointed.

By 2002 members at the convention remained the voting body, however the structure of AzNA, the Board of Directors, and committees had been completely reconfigured. Through the years, AzNA’s board positions, organizational configuration, and purposes were realigned to better meet the ongoing changes in the profession of nursing and societal influences. The organization maintained a focus on serving its members, nurses, and patients of Arizona. Although priorities changed, AzNA remained focused on serving the needs of nurses, maintaining an effective legislative program, remaining fiscally sound, and ensuring thorough communications with members and key stakeholders.

AzNA consistently strove to enhance services. Various methods were initiated to improve efficiency in the organization. A method implemented in 1975 was the establishment of a Personnel Committee to review personnel policies, job descriptions, and evaluation procedures.
Decreasing membership caused budget problems in 1980, and the Committee on Finance presented an adjusted budget which indicated an anticipated deficit of $13,000. The board members took the following actions:

- Moved that the Executive committee of the board function as an Ad Hoc Committee to secure a Financial Advisor and financial advice
- Directed the personnel committee and the Executive Director to review roles, functions and job description of staff looking for duplication of services and activities while identifying those functions which volunteers could perform
- Froze all salaries and considered the Assistant Director as a part time position
- Requested the Continuing Education Council to increase provider fees
- Requested that the Nurses Commission on Collective Bargaining (NCCB) become self sufficient

In March, 1987 the board accepted the first packet of AzNA Board of Directors Policy and Procedures as reviewed and revised. Later in the year the Board of Directors outlined a pro-active direction for AzNA in the future with the following AzNA philosophy:

- AzNA believes that nursing is a dynamic profession composed of committed individuals who make significant contributions to all dimensions of health care
- AzNA supports quality health care as a fundamental right of all persons through implementation of ANA Standards of Care and Code of Ethics through education and continuing professional development
- AzNA believes that promotion and enhancement of the profession depends on communication within the profession and development of future nurses through support of the student nurses association and career counseling
- AzNA provides a powerful and positive impact on health care by asserting nursing's policy positions on behalf of consumers, and for the general welfare of the profession
- AzNA is the voice of the profession

The following year, one of AzNA's priorities was to solidify and expand the endowment fund. In addition, the association established a goal of creating a library. AzNA also worked to translate ANA's work into Arizona. AzNA established the implementation of the ANA Resolution, 'Nursing: Arizona's Plan for the Future' and the ANA Scope of Practice Statement as a priority. That same year, AzNA held monthly wine and cheese informal open house gatherings to:

- Provide an opportunity to welcome new members
- Communicate informally to members the latest events concerning legislative activities, association meetings and professional issues
- Stimulate networking among members
- Encourage involvement of new and continuing members
- Introduce prospective members to AzNA

In 1989 the AzNA Board proposed a reorganization model for AzNA. The purpose was to insure the accomplishments of the AzNA mission and establish a plan utilizing a management system emphasizing cost effectiveness and accountability. The goals for 1989 were:

- Enhance the organizational viability and effectiveness of AzNA
- Promote nurse effectiveness in the environment in which nursing is practiced
- Clarify and strengthen the educational system and provide educational advancement opportunities for nurses
- Expand the scientific and research base of nurses practice

The proposed reorganization model was published in the March/April 1989 Arizona Nurse and generated much comment and discussion with some adjustments to nomenclature and functions of board members. A major issue implicit in the proposed reorganization model was the elimination of the Nurses Commission on Collective Bargaining (NCCB). AzNA at that time filed reports with the US Department of Labor as a labor organization. The NCCB was the organizational unit, structurally independent of the AzNA Board of Directors, and carried out the functions of a labor union.

On September 23, 1989 during the convention business meeting, the reorganization model was accepted. Briefly the changes included

- All continuing education activities formed into a "Division on Continuing Education"
- Each board member assumed specific responsibilities such as chairperson for board committees
- Cabinets merged into a new "Division on Professional Issues"
- Chapters, a new organizational entity, were formed for the purpose of enabling nurses to form in meaningful groups by interest, clinical area, and/or geographic area. The title of "Chapters" replaced the name, "District"
- Councils were deleted but could form chapters

This new structure of AzNA complemented ANA’s Commission on Organizational Assessment and Renewal (COAR) recommendations which were outlined in the April, 1989 American Nurse and passed by ANA delegates meeting in June of that year.

Each convention year, AzNA evaluated and fine-tuned its board and to commemorate AzNA’s 75th anniversary, in 1994 the board authorized purchase of AzNA pins for members these pins were distributed to all members free of charge and all activities and communications reminded members of this historic event.

In March 1997 the board further refined the finances of the association by developing a new budgeting process, updating financial policies and procedures, and providing for investment of reserve funds to increase resources available to the association. The board also revised position descriptions for board members and outlined plans to develop a process for assessment of board effectiveness. To move AzNA into the information age, the board also authorized establishment of a web-page in collaboration with ANA. The association structure changed as the board accepted a request from Chapter 40 Professional Nurses Network to be dissolved so chapter members predominately from California could be affiliated with the new ANA constituent, ANA California.

Later that year, the board initiated discussion with the President of the Arizona Hospital and Healthcare Association and the Arizona Organization of Nurse Executives (AzONE) regarding shared concerns for quality of patient care. The board also approved the establishment of a task force to foster creation of a Foundation. AzNA’s board also strategized to gain ANA support for funding professional advocacy activities.

By 1999, the Board of Directors identified the Professional Advocacy Initiative as the primary strategic initiative for the year 2000. In a focus to enhance AzNA’s recognition and increase membership, the board also contracted with a marketing consultant to design and assist with a membership marketing plan and approved a new AzNA logo.

The 2001-2002 Strategic Plan set forth by the Board of Directors encompassed five major themes:
- Advocate for professional nursing practice
- Strengthen membership and partnership
- Influence public policy in health care
- Improve the perception and visibility of nursing and AzNA
- Enhance the education and development of nurses

AzNA had eight papers defining its position and providing background on critical topics of interest to the profession. These position papers were on border health care, foreign-educated nurses, mandatory overtime, safe needle and sharps, nursing shortage, tobacco products tax, women’s health, and the scope of nursing practice.

The 2001-2002 Board of Directors were: President, Kathy Player, RN, EdD; 1st Vice President, Jodie Williams, RN-C, MS; 2nd Vice...
President & Chair Professional Issues, Anne McNamara, RN, PhD; Secretary, Eveline (Andie) Denious, RN, MS; Treasurer, Shirley Bell, RN, EdD. The six directors were: Director, Continuing Education, David Hrabe, RN, PhD; Director, Appointments/Nominations, Cynthia Harris, RN, MN; Director, Legislation, Mary Griffith, RN, MN; Director, Political Activities, Theresa Frimel, RN, MSN; Director Development, Jeannette Sasmor, RNC, MBA, EdD, FAAN; Director, Membership/Chapter Relations, Laurie House RN, BSN.

The Chairs of the standing committees were: Appointments/Nomination Committee: Judith Black Feather, RN, BSN, MPH; Bylaws Committee: Marilyn Bagwell RN, PhD, Professional Issues Steering Committee: representing administration: Joyce Benjamin, RN, MSN, representing education, Judith Effken, RN, PhD, representing practice, Barbara (Bobbie) Wiles, RN, BSN, CCRN; representing research, Nicolette Estrada, RN, MS, MAOM, FNPC; representing ethics, Barbara Fargotstein, RN, MN; member at large, Nancy Cisar, RN, MSN, CCRN, CS.

Throughout the years, AzNA's work was also influenced by changes in ANA. In 1973 the headquarters of the American Nurses Association (ANA) was moved from New York City to Kansas City, Missouri. The midwest location made visiting the headquarters more accessible to members in Arizona. However in March 1992, ANA moved to Washington DC so that members and staff of ANA were closer to Congress and thus more influential with legislation that could affect nurses or nursing practice. This close proximity increased communication between lobbyists, senators and representatives of ANA. In 1982 ANA adopted a "modified federation model" which meant that state nurses associations became ANA constituent members and the nurses associations were comprised of individual RN members of that state.

**AzNA's Conventions, Projects, Programs and Grants**

Throughout the years, AzNA board members have demonstrated an interest in the needs of members and the community. The biennial conventions and the symposiums held on alternate years have provided information to all members. In addition, many programs and projects have been implemented and grants have provided the funds.
Biennial conventions have provided a forum for all members to participate in the professional association activities including election of new officers, awards recognition for members, bylaw changes, action reports on issues and plans for the future. Biennial reports of standing committees as well as the financial status provided members with relevant data about the association. The three day event, held at different locales in the state, provided opportunities for socializing, networking, attending interesting and informative presentations as well as fun activities in the evening. Conventions have been planned and maintained as a cost effective event for the association and an informative as well as economical event for the members. The convention on September 24, 1987's pre-registration for all three days was $100 and $150 for non-members. The fee for late registration was an additional $25. District 12 was coordinator for the convention and was given permission to sell and manage entrepreneurial space at the convention to offset costs. The 1999 convention was set for September 8th with early registration for the full convention at $185 for AzNA members and $215 for non-members. Late registration was $10 more for registrants.

The 1999 convention was in Tucson. Chapter 2 was coordinator for this event. Throughout the years, exhibitors at the convention have not only provided interesting information but have helped to defray the costs. In 2001, several weeks prior to the convention, the Phoenix newspaper, The Arizona Republic, published a separate section in their daily newspaper about Arizona nurses and nursing practice. The Arizona Republic also purchased an exhibitor booth and had copies of the nursing section for attendees. There were 26 other exhibitors and sponsors. It is interesting to note that by 2001, the convention in Mesa had early registration for the full convention at $250 for members and $350 for non-members. This increase after 15 years was quite nominal considering inflation.

AzNA members have been proactive about many health issues through the years as illustrated at the 1971 convention, when smoking of cigarettes during the convention was limited to periods of socialization. In 1986 the board voted to enforce a no smoking policy at all AzNA sponsored programs and the AzNA office. In October 1986, the Student Nurse Association of Arizona (SNAAz) convened in conjunction with AzNA's convention for the first time. This event of convening with SNAAz has continued through the 90’s and into the 21st century.

In 1979 the Arizona Department of Health Services (ADHS) in response to questions raised about nursing shortage in Arizona, created an Advisory Council to address segments of Arizona's health service
planning, delivery and educational community. One of the objectives was to assess nursing manpower needs as addressed in Health System Plans and the State Health Plan. A Nursing Manpower and Education Committee was composed of representatives from many areas of the nursing community including ADHS, Arizona State Board of Nursing, AzNA, a Dean from Northern Arizona University College of Nursing, a Dean of Nursing from one of the community colleges, a Director of Nursing at a hospital, a Director of a long term care facility, three staff nurses with different educational backgrounds, and two community members. Georgia McDonough, RN, MA, NP, was the chair of the committee with other AzNA members as representatives including Judith


Anne McNamara, Gretta Styles, Barbara Nichols and Carol Stevens at the ANA Convention in 1998.

Black Feather, RN, BSN, MPH, Concetta Tynan, RN, MA, Rhonda Montalvo, RN, and Phyllis Ethridge, RN, MS.

This committee met in the early 1980s to

• Review and determine the current supply and demand for nurses in Arizona and
• Review and determine the current nursing education system in Arizona.

Consequently, a statewide survey of nurses and nurse employers was conducted. A representative sample of each of the following groups was obtained:

• RNs and LPNs with diverse basic educational preparation in nursing.
• Nurse education professional preparation program administrators and faculty,
• Health care providers including hospitals, clinics, home health care agencies, school health offices, HMOs, physicians, public and tribal health agencies, long term facilities private industry, and prisons.

The report of the study by this committee was supported by an ap-
Judy Celik, Carol Smith, Jonathon Cox, Eva Woodburn, and Pam Fuller


Jacque Adams and Betsy Ploeger, student nurses from Pima Community College, show off their humorous likenesses at Convention 1999.

The ASU faculty proudly displays the fruits of their bidding labors at the Banquet/Auction 2001. For the low, low price of just $400 they won the framed artwork that was first purchased by Joyce Verran, a U of A faculty member, in the 1980’s for $2.00. It was later purchased by Rose Gerber of U of A for $35. Each convention the artwork returns, and is the most coveted auction item. The bidding war for the artwork is an AzNA tradition. Left: ASU faculty - Brenda Morris, Pauline Komnenich, Barbara Durand, Carol Harris, Barbara Fargotstein and in front Karen Sousa and Karen Saewert.

Anne McNamara, as the official auctioneer at Convention 1999 in Tucson.

Sookie Dominguez and Phyllis Ethridge enjoying a good laugh at Convention 1999.
appropriation from the 37th Legislature, State of Arizona Senate and was published in January 1987 by the Arizona Department of Health Services. A complete report of the study is in Arizona Nurses Association library as well as at the Arizona Department of Health Services. The recommendations made by this committee were based on the following assumptions: health care needs of the patient population of Arizona by the year 2000 will be more complex and the majority of service will be provided in settings other than acute care facilities; the output of nurses prepared at all Arizona schools will meet not only the projected nursing needs of the state but will continue to contribute to the national pool of nurses. The committee further assumed that all nursing education should take place in a collegiate school and that by the year 1995 there will be two licensed levels of nursing, ADN and BSN in Arizona and nationally. Four recommendations were given based on an analysis of data from the state survey that the state should:

- Facilitate articulation and upward mobility of nurses and to ensure safe competent and cost-effective care for Arizona residents
- Stimulate a supply of nurses for rural Arizona
- Ensure retention of nursing personnel
- Ensure implementation of the plan

Each of the above recommendations had specific methods for implementation with many of the methods under the authority of the Arizona State Board of Nursing. The recommendation, to ensure retention of nursing personnel, stated that salaries in agencies should reflect educational preparation, accountability and responsibility. Other specific recommendations were geared toward better communications between the educational and nursing community. Again AzNA was proactive in support of methods suggested to assist nurses to gain more recognition as professional health providers.

In 1982 ANA reported that the US Congress had declared May 6 as National Recognition Day for Nurses and AzNA recognized nurses during that week. Nurses Week celebrations have continued with AzNA promoting and recognizing members.

In 1986 AzNA received a $3,000 grant from ANA to promote seat belt education in Arizona. Educational presentations with videos and slide presentation were developed and distributed in the community.

In December, 1987, the board endorsed the Career Counseling and Placement Service available to members. This program developed for the association by Charlotte Katona, RN, MSN, did not incur any addi-

tional cost for members and included current salary ranges, job openings, educational opportunities and assistance in job placement. The program continued through 1988 until a task force established by the board determined that these services could be obtained through ANA. Katona opined that the Career Counseling and Placement Service may have stimulated workplace advocacy programs in Arizona.

In 1988 AzNA president, Concetta Tynan, RN, MA, was one of five state nurses association presidents on an ANA Task Force to address the Registered Care Technologists (RCT) issue and plan strategies. Thus in 1989, Tynan met with representatives of the Arizona Medical Association on issues of the proposed education and development of (RCT’s). This proposal of the AMA to train high school graduates for 2-18 months to perform bedside care functions historically performed by nurses was vigorously opposed by ANA, AzNA and all of organized nursing. Tynan’s purpose in meeting with the Arizona Medical Association was to gain support for nursing scholarships and nurses as representatives on hospital boards and decision making committees instead of just adding more unskilled providers. The efforts of all organized nursing to defeat this new layer of nursing was successful.

On September, 26, 1994 AzNA’s new program to support nurses career development presented its first symposium, “Nursing Today: Thriving, Not Just Surviving”. The next year, AzNA was awarded a grant of $10,000 from ANA to support ten nursing town halls based on the themes and content from the career development symposium. Molly Moore, RN, MS, with assistance of Amy Charette, RN, MS, and the Professional Issues Steering Committee with Carol Stevens as chair planned and implemented these statewide activities. The Nursing Town Halls were launched in Lake Havasu City on April 29, 1995. Meetings were opened with guided discussions, then moved to focus groups who identified issues which were then prioritized. They brainstormed about solutions to the problems. Participants evaluated the town halls as a unique method to gain information and become involved with nursing issues.

In 1995 the board supported the Nursing Report Card proposal to be submitted to ANA for one year planning funding. This project was a collaboration including large and small acute care settings in both rural and urban areas. The proposal
was funded for $10,000 by ANA. The project was linked with Robert Wood Johnson Foundation Grant to Arizona Hospital and Healthcare Association for statewide project on Nursing Workforce Development and Integration in Arizona's managed care environment. In 1998 AzNA received a $20,000 grant for the implementation (phase 2) of the Nursing Report Card Project. Phase 2 was implemented in the fall of 1998. Linda Kubly, RN, MS, was the project director during 1996-97 and Karen Saewert was the director from 1997 through the completion of this project in 2000.

In May 1997 AzNA was awarded $16,000 by ANA to monitor the progress of several nursing projects underway in Arizona, identify emerging themes, communicate this information to the nursing community and make recommendations to the AzNA Board of Directors regarding scope of practice or legal regulatory issues that might emerge from ANA. An advisory committee identified five projects that were underway as exemplars of work that could positively affect the future of nursing and deserved to be highlighted for the nursing community. The projects were Colleagues in Caring, The Healing Community, Healthy Seniors-Community Nursing Organization Project, the Maricopa Educational Project, and Nursing Report Card. Over the period of the Practice Grant, three newsletters (Arizona Nursing Connections) were sent to a large number of registered nurses in the state describing activities of the various projects.

The Practice Grant that began in 1997 ended in 2001 and the Advisory Committee concluded its work by framing recommendations for AzNA. The committee recommended that the Board of Directors:

- Continue to support a periodic method of communication to the Arizona nursing community regarding projects affecting nursing within the state
- Work with the Arizona State Board of Nursing to facilitate the state boards continuing responsibility for regulating certified nursing assistants
- Take leadership and initiative to address issues not covered by current projects, such as unlicensed assistive personnel

The Colleagues in Caring (CIC) project housed nationally at the American Association of Colleges of Nursing (AACN) was a grant program funded by the Robert Wood Johnson Foundation. The projects co-directors were Fran Roberts, RN, PhD, project director and Anne McNamara, RN, PhD, project manager. Its purpose was to facilitate collaborative relationships among nursing schools, hospitals and other nurses as well as to examine workforce from a regional perspective.
The project was housed at the Arizona Hospital and Healthcare Associations Healthcare Institute. AzNA was one of the largest donors of over 50 contributors for the project. Phase 1 (1996-1999) met the goals outlined by the national project by developing two survey tools to collect data about certified and licensed nurses and to seek input from nurses on educational needs, workforce mobility and quality of care. Both tools were pilot tested during this phase. Phase 2 (1999-2002) included creating a model for leadership competencies for nurses in various positions.

In October 2001, AzNA was awarded a grant of $80,000 from St. Luke’s Health Initiatives. Christine (Chris) McConaughy, RN, MS, was selected as the grant manager. The purpose of the grant was to assess working conditions for nurses in Arizona and compare them to magnet facilities. The ultimate goal was to create a practice environment in Arizona that attracted and retained nurses. A total of 2,673 RNs completed the survey which was 20.8% of nurses working in Arizona hospitals. Nurses from 43 of the 82 Arizona hospitals participated; the participating hospitals closely matched the state’s hospital profile both in terms of location (urban/rural) and size. Mean scores of Arizona hospitals were compared to Magnet hospital means in autonomy, control, RN relationships to physicians, and organizational support. The results of the study indicated that although the scores from Arizona hospitals varied greatly, no one hospital scored the highest or lowest in all four subscales nor exceeded the Magnet hospital means. However, the Arizona overall mean scores were higher for relationships with Physicians, than Magnet hospital means. These data provided an excellent baseline from which to approach the challenges of improving the practice environment. AzNA planned to continue to work with hospitals to achieve the ultimate goal of Arizona developing a practice environment that supports professional nursing and creates a milieu for excellent patient outcomes.

In 2002 nursing leaders were addressing the nursing shortage. In July, Arizona Nurses Association and the Arizona Organization of Nurse Executives partnered to host an Arizona nursing consortium. The Arizona Hospital and Healthcare Association supported this meeting with a grant through the Campaign for Caring. The consortium included approximately 22 nurse leaders from both public and private universities and colleges across the state, and the Arizona Board of Nursing. The purpose of the Consortium was to function as a leadership group to drive the direction of change in the nursing community. The Consortium planned to continue defined target benchmarks for Arizona with AzNA assisting in convening the group and acting as the lead integrator. The group planned to work with and through other existing groups such as the Governor’s Nursing Shortage Task Force in assisting to solve the nursing shortage crisis.

**AzNA Staff**

Through the years AzNA has been fortunate to have had dedicated staff who have spent hours not only working for the members at the office but helping with the registration desks, media, and exhibitors at symposia, workshops, conferences, and conventions. The staff proofread, assembled, and packaged mailings to members; staff prepared the office for meetings and was available to assist members with their work. In addition, the production of the *Arizona Nurse* has been with staff. At various times during the 1970s and 1980s a staff member served as editor of the newsletter. The staff’s assistance with organizational activities enabled the organization to operate in an effective and efficient manner.

Some of the staff with the longest tenure included Agnes Smale, who served for 25 years and retired in 1990. In the late 1980s and until 2000 Jennifer McAfee served as business manager and organized and formatted the *Arizona Nurse*. In April, 1996, Debra (Debby) Wood joined AzNA and by 2002 was the business manager and coordinator of the AzNA office for such activities as continuing education, conferences, and conventions. Mary Faken joined the organization in 2000 and included in her responsibilities were organizing and formatting the *Arizona Nurse*, as well as contacting members for the editor and managing the membership procedures. AzNA members have been fortunate to have had excellent executive directors who directed the office.
activities and served as the AzNA liaison for many community organization and services. In addition the directors have made significant contributions to the production of the Arizona Nurse as well as the published materials.

Executive Directors

From 1919 until 1961, four persons in the executive director position were titled, Executive Secretaries. Louise Alcott was employed in that position from 1957 to 1961. In 1960, Hazel Bennett was the assistant executive secretary of ASNA and acting director in 1961. In 1962 Bennett was appointed Executive Director and served until her retirement in 1985. In 1974 the AzNA Board approved the recommendation to abolish the position of Program Director and create a position of Assistant Executive Director at $800 a month. The Assistant Executive Directors position was in place until 1989 when it was eliminated due to budgetary constraints.

In June 1993, Lyndall D. Eddy, RN, MPA, CAE, was appointed Executive Director of AzNA. Prior to that time Eddy was on ANA staff for 16 years, the last 5 years as Administrator of the American Academy of Nursing. In 2001, following Lyndall Eddy's retirement Marla J. Weston, RN, MS, became the new Executive Director of AzNA. Weston's experience included providing direct patient care as a critical care specialist, clinical educator and patient care administrator. Marla Weston was also an independent, nationwide hospital consultant with numerous articles in professional publications.

The executive directors throughout the years have played a major part in the progress of Arizona Nurses Association. Their commitment to the philosophy and mission of AzNA, their ceaseless involvement in the advancement of nursing and the nursing community have been demonstrated in the history of AzNA.

1962-1985  Hazel Bennett, RN
1986-1989  Denise Hallfors, RN, MSN
1989       Acting Director, Charlotte Katona RN, MSN
1990-1991  Cathleen Wilson, RN, PhD
1992-1993  Cheryl A. May, RN, MBA
1993-2000  Lyndall D. Eddy, RN, MPA, CAE
2001-     Marla Weston, RN, MS

Assistant Executive Directors

From the late 1970s through the end of the 1980s these following persons used their creative talents to enhance the organizational activities for the benefit of the members in the role of assistant director.

1976-1982  Betty McCarver, RN, BS
1983       Denise Hallfors, RN, MSN
1985-86    Rhonda Montalvo, RN
1987       Bobbi Salts, RN
1988-89    Jean Stengel, RN PhD

The AzNA Building and AzNA Office

In late 1970, the ASNA office was moved from 1130 E. McDowell B-1 to 1137 E. McDowell. As noted in the White Caps in the Desert this was another move over the years to rent space for the association. The moves were due to the need for more space, loss of renewals of leases and increases in the rent. Thus, the Building Fund Committee worked diligently to obtain monies to purchase a permanent association building. The committee sold various items and in 1971 held a raffle during the convention to gain additional monies.

On July 6, 1973, property for a permanent headquarters for ASNA was purchased at 4525 North 12th Street in Phoenix for $50,000. The corner lot contained a 2,200 square adobe building, plus another 800 square foot building equipped as an efficiency rental apartment. Necessary renovation, including installation of refrigerated air-conditioning for the main building and required paving for parking, was estimated to cost an additional $10,000.

Without using any membership dues monies, the 12th street building became ASNA's first owned property. The existing Building Fund
of $26,000, assuming the existing 8% mortgage on the property and a 7 1/2 % second mortgage provided ASNA the new property. Because of a lack of money, committees and groups of ASNA were formed to be self-paying. One group (Building Fund Committee) was led by Flora-belle (Flo) Rankins. This group created and devised various ways to enhance the fund and pay the mortgage. Initial reports are recorded in White Caps of the Desert, 1970.

In 1975, the board learned that profit of sale of DeGrazia products exceeded $9000. $5000 was paid to the principal of a second mortgage. Five years later, at the 1979 convention, Flo Rankins reported that the building committee was 20 years old and she was happy to report that the second mortgage was paid in full.

In 1979, the board appropriated $300 for necessary painting and repairs of the headquarters building.

In September, 1988, the board approved the naming of the association library/guest conference room, Flo Rankins Library. This honor was given for Rankins' monumental efforts in reducing the mortgage on the 12th street edifice and for Rankins' dedication, foresight and assistance with the financial base to purchase the present building in Tempe. Flo Rankins, a long time active AzNA member served as Chapter President, on the Board of Directors, various committees as well as Chair of the building fund.

In May 1989 the board approved the policy of posting donations and pledges to the Headquarters' Fund in Arizona Nurse. In September, 1989 the report of the Library and Archives Committee included the
**Proclamation**

It is with great pleasure that, as President of the Arizona Nurses Association, I can inform you of the Board of Directors’ recent decision to name the Association library in your name - The Flo Rankins Library.

Your constant support of nursing and the Association in Arizona for forty years is well known to many of us. Without your foresight and assistance as Chairperson of the Association’s Building committee, we would not have had the financial base needed to enable us to purchase our present state association building. As a result, the new building enables us to house a library now named in your honor.

We are grateful to you. The Board of Directors and the Membership are delighted to honor you in this way.

Concetta Tyran, MA, RN, CNAA, President
September 1988

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Following information:

- Library holdings were on the computer and a staff member was assigned to update the holdings,
- Library holdings were designated to include works related to nursing in Arizona,
- An oral history of Mary Opal Wolanin, RN, MPA, D.Sc., FAAN, was completed and on a video cassette in the library,
- A recommendation that oral histories become a project with funding sources and that the board appoint an Oral History Project Task Force.

Only one oral history (Wolanin) was located in 1997, and the Board of Directors' minutes did not reveal a further report of any task force or library committee after 1989. In March, 1997, a new committee titled The Archives Committee was formed with Barbara K. Miller, RN, PhD as Chair. The purposes of the committee were to develop guidelines to evaluate content of the media and review incoming media.
The committee made inventories of media in the library, in the fire files, and those holdings at the Arizona Historical Society. New media were reviewed, evaluated, catalogued and listed in the Arizona Nurse and this process continued through 2002.

By the year, 1991 the Association was in a severe financial crisis. Consequently, at the Biennial Convention, the Board of Directors held a reference hearing to discuss the future of the Association. The board reported that since 1986, membership had continued to decline, and thus revenue for activities was limited. In addition because building maintenance and repair costs were increasing and Association revenue was decreasing, the Association building operations were problematic. The board suggested putting the building up for sale and in the interim to lease half of the building. The membership rejected the sale of the building, however did agree to leasing of 1500 square feet of AzNA office building (Suite 2) as a cost cutting measure.

One project to increase revenue for AzNA and to pay off the mortgage was the convention auction. One of the first auctions at the convention in 1987 was planned by volunteers and Fundraising Committee (Concetta Tynan, RN, MA and Beth Patton, RN, MN, MAM, co-chairs) to retire the mortgage. The auction became a major fun event enjoyed by all the audience and a tradition for each convention. Members pro-
vided certificates and gifts from various stores and donated handsome used goods as well as homemade items which were up for the highest bid. One item up for bid was a picture first purchased by Joyce Verran, RN, PhD in the 1980s for $2 and returned for sale another year when Rose Gerber, RN, PhD, bought it for $35. Since that time the picture turned up every so often in a bidding war; in 2001 Barbara Durand, RN, EdD paid $400 for the picture. Anne McNamara, RN, PhD, as the auctioneer for the majority of the auctions provided a great fun event for everyone. One unspoken goal of each auction, was to surpass the previous auctions revenue while having a great time. One of the most exciting events at the 1993 convention was the mortgage burning!! Auction revenue in addition to paying off the mortgage has included several upgrades and maintenance activities for the AzNA building.

Revenue monies have also been derived from royalty income such as from Arizona Nurses Association MBNA Credit Card and the Professional Liability Insurance. Since the rental of Suite #2 in 1992, the added income provided the association with predictable monies that did not depend upon the fluctuating membership. In addition the Holiday Ornament Fund at Christmas has become a tradition enjoyed by staff and members. The Holiday Tree or Ornament Fund was the creative idea of Rose Gerber, RN, PhD in 1996. Members were mailed paper ornaments and invited to return them for the tree-accompanied by a contribution for the capital improvement fund. The board was able to approve and provide funds for repairs and improvements to AzNA property including the repair and paving of the parking lot, and a new accounting software to improve the accounting system. In 1991, Chapter 5’s generosity provided the association with a new hotline machine. Later a separate phone line was used for the fax machine.

**Economic and General Welfare Program (EGWP)**

In the late 50s ASNA revised its bylaws to create the committee on Economic and General Welfare which consisted of not less than five members. Loretta Bardewyck, MS commented that responsibility for professional (RN) nurses welfare was solely vested (prior to 1969) in the Economic and General Welfare Program of ANA-ASNA. The service was restricted to members of ASNA. After 1969, RN members and non-members (excluding supervisors and managers) of ASNA had the option to join labor unions outside of their professional organizations. The American Hospital Association organized a group for the supervisors and managers. Economic and working conditions of the AzNA members became vested in various organizations, demanding much time and energy to resolve issues related to the nurses and their patients' welfare.

Every year from 1959 until the 90s, the Association filed a Labor Management report because it was considered a labor union. All labor unions must file reports of their activities. This federal document titled LM 2 described the organizations activities. After the Nurses Commission on Collective Bargaining was dissolved in 1991, the next two executive directors sent letters to the United States Department of Labor to terminate this filing. However, it took seven years of phone calls, correspondence, and paying the annual fee for AzNA's file number to be discontinued. Lyndall Eddy, Executive Director (1993-2000), explained that AzNA was not a labor organization and AzNA's purposes were educational and lobbying. Finally after further explanation through phone calls and reports of activities, AzNA was declared a non profit organization in 1998. Filing the LM 2 report was no longer required.

In the early 1970s, one of the most important issues that created problems for membership in the professional organization was caused by the amendments to the Taft Hartley Act. Although the amendments provided better working conditions for workers and for unions to form and negotiate these conditions, the nurses association lost many members. ANA constituents were considered labor organizations and therefore were required to abide by the rules and procedures of this law. Included in the law was the definition of eligibility for union membership. Supervisors or those in administrative positions could not belong to unions. This facet of the law affected many nurses who belonged to ANA. The American Hospital Association (AHA) urged hospital administration to terminate directors of nursing who insisted on belonging to AzNA. Consequently most of the administrative nursing personnel dropped their membership in ANA.

The Taft Hartley Act provided that not-for-profit hospitals would no longer be exempt from potential unionization. Although many not-for-profit hospitals accepted unionization as a way of life, the majority of these hospitals were located in the east and midwest industrial states. The south and states west of the Mississippi were virgin territories for unions with the exception of California and Washington. The American Hospital Association followed this legislation closely and started organizing a nursing administration group outside of ANA.

The Taft Hartley Act was passed in late 1972; labor attorneys from the east and midwest began contracting with individual hospitals in the south and west to provide education for managers, administrators and
boards of directors. Nursing administrators and managers were told that they could not participate in any union activities or run for an association office where labor activities might be discussed. Dues for nursing administrators for ANA ceased to be paid by the hospital. Payroll deduction for nursing staff was discontinued. The Arizona Hospital Association through its membership assisted in organizing the Arizona Association of Nursing administrators. Nursing administrators were told they could not belong to AzNA and middle managers were discouraged from participating. Local units could no longer be established; however, local units in existence could continue to function. Private duty nurses who supported AzNA with 100% membership were replaced by intensive care units further reducing AzNA membership.

In the early 1970s, RNs at US Public Health Service Indian Hospital in Ft. Defiance and those at Navajo area office in Window Rock were not aware that they were members of the National Federation of Federal Employees and wanted AzNA to represent them. However, the Assistant Secretary of Labor did not approve a separate RN unit. AzNA provided informational meetings and assistance to these nurses thereby defeating attempts by the unions to include them in units dominated by non-nurse employees.

In 1973, ASNA intervened on behalf of two directors of nursing who were dismissed precipitously. Hearings were granted in both situations. With strong community support, the results of the hearings put in place procedures to prevent precipitous action and disruption of patient care from occurring again.

In January 1974 the Board of Directors recommended minimum employment standards for RNs and qualifications for RN positions. Several months later, the board altered policy of the Economic and General Welfare Program (EGWP) with the following: "there must be evidence that a majority of the persons eligible for the proposed unit are members of AzNA or have signed authorization for payroll withholding before AzNA petitions for representation of the unit".

In March, 1974 a petition was filed with the Regional Office, US Department of Labor for recognition of AzNA as the exclusive bargaining agent for the RNs employed at the Veterans Hospital in Tucson. Thus, the Tucson Veterans Administration nurses became the first nurses in Arizona to become unionized under the association. At about this same time nurses at Kennecott Hospital in Kearny, Arizona organized under AzNA.

The AzNA president, Mary Houden, RN, MSN, and Hazel Bennett, RN, the Executive Director attended an emergency meeting of ANA Advisory Council for making recommendations regarding EGWP. The AzNA Board of Directors sent letters to ten supervisor nurses who had resigned due to pressures in the workplace, asking them to reconsider in view of proposed organizational structure changes. At the November, 1974 meeting the Board of Directors resolved that due to an emergency situation, the bylaws must be amended to allow for the creation of affiliated organizations with a sole purpose of collective bargaining.

That fall, more than 400 nurses from all over Arizona attended a "mass meeting" on ramifications of amendments to the National Labor Relations Act; the meeting was conducted in Phoenix with Mary Houden presiding.

The actual reorganization of the Economics and General Welfare Committee and the establishment of a collective bargaining entity consisting of staff nurses working in conjunction with the Executive Director allowed this program to be autonomous from the AzNA Board. The Arizona nursing administrators were updated frequently with the progress of collective bargaining. Middle managers began to renew membership however nursing administrators continued to voice their opinion that dues monies for both AzNA and ANA were being utilized to support collective bargaining.

A year later, ANA agreed to provide the salary for a staff person to be shared by New Mexico, Texas and Arizona to assist with activities of the Economic and General Welfare Program. AzNA would receive $1000 for travel expenses for this person who would be stationed in Albuquerque. AzNA board members placed an attorney on retainer for purposes of consultation to the Economic Security Program. In 1978 the financial support which ANA had been providing since 1975 for staff to conduct collective bargaining activities was withdrawn.

In 1975, Board members agreed to ask the Bylaws Committee to prepare a proposal creating a more autonomous structure to deal with the EGWP concerns of nurses including chartering of units. At the November 1975 convention, in accordance with amendments to the Bylaws of AzNA, a Nurses Commission on Collective Bargaining (NCCB) was created and an executive committee of seven members elected. The executive committee was composed of Pat Sherrill, RN, Marilyn Giss, RN, MSN, Patricia (Pat) Sheer, RN, MA, Rhae J. Webb, RN, Sharlot (known as Bebe) Clements, RN, MSN, Carole (Billeye) Pearson, RN, and Betty Schwakopf, RN. The following year, the board allocated $1,700 in budget for collective bargaining activities. With Marilyn Giss, RN, MSN, as chair of the NCCB, AzNA became the rep-
resentative for Lake Havasu City Medical Center Nurses Unit.

In the annual report of 1977, Carol Lockhart, RN, MS, Chair of the Economic and General Welfare Committee stated the committee met once in 1976 and once in 1977. The chair reported that since the creation of the Commission for Collective Bargaining there was a paucity of activities for this committee and did not want members to misconstrue its purpose as participating with collective bargaining. However, the chair reminded the convention members that economic and general welfare activities are for all nurses and the primary goal of the committee. Another report from District #1 stated a continuous decline in membership and that some members believed that the collective bargaining issue was a contributing cause.

In 1979 a new National Labor Relations law changed the definition of supervisor for nurses. This new law affected negotiations at the Tucson Veterans Administration Hospital where 140 nurses were represented by the NCCB.

At the April 1979 AzNA board meeting, members learned that the National Labor Relations Board (NLRB) had remanded the Sierra Vista case to the region to conduct a hearing to receive further evidence on the charge of supervisory domination of the California Nurses Association as a "bargaining agent". Similar pending cases in Marcus Lawrence Hospital in Cottonwood and Lake Havasu Community Hospital were treated in the same manner. However, at the AzNA board meeting on September 7, 1979, the members learned that the NLRB in the case of Marcus J. Lawrence Hospitals vs. NCCB found the Nurses Commission for Collective Bargaining not guilty of supervisory domination and ordered an election which was held on August 29, 1979, with the NCCB winning the right to represent the RNs at Marcus J. Lawrence. Hazel Bennett who was the executive director reported: "in spite of the NLRB ruling at Marcus J. Lawrence, a contract was never negotiated. The hospital administration and its attorneys dragged the process out so long that most of the nursing staff just gave up."

Due to financial problems, on September 7, 1979, the AzNA board members asked the Committee on Bylaws to prepare a proposal for membership vote in November to delete from the bylaws Article XV Nurses Commission on Collective Bargaining. The intent was that groups of nurses desiring formal collective bargaining be assisted to organize as "independent units" responsible for expenses incurred by them. This function was assigned to the Economic & General Welfare Committee. The committee filed petitions and any resultant contracts were to be serviced to their completion. The Economic and General Welfare Committee reported that several members employed by county or state and therefore not eligible for collective bargaining activities were counseled and assisted in securing acceptable resolutions of grievance or gained knowledge of available resources.

At the convention that fall, as documented in the Arizona Nurse, Bebe Clements, RN, MSN, (Chair, NCCB) reported that for the past two years the commission was plagued by a decline in membership and resignations. Clements reported "nurses are interested in collective bargaining but not willing to make the sacrifice necessary to gain a contract. They are afraid to face hospital administration and to assert their rights, other unions are busy working to organize nurses and the health care workers". In 1980, with the bylaws changes, the NCCB was required to become self sufficient due to budgetary problems in AzNA.

In 1983, the NCCB was asked by the staff nurses of St. Josephs Hospital in Tucson to assist them in organizing as a union. After an expensive and intensive effort by the RNs, the NCCB lost.

In 1989, a major issue implicit in the proposed reorganization model for AzNA was the elimination of the Nurses Commission on Collective Bargaining (NCCB). The NCCB functioning as a labor union was first organized under AzNA, then structurally and financially independent of AzNA. However, AzNA's reorganization model and NCCB's insufficient funds caused the NCCB to dissolve in 1991. It was not until 1998 that AzNA was declared a non profit organization and no longer a labor organization.

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AzNA and the National Fair Labor Relations Act

Mary Houden, RN, MSN, AzNA President, 1973-1977

In 1972, an amendment to the Taft-Hartley Act of the National Fair Labor Law was introduced to Congress to no longer exempt not-for-profit hospitals and other healthcare entities from organized unions. This legislation was passed in 1973 and dealt with union representation for workers for better working conditions. This law had a major effect...
in Arizona for several reasons. The general reason was that Arizona was (and continues to be) a right to work state, meaning workers have a choice of belonging or not belonging to a union to obtain better working conditions. AzNA was perceived as potentially the largest union to represent workers (nurses) in the state, even though AzNA had been registered for many years to represent nurses in the work place. The threat or perceived threat became greater with the new law.

At that time, the President of ANA, Rosamond Gabrielson, past president of AzNA was a Director of Nursing, as well as, the Chair of the AzNA Economic and General Welfare Committee. Phyllis Ethridge was a Director of Nursing and Betty Spaulding was a supervisor in the Pima Health Department. In addition, I was the president of AzNA, and was an nursing supervisor. These dual positions of AzNA leaders served to focus the pressure on Arizona nurses who were AzNA members. The four of us chose to continue our membership in ANA and AzNA and to stay in our nursing positions.

Pressure to resign from AzNA came from the Arizona Hospital Association (AHA). Many staff nurses who were in line for a promotion had to make a choice of belonging to AzNA and losing the promotion or dropping membership and to gain promotion. The thought from AHA was that AzNA would be forced to organize against the hospital administrative and supervisory staff. Consequently, with all of these activities occurring, AzNA Board of Directors and the executive director, Hazel Bennett, decided to create a Bylaws structure which would allow for collective bargaining activities to occur and not be controlled by the AzNA Board of Directors. The board members and executive director met each month for a full day to reconstruct the bylaws; these meetings continued for many months. Finally, the new bylaws were distributed to each AzNA member for review and comment. The comments received were reviewed, acted upon and revisions again sent to the members. It was at this time that an emergency bylaws convention was called to be held in Phoenix for the passage or rejection of the new bylaws. Faithful members from all corners of the state came for this bylaws meeting. For passage of the bylaws, two thirds of the districts had to be represented. Until the last moment it was not known whether there was a quorum due to unavoidable delays of some members. The mood was tense, and as president, I started the meeting with a brief message. Then the vote was called, district after district. The required number were present and the bylaws were passed. With the enactment of the new bylaws, new personnel were added to the staff to manage the collective bargaining arm of AzNA. All of these activities occurred because of the support of faithful members. At the time, some of the directors of nursing did resign but many did not. However, because of this activity of AzNA, the directors of nursing founded their own organization of nurse executives in 1973. It was a stressful and difficult time in the organization. A time to reexamine the philosophy and focus on what all the members believed was in their best interest. One of the things that Hazel Bennett and I discussed was the financial drain on the organization. We also wondered if there would be a true representation of staff nurses because of other unions competing for members. It is interesting now in the 21st century to look back on such a major issue and our resolution at that time.

Events in Southern Arizona 1979-1980

Phyllis Ethridge, RN, MS, Chairperson, Economic & General Welfare Committee 1971-1975

In 1979 the new National Labor Relations law that changed the definition of a supervisor did not effect the Veterans Administration (VA) hospitals nurses in Tucson, Arizona. There were 140 RNs represented by AzNA and only head nurses were included in the bargaining unit. Although AzNA accepted the responsibility of organizing RNs that worked for the federal government, ANA negotiated salaries and benefits for all VA hospitals in the United States organized under the auspices of ANA. Therefore AzNA could only assist with the working condition issues such as a need for lights in the parking lot. The nurses at the Tucson VA hospital did not chose to bargain and finally made the decision to discontinue AzNA as their representative and joined the American Federation of Federal Government Employees.

Also in 1979, the AFL-CIO Meat Cutters Union attempted to organize the RNs at St. Mary’s Hospital in Tucson. Another group of nurses (AzNA members) were instrumental and successful in gaining union status as the Professional Nurses Association Union (PNAU). Since there were three choices on the ballot (hospital, PNAU, AFL-CIO) the first vote of all RNs defeated the PNAU. The next vote in 1980, between the AFL-CIO was in the hospital’s favor. I am sure the reason AzNA was not involved was that 25 managers, supervisors and the Nursing Administrator, Phyllis Ethridge were all active in AzNA.
Also, this was 15 months after supervisor inclusion was declared illegal by legislation (passed in 1973) in favor of the National Labor Relations Board. Seven unfair labor practices were filed by the AFL-CIO against the hospital nursing department. Six of the unfair labor practices were petty and easily defendable. However, the major concern was that the RNs organized within the hospital included management. RNs had been organized as a local unit under ASNA since 1961 with supervisors and managers being allowed to participate. The Director of Nursing’s attendance at meetings was by invitation without a vote. In 1980 membership in AzNA was 78% of all RNs at St. Mary’s. Meeting minutes of the local unit under AzNA were furnished to the National Labor Board from 1961 through 1980. Since the St. Mary’s nurses were organized prior to the 1973 amendment to the Taft-Hartley Act and continued their efforts as a Local Unit to be organized within, the unfair labor practice was dismissed regardless of supervisory inclusion. During this year and a half of uncertainty the support received from AzNA (Hazel Bennett) was instrumental in our success.

Workplace Advocacy: Creating Our Own Future
Jill Rissi, RN, BSN, MPA, AzNA President (1998-2001)
Lyndall Eddy, RN, MPA, CAE, AzNA Executive Director, (1993-2001)

In response to a growing recognition of the need to address workplace and professional development issues for nurses, in 1996 AzNA embarked on what was to become a milestone for both the state association and for nurses nationwide. Anecdotally, the volume of calls for assistance resolving workplace issues was increasing, along with calls to address the impact of downsizing, restructuring and the transformation of healthcare from a social contract to an economic model for for-profit service delivery. But this transformation also offered new opportunities to expand the role of nursing in every setting.

The strengths of the association- effective collaboration, development of standards for professional, clinical and ethical care and our advocacy role for both individual nurses and the profession- made it possible to meet our challenges. But those challenges were growing. The anecdotal sense that things were going seriously awry for nurses was validated by data that showed that 80% of nurses did not belong to any nursing organization, our own membership was stagnant and there was increasing tension over workplace strategies, especially at the national level. Taken in combination, these factors suggested serious implications for the long-term stability and ability of AzNA to meet the needs of nurses.

First, the association turned for assistance to the national association; Arizona found it was far ahead of the curve in recognizing the need for strategies to address professional issues outside of the collective bargaining strategy (such as expanding nurses roles and personal and professional opportunities). The first challenge was to define the issue.

While this wasn't the first time that ANA and AzNA had addressed workplace advocacy, the mounting challenges faced this time lead to a different outcome. In fact, various iterations of workplace advocacy date back to the 1970s, resurfacing from time to time over the next 20 years. In a 1991 effort, ANA Board of Directors adopted the National Workplace Advocacy Initiative (NWPAI) as a major priority of the organization. Implementation of the Initiative was delegated to the Congress on Nursing Economics, which was charged with oversight of the four key elements: research and data collection, communications, comprehensive range of workplace advocacy strategies and organizing. A 1992 report from the Congress noted progress with the organizing grants, two workplace advocacy projects and several newsletters. In 1994, AzNA received a workplace advocacy grant to support a symposium and nursing “town halls” throughout the state, which eventually would develop into the AzNA Workplace Advocacy Initiative. However, despite the strong start, over the next several years ANA Initiative lost steam and by 1995, NWPAI was essentially just another in the series of ANA acronyms. It would take several more years and significant efforts at the state level for ANA to put workplace advocacy back on the national agenda.

With little support at the national level, in 1996 AzNA formed an exploratory committee to define the issue at a conceptual level and to identify strategies that could be used to influence working conditions.
Framing the issue proved to a critical step, as the committee found that workplace issues were inextricably tied to issues of professional autonomy, respect and self-determination. Terminology that reflected AzNA's key principles became critically important. Workplace seemed to connote collective bargaining and acute care settings, with little recognition of other strategies or practice settings. Professional Practice Advocacy was similarly limiting in that it did not recognize the nurses personal goals as the driver that would determine satisfaction with professional and employment goals. By selecting the name Professional Advocacy, nursing was defined as much more than just the job.

Key Principles of Professional Advocacy
- The association focuses on individual nurses, not employers or organizations
- Nurses practice their discipline in a variety of settings, with increasing numbers of nurses in non-acute, non-traditional and self-employed situations
- The association supports nurses professional responsibility to advocate on their own behalf, just as nurses advocate on behalf of their patients

“Workplace” advocacy may limit the breadth and depth of nurses as multidimensional individuals, and connotes a narrow focus on nurses’ current jobs rather than nursing careers.

Just as the Association had defined the issue broadly, a critical decision to address professional issues on a number of fronts was made. Resources to address specific issues required some level of categorization. The committee identified five categories for professional advocacy. They are the following:
- Workplace Issues
- Legal and Regulatory Issues
- Professional Growth and Development
- Clinical Nursing Practice and Education
- Health and Safety Issues

AzNA was not alone in this challenge. Other state associations were grappling with these same issues at the local level and also recognized the need to articulate the problem at the national level. The ability to leverage national resources - and to respond to the need of nurses for support outside of a collective bargaining agreement became the genesis of ANA Workplace Advocacy Coalition. The Arkansas and Louisiana Nurses Associations had jointly developed a White Paper outlining the issues facing nurses and providing a roadmap for the development of goals and strategies to address them. The Texas Nurses Association similarly was developing strategies and programs for their members. Along with Arizona, each was struggling with the genesis of an effective workplace advocacy program in their state.

If the characteristic of leadership is to challenge the status quo, AzNA was definitely playing a leadership role. In collaboration with Texas, Arkansas, and Louisiana, AzNA, during the 1997 ANA House of Delegates called for a caucus of states that did not engage in collective bargaining. This caucus resulted in a statement of concerns that was presented to ANA Board of Directors. The response from the ANA Board further demonstrated the lack of understanding of workplace advocacy strategies and how they differed in both form and content from the strategies, used in an organizing campaign. ANA was providing materials on nurses legal rights in the workplace with regard to the American with Disabilities Act (ADA), and the Family and Medical Leave Act (FMLA) and the use of unlicensed assistive personnel (UAP's), but the materials disseminated through AzNA required a different perspective, and often a different set of actions that nurses could take to address concerns. The need to develop and implement workplace advocacy strategies beyond union organizing remained. The formation of the caucus with an overwhelming response from over thirty state associations demonstrated the need for a new vision for professional nursing. Clearly there was a shared vision for workplace professional advocacy across the country.

The Workplace Advocacy (WPA) Coalition continued meeting informally through phone conferences and ad hoc gatherings held on the fringes of official meetings of ANA. As the strength and clarity of purpose increased, the coalition gradually became recognized as a legitimate, if unofficial, group within ANA.

In 1998 another critical opportunity arose. The WPA Coalition had long strived to achieve formal recognition, especially in the need to balance the growing power and influence of union activities within ANA. The leverage needed to achieve this goal came through the ability to negotiate support for the passage of bylaws that created a formal union structure, the United American Nurses, within ANA in June 1999. The subsequent passage in June 2000 of the bylaws also created a formal structure for workplace advocacy which was the Commission on Workplace Advocacy within ANA.

During this period of effort to create a formal structure and achieve balance within ANA, AzNA's efforts to develop and implement a tangible program with actual resources, products, and services continued. With a framework in place to guide the development of resources,
the Professional Advocacy Committee recognized that AzNA, (and to some degree, ANA) actually had developed components, such as

- Policy statements on the use of unlicensed assistive personnel
- Mechanisms for utilizing the chain of command to address workplace issues
- A guide for career development

However the gaps in that resource inventory became evident. It was during this time that AzNA created the materials that have become the backbone of Professional Advocacy. Such resources include:

- Staffing guidelines
- A career guide
- A professional portfolio
- Guidelines/workshops on implementing patient acuity systems
- A campaign for safe needle devices
- A quick guide for nursing practice

These tools were quickly picked-up by other state associations and by ANA. Similarly, AzNA's relationship with other state associations provided access to other resources such as programs on conflict resolution, and whistleblower protection for nurses.

During this time, AzNA continued to be deeply involved in the development of a new organizational structure for ANA. In April, 2000, the President of AzNA along with a number representatives of like-minded states introduced a resolution calling for the restructure of ANA. Following on this advice, ANA Board of Directors appointed the Future Task Force to develop a new organizational structure and bylaws for its implementation. With continued input from AzNA, the Task Force developed the following five strategic goals to guide the process.

- Professional Practice Excellence - to successfully champion professional nursing excellence through standards, a code of ethics, credentialing and professional development
- Healthcare and Public Policy - to be an acknowledged leader in the formulation of effective healthcare and public policy as they affect workplace issues related to nursing and the adequate supply of nurses
- Knowledge and Research - to be the recognized source for accurate, comprehensive health policy information
- Unification - to have an organizational structure that facilitates unification of the Association and advances the profession,
- Workforce and Workplace Advocacy - to ensure that nurses are recognized as essential providers and valued decision makers in all practice settings

If form follows function, how did AzNA set the stage for this critical component within its organizational structure? Throughout its history, AzNA has been a 'learning organization'. The seeds for this effort can be found in a 1989 bylaws change that eliminated districts which were geographically based, to chapters that offered greater flexibility for members to convene around clinical interests, geographic proximity or other areas of focus. When members of the California Nurses Association (CNA) sought to continue membership in ANA, AzNA’s more flexible bylaws enabled them to form a chapter under the auspices of AzNA. This bylaws change also resulted in the creation of the Professional Issues Steering Committee. This committee in turn created impetus and structure for the exploratory committee that defined this issue in 1996-7.

Throughout the late 1990s, the AzNA membership continued to affirm the strategic direction of the Association in expanding Professional Advocacy activities. Much of the progress that was made came through collaborative relationships with other organizations that shared AzNA’s vision of professional nursing. A key collaborative effort was the significant role (and contributions) played by AzNA in the Robert Wood Johnson (RWJ) Foundations Colleagues in Caring Initiative. This project provided crucial information on the nursing workforce at a time when a critical nursing shortage was just beginning to emerge. Involvement in this RWJ Initiative enhanced AzNA’s ability to identify and respond to emerging issues in the educational and practice environments.

A key tenet of professional advocacy is its collaborative nature, in which issues are addressed through dialogue and consensus rather than through debate and control. In modeling this critical component of a successful professional advocacy perspective, AzNA developed a collaborative relationship with the Arizona Organization of Nurse Executives (AzONE). During the mid to late-seventies, hospitals were in the midst of a downsizing and restructuring flurry that, in hindsight, had some serious implications for the quality of patient care. Recognizing a common interest in patient safety long before it would become the buzz-work of the new millennium, AzNA and AzONE met regularly to evaluate data on the quality of patient care and the nursing workforce. Together, the two groups evaluated patterns of patient complaints, concerns of newly graduated and experienced nurses and their employment expectations. This dialogue provided both AzNA and AzONE with some fundamental truths about our common dilemma - and some strategies for action. While the views were not always convergent, everyone agreed that resolutions could only begin with understanding.
Membership

Because monies derived from membership dues pays for the operation of the state organization, membership has always determined the ability of AzNA to be effective. Many factors have influenced the steady decline in AzNA membership through the years. Surveys have been conducted to determine the loss of membership. Responses vary from, the high cost of dues (the most frequent response) to interest and participation in other nursing organizations.

Specialty organizations flourished with offerings of continuing education seminars and workshops as well as low dues. Recruitment and retention efforts by the past executive directors and board members have included various methods to enhance membership.

In 1971 the ASNA Board agreed to have promotional flyers about ASNA mailed with the Arizona State Board of Nursing (ASBN) licen-
sure renewal. The cost was $260 to distribute to the 11,000 nurses renewing that year. The results of this venture exceeded the ASNA Board members expectation for that year. However in January, 1976, ASBN reported that it would no longer include the recruitment flyers with their renewal forms. The Arizona Hospital Association and some hospital administrators complained that AzNA was a "collective bargaining" entity and therefore inappropriate for the state agency, ASBN, to assist with membership recruitment. In addition the AzNA board received a copy of a letter by a nurse sent to an Arizona senator complaining that the state board of nursing, was discriminating in favor of AzNA over other nursing organizations by permitting recruitment for AzNA.

The membership numbers vary from month to month because some members pay full yearly dues according to when they joined while others may pay quarterly or use Sure Pay (a monthly dues system). Consequently not only yearly but monthly the total numbers vary. However in the beginning of this 21st century AzNA's yearly membership averaged about 1200 committed members.

AzNA Board of Directors membership statistic showed a decrease in membership from 1,734 in 1970 to 1,650 in 1971. The following year membership increased to 1,984. From 1974 through 1978 membership was over 2000.

In 1974, when AzNA membership totaled 2476 members, the Board of Directors authorized placement of two billboards (Phoenix and Tucson) advertisements for AzNA membership. The total cost (including artwork) was $95 per board with a message to stay in place for at least seven days. In September 1975, 14,993 nurses were licensed in Arizona with the largest number practicing in hospitals. AzNA membership was 2,296 in August 1975 and by December was 2,199; The following year membership increased to 1,984. From 1974 through 1978 membership was over 2000.

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In May, 1980 AzNA purchased names and addresses of RNs receiving licensure by endorsement from Arizona Board of Nursing. A brochure and letter of welcome was sent to these nurses; 5000 brochures were printed for about $450. In October these invitational letters were discontinued as not cost effective. In 1987 a new recruitment brochure was designed and distributed to RNs coming into Arizona. As in 1980, names and addresses of RNs requesting licensure by endorsement were purchased from the Arizona Board of Nursing. The brochure with a letter of welcome and invitation to join AzNA were included. District members not only helped finance this venture but personally contacted these potential members. However, after three months the cost was deemed too high to continue since only ten new members joined.

In 1981, the Board of Directors authorized the executive director to initiate "Sure Pay" for collection of membership dues (a monthly system). Through the years AzNA used various methods for members to pay dues and still be cost effective. In the early 1990s, AzNA left the ANA billing system because ANA’s move to Washington DC caused considerable turmoil in ANA billing services. AzNA turned to Massachusetts Nurses Association, which was marketing it’s own billing services to states. In 1995 AzNA returned to ANA billing. This change eliminated service charges to AzNA.

In 1984, a telemarketing strategy was introduced to gain members. Out of 350 calls, 77 members were recruited. In 1986, 10,000 copies of a special edition of the Arizona Nurse were distributed to nurses in Ar-
zona. This expanded circulation of the newsletter recruited one new member and was not cost effective.

In 1987, a research project to investigate reasons for dwindling membership was proposed by Ann McNamara, RN, PhD, and in January, 1988 AzNA held focus group sessions with 15 members who had joined AzNA the previous year. Lou Ann Dickson, RN, PhD, Medical Management Consultant was the facilitator of the group. Participants were asked to respond to questions about the strengths and weaknesses of the association. The group unanimously agreed that retention of members was dependent upon better communication with members.

In 1988 the Membership/PR committee initiated a Speakers’ Bureau as a community resource. Various topics were suggested and interested members were asked to submit their interest in participating in this endeavor. Unfortunately, this endeavor was not cost effective since a full time person was needed to plan, organize, and implement the program and consequently had to be discontinued shortly after its initiation.

By 1991 with the continuing decrease in membership, the association was in a financial crisis. At the 1991 Convention the board reported that although about 54 new members joined each month, the same number, and at times more, did not rejoin AzNA. The board reported that about 1000 members provided the core of the association and thus recruitment and retention of members was a major problem. Organization activities depended on membership dues; consequently, with less income, some activities would cease.

In 1997, the board agreed that periodic membership surveys must be implemented. In addition, the board authorized selection of a marketing firm to develop major membership marketing plan for AzNA. Alicia Wadas became AzNA’s marketing consultant in the Fall of 1998. The Board of Directors and Lyndall Eddy, the Executive Director, believed that Wadas’ marketing expertise was needed to help recruit and retain members by increasing awareness of AzNA and improving the association’s image. Many nurses at that time thought that the association provided few benefits for them and was primarily for nurses involved in academia and not at the bedside.

Existing research was used and a survey was conducted of board members to help determine the appropriate marketing steps, identifying the association’s accomplishments, strengths, weaknesses and opportunities. It became obvious that the association needed a fresh new look to appeal to nonmembers. Wadas worked with a local artist to develop a new logo design. Once the Board of Directors selected a new logo from the many choices, Wadas developed the package (letterhead, business cards) and wrote the graphics standards for newsletters and materials. A new membership brochure was written and designed in 2002. Wadas also assisted with the Arizona Nurses Foundation and developed the first design and content of AzNA’s website. She edited the first edition of *Quick Guide to Nursing Practice* which was written by Carol Stevens, RN, MS, C, and Lyndall Eddy, RN, MPA, CAE. In addition, Alicia Wadas assisted with the ongoing publicity and promotion of AzNA including news release writing, and media relations coaching.

Throughout 2000 and 2001, Executive Director, Marla Weston, RN, MS, traveled around the state speaking on professional advocacy and AzNA activities. As a result of this exposure, new members to AzNA exceeded cancellations, resulting in an increase of membership of 6.87%.

In 2002, Laurie House, RN, BSN, Membership Committee Chair reported on the status of membership. House and committee reviewed the strategic plan for membership recruitment and retention. Although membership had increased, cancellations remained high. The committee developed several actions for retention which included:

- Members in grace period of 90 days would be contacted by an AzNA staff member who would attempt to determine the cancellation
- Names of nurses in grace period would be sent to Chapters each month so that they could contact the nurse
- Committee members would adopt chapter members in an effort to open communication lines. In addition the committee members were developing more social/networking activities

**Membership and AzNA Districts/Chapters**

Throughout the past 30 years districts dissolved and a few reorganized. Reasons for the changes were due to changes in the organizational structure, lack of members interested in holding office, location of meetings causing distant travel as well as work environment needs. The achievements and activities within each of these groups varied but all were concerned with community service as well as providing an informational service and socialization for members. The following groups are only an example of how the changing issues, personal and professional circumstances as well as the changing structure in the organization affected districts and chapters.

In 1972 nurses in the Fort Defiance-Window Rock area organized and became District #20 until 1983. When their request to dissolve was
received and accepted, members were invited to join AzNA as direct members. In 1973 ASNA members working in extended roles in ambulatory settings formed an occupational interest group (OIG) and ASNA members in the Lake Havasu-Parker area organized into District #21. In 1981, District #7 requested and was granted inactive status for at least one year. In January, 1982 the Private Duty Nurses section was dissolved per request and the next year. Districts #13 and #19 (Cottonwood and Verde Valley) became inactive. When any of the districts became inactive or dissolved, members were encouraged to become direct members of AzNA. In 1984 District #8 (Flagstaff) was granted a request for re-activation and continued until the reorganization of AzNA in 1989, when chapters were formed.

The reorganization of AzNA in 1989 affected all members because all the councils were eliminated and district groups combined or dissolved. Members had the option of joining only AzNA and ANA through Chapter 60. Members also had the choice of joining chapters which were previously councils or districts.

In 1993 AzNA board members received a unique request from California nurses. The request developed because the California Nurses Association departed from multipurpose ANA to become a single purpose union. A number of nurses did not want to leave ANA and banded together to request an affiliation with AzNA and thus with ANA. A letter dated October 17, 1993 from Professional Nurses Network of California (PNN) requested consideration for chapter status within AzNA. The Board of Directors unanimously agreed to inform PNN to begin negotiations with AzNA for Chapter formation. Through the ensuing months, reviews of bylaws from the California group (PNN) and AzNA were conducted in order to assure the legitimacy of including the PNN in the AzNA organization. All suggestions for the revised bylaws were reviewed by the AzNA Board of Directors, the AzNA Bylaws Committee, an AzNA attorney and ANA attorney. The revised bylaws were accepted by AzNA and PNN; consequently in April, 1994 a letter from PNN to the AzNA Board to complete application for Chapter 40 status was received. In a conference call in December, 1994, PNN was accepted as a chapter of AzNA so that the California nurses could continue to link with ANA. In March 1997 the board accepted a request from Chapter 40 Professional Nurses Network to be dissolved. A new ANA constituent, ANA California was organized in the late 1990s; California nurses could now join their state organization and be affiliated with ANA.

In 2001, Chapter 16 Gerontological Nursing dissolved after 12 years. Chapter 16 achievements included workshops with national leaders as speakers, writing and publishing articles for older individuals in two different community newsletters, mentoring nursing students and coworkers in clinical and community agencies as well as hosting a series of classes to help prepare nurses for ANA certification. Members decided to continue networking informally.

In 2002, nurses in the Yuma area formally notified the AzNA Board of Directors of their interest in forming a new chapter. Several nursing faculty at Arizona Western College (AWC) including Santa
1997 Outstanding Nursing Student winner, Kristy Bartusek; Outstanding Chapter President winner, Jodie Williams; and Outstanding AZNA Member, Donna Adams.

Past presidents of Chapter 2 Leanna Crosby and Linda Poust.

Carol Houggard, RN, FNP, MSN, CS, initiated this endeavor. The group submitted bylaws and their proposal was scheduled for the January 2003 Board meeting. It is interesting to note that in 1925 the first 7 district nurses association were organized and the Yuma area was one of the 7. In 2002 there were eight chapters in AzNA.

Chapter 1-Greater Phoenix

Chapter 1 (Phoenix) was one of the original districts organized in 1925. In 1977 at the AzNA convention the Nurses Professional Registry, District #1 AzNA provided its final report as a part of the association. The registry under the ownership of the District #1 Board of Directors was declared a business for profit, by the Internal Revenue Service in September, 1976. The Registry was incorporated in 1929 as owned and administered by District #1. One of the policies of the Registry was that registrants for private duty must be ANA members in order to gain positions. The final report described the many volunteer projects that these nurses became involved over the years.

Through the years, Chapter 1 (known as GPAC #1) has had the largest membership. Each year the chapter awarded scholarships to members to continue their education. In addition, Chapter 1 members have been actively involved in various community service projects. Through the years GPAC #1 has hosted the Biennial Convention and many members have served in elected state offices as well as on AzNA committees.

In 2002, officers were: President, JoAnn (Jo) Carpenter, RN, MSN, CLNC, and Vice President Rachel P. Garner, RN; Secretary, Sherry Dickinson, RN, MN; Treasurer, Susan Rhoads, RN, MSN, MBA/HCM, CHPN; Scholarship Chair, Shirley Bratrud, RN, PhD; Historian, Brie Rivera, RN; Membership, Jo Lee Kennedy, RN, BSN; Legislative Director, Amy Franciscus, RN, BSN, and Newsletter, Pamela (Pam) Waychoff, RN, BSN.

Chapter 2-Tucson

Chapter 2 (Tucson) was another of the original districts organized in 1925. Chapter 2 has had a newsletter, the Pulse, since 1960 which informs the members of events and Chapter 2 news. Many Chapter 2 members have served on AzNA boards and committees as well as state elected positions. Chapter 2 has given recognition awards to new graduates for demonstrated or potential leadership in nursing based on criteria of academic and clinical excellence and involvement in the nursing organization. Awards also given to the members included recognitions for Nurse of the Year, Excellence in Nursing Administration and Community Service. Through the years, Chapter 2 has hosted the
biennial convention in Tucson and in 1999 cosponsored the convention with Chapter 10.

In 2002, officers were: President, Daniel Chafetz, RN, MPH; Treasurer, Wilma Pisut, RN; Membership, Mary Beth Dickey, RN, CS.

In addition to sponsoring educational and networking opportunities for nurses, Chapter 5 focuses on community support.

Thirty-six years ago (1967) two Prescott nurses, (Bonnie Kempf, RN, surgical nurse at the Veterans Administration Hospital and Agnes (Ag) Cook, RN, surgical nurse at the Yavapai Regional Medical Center) noticed some children of their patients did not have warm pants or jackets for the cold weather in Prescott. Kempf and Cook approached their fellow nurses from Chapter 5, for help. Funds were raised that first year through selling hand-embroidered pillowcases and other handwork in a craft booth on the Courthouse Plaza. They dressed 17 children that first year.

Soon the demand for help with children's clothing grew. Bonnie, Ag and other chapter members invited the community to participate. Each child was furnished with a complete set of clothing: underwear, socks, shirt/jeans or dress and jacket.

The program evolved over the years to the present process in 2002. Referrals are made for the most needy children by school nurses and community workers. The nursing department of Yavapai College prepares a data-base of referred children for each school/agency. A cadre of nurse-volunteer "shoppers" takes a group, shops local merchants and delivers to the schools/agencies for distribution to families.

In 1997, a generous community supporter named the Dress A Child in her will. The president of the Chapter, Jodie Williams, RN-C, MS, and Carlene Ellis, RN, MS, the treasurer, undertook incorporation proceedings for Dress A Child in order to access and use this sizable donation for the children of Yavapai County. In 2000, Dress A Child, Inc. partnered with Arizona Public Service Volunteers to furnish shoes to children in need. Approximately 50 pairs of shoes per year were given to area children.

Dress A Child, Inc. (DAC) is entirely a volunteer organization. All donations are used directly for children in central Yavapai County. DAC is incorporated as a 501c3 organization and registered as a qualified charitable organization under the Arizona Tax Credit Program. DAC operates under the AzNA Chapter 5 umbrella. The present corporate officers include, Jodie Williams, RN, MS, President, Selina Bliss, RN, MS, Treasurer, and board member, Bonnie Kempf, RN.

The overwhelming generosity of Prescott and the surrounding community has allowed nurses to yearly furnish clothing (with a budget of approximately $30,000) for 600-700 elementary school age children through Dress A Child, Inc.

In 2002 Chapter 5 officers were President, Karyn Poole, RN, BSN, PHN; Vice President, Susan Robinson, RN, MSN; Secretary, Judith (Judy) Cummings, RN, MS; Treasurer, Selina Bliss, RN, MS; Membership Officer, Kyle Herman, RN, MS, GNP; Communications, Marianne Locke, RN; Historian, Theresa Doran, RNC, BSN; Members-At-Large, Sharon Millican, RN and Jean LaMore, RN-BC, MSN, CPHQ.
Chapter 9 Arizona Nurse Practitioner Council
Ken Wysocki, RN, MS, FNP-C, past president of Chapter 9

AzNA Chapter 9 was originally formed as a specialty council focusing on professional issues and politics of advanced practice nurses, primarily nurse practitioners. The council was reorganized as an AzNA affiliated chapter, effective January 1, 1990. The chapter hosts quarterly meetings and utilizes a private computer web listserv to communicate issues surrounding nurse practitioner practice and announce meetings, conferences, and job opportunities. The chapter remains actively involved in the political arena on issues of reimbursement and scope of practice. Chapter 9 holds an affiliate membership with American Academy of Nurse Practitioners, and recently joined the American College of Nurse Practitioners at an affiliate level. The chapter hosts an annual conference in July which includes continuing education credits and opportunities to network, as well as a nurse practitioner appreciation dinner for members during Nurse Practitioner week in November. The chapter reaches out to all Nurse Practitioners in the state; however nurses in Tucson and Southern Arizona are encouraged to join Chapter 9 while NPs in Yuma, Phoenix, and Northern Arizona are encouraged to join Chapter 9. There may be a repetition of services between Chapters 9 and 10 but these regional chapters afford NPs an opportunity to participate in their local chapter.

In 2002 Chapter 9 elected officers were: President, Carrie Solodky, ND, MSN, ANPC, RNCS; Vice President, Erich Widemark, RN, MSN, FNP; Treasurer, Colleen Speidell, RN, MSN, FNP; Membership, Christina Shelly, RN, MSN, FNPC.

Chapter 10 Southern Arizona Nurse Practitioners
John Walter, RN, PNP, past president

In September, 1997, the AzNA Board of Directors approved a new chapter, the Southern Arizona Nurse Practitioners (SANP). This chapter was designated as Chapter 10, with John Walter, RN, PNP as the president. Since 1983, and prior to 1997, this group was a Special Interest Group of the Tucson Chapter.

SANP members were actively involved with legislature concerning advanced practice. For example, members presented testimony at the State Board of Nursing concerning a masters degree in nursing or related field for all new graduates after January 1, 2001. The measure passed and was included in the Rules and Regulation package that was initially approved in November, 1996.

A group membership has been maintained in the American Academy of Nurse Practitioners. Group membership leaders have been invited to Academy conferences each year. Chapter 10 awards research grants to its members as well as scholarships each year. In addition, Nurse Practitioner of the Year is awarded during National Nurses Week.

The 2002 Chapter officers were: President, Frances (Fran) Stier, RN, MSN, ANP, ACNP; Vice-president, Susan Bryning, MS, ANP; Secretary, Mary Topmiller, MS, FNP; Treasurer, Beth Lee, MS, ANP; Membership Chair and Past president, Leanna Crosby, DNSc, ANP.

Chapter 15 School Nurses
Mary Hallett RN, MS, Chapter 15 President

In 1983, at the 54th convention, a resolution was passed that a Professional Registered Nurse be provided as a school nurse for each 750 students in every public school district during school hours and that clerical and medically trained aides be hired, not as replacement for professional nurses, but as assistants when additional help is required.

In the years prior to 1989 the AzNA School Nurse Council had been working with other school health groups to establish certification for school nurses through the Board of Education. That legislation passed in 1989, requiring that new school nurses hired after the legislation, have a Bachelors degree. They planned to introduce legislation in 1990 mandating school health services provided by certified school nurses in the recommended nurse to pupil ratio. Dorothy Hanson, RN, MS, worked with Rory Hays (AzNA lobbyist) on a bill. Cathleen Wilson, RN, PhD, executive director of AzNA, testified before the legislature to keep certification as passed.

In 1991, because of funding issues, the legislature set up a Joint Legislative Committee on Health Care in Schools to examine and analyze the following issues:

- Health needs of school-age children
- The types of health service programs being offered in the public and private schools
- State and federal funding available for health services programs in schools
- The role of certified school nurses in coordinating and conducting health services programs

In 1992, changes were made to the law on certification by a state senator with a personal agenda which changed the law to say:

- The state board of education may require school nurses to be certified pursuant to 15-302
- The board may not require any additional degree in order to receive a school nurse certificate
• For subsequent renewals of a school nurse certificate, the Arizona State Board of Education in consultation with the Arizona State Board of Nursing (ASBN) shall require completion of educational requirements established by the state board of nursing. In September, ASBN established a School Advisory Group (Task Force) to set the educational requirements for certification for new school nurses and certification renewals.

In 1996 through an Omnibus bill for the Arizona Board of Education, school nurse certification was removed from the Arizona Department of Education. Rory Hays facilitated passage of an amendment to give ASBN, in consultation with the Arizona Board of Education, the authority to certify school nurses. In 1997, certification was in limbo until the rule making process was in place. Again Rory Hays, lobbyist, was instrumental in working with the state board of nursing in the proposed rules. New rules were approved in July 1997. School nurses still had a mechanism in place for certification and re-certification in which they could standardize their practice and find a vehicle to pursue a degree.

In 2002 school nurses are continuing to work with ASBN and AzNA to address child health and safety issues for children and increasing the number of school nurses.

The officers for 2002 were Mary Hatlet, RN, MS, as president and Membership chair; Secretary/Treasurer, Caroline Bentley, RN, BSN

Chapter 20 Community Health

Since the inception of chapters, the goal of Chapter 20 has been to advocate for community health nurses primarily to keep updated and connected with the public health community statewide. One day conferences were held in partnership with AzNA, Arizona Public Health Association Nursing section, PIMC, and once with the Parish Nurses. In 2002 our focus was to give a monetary donation to Arizona School Nurse Task Force Annual Conference to sponsor a speaker and to the annual Arizona Immunization Conference. In addition, scholarships were offered to students expressing an interest in community health nursing who were selected by the faculty at the state universities and Grand Canyon School of Nursing to attend the annual Arizona immunization conference. A contribution was also made in December, 2002 to AzNA for their annual fund raiser.

Meetings were held twice a year and all members in good standing were sent notices of meetings and their input was treasured.

In 2002 the officers for the chapter were: President, Lori Rehder, RN, BSN; Treasurer, Andie Denious, RN, MS, CAN, Secretary, June Mikkila, RN, BSN, MPH, members at large, LoAnn Bell, RN, MS, RNCS, and Marilyn Neibergall, RNC, BSN (past president).

Chapter 30 East Valley

In 1989, with the AzNA restructuring, District 18 (Scottsdale) and District 12 (Mesa) became Chapter 30. In the past years, scholarships have been awarded for members seeking tuition and educational support. Community service projects have included crisis/abuse centers and La Mesita, a shelter for homeless families. In the past years, the East Valley Chapter has hosted conventions at regular intervals and in 2002 was the sponsoring chapter for the AzNA biennial convention.

Officers for the Chapter in 2002 were President, and Membership, Eva Woodburn, RN, MSN; Vice President, Jeannette Yazzie-Baken, RN, BSN; Secretary, Judith (Judy) Celik, RN, MSN, FNP; Treasurer, Jonathan Cox, RN, C, PhD; Director at Large, Cecilia E. Fleming, RN, MSN and Patricia Ann Foster, RN, MS, APRN.

Continuing Education

In 1970, the ASNA Board approved a proposal by Arizona Regional Medical Program and agreed to cooperate in a feasibility study creating a Council of Continuing Education for Nurses with four local councils around the state. At the next meeting in the board agreed to work actively to expand continuing education offerings throughout the state and promote planning and participation through the feasibility study for a Council for Continuing Education for Nurses as proposed by the Arizona Regional Medical Program (ArRMP). In 1974, the referendum vote of the Executive Committee was ratified to discontinue the Continuing Education program of ArRMP because of inability to contribute financially in the future.

In the early 1970s continuing education for RNs for renewal of
licensure was a major issue. ASNA began to accredit and evaluate program offerings for CE credit and to keep records of individuals attendance at such programs. This was a voluntary program for nurses in the state to acquire continuing education credit for the renewal of their nursing license. The criteria established became another issue. For example, should college credits be included? In 1971 only 10% of practicing nurses were participating in this program. In 1973, 1,430 nurses applied for CE credit in the first 12 month period of the CE Certification Program. Other states were modeling their CE programs after ASNA, and ANA recommended that the unit of measurement (CEU) used by ASNA become the standard in all the states. At the biennial convention in 1973 the ad hoc committee of the board recommended that the Continuing Education Certification Project for individual nurses continue for the next two years. In January 1976 members enrolled in the Voluntary Continuing Education Certification program (CERP) and paid a $10 fee for two years. At the 1979 convention a resolution to continue AzNA's voluntary continuing education recognition program was carried by the membership. However in the early 1980s CERP was phased out when AzNA obtained authority to be a provider and approver of continuing education.

During the first quarter of 1970, 53 RNs were enrolled in refresher courses. In 1971 ASNA established one of the first continuing education approval and recognition programs for nurses. The Reactivation Project’s purpose was to return as many inactive professional nurses as possible to active employment. ASNA received a contract from the Bureau of Health Professions Education and Manpower Training, National Institutes of Health extending the period of performance for this project through September 30, 1972.

Edythe G. Stellhorn, RN, MSN, was instrumental in the establishment of AzNA's Continuing Education Approval and Recognition Program and served as a member of the association’s Council on Continuing Education. An advocate of life-long learning, she counseled many nurses in their educational pursuits. In 1972, Stellhorn completed her her assignment as Project Coordinator of the successful 5 year Refresher Nurse Project (NIH-70-4069) funded to ASNA by the United States Public Health Service, Division of Nursing. At the completion of this project, 560 RNs completed 59 refresher courses offered throughout the state with 70% returning to work.

In 1977, AzNA was one of the state nurses associations approved by ANA as an official continuing education approval agency. In May, 1981, the board learned that the Eastern Regional Accrediting Committee granted Approver status for four years to Continuing Education and Recognition Program but the provider status was deferred. In June, an application for provider status of AzNA as ANA Provider in Continuing Education, was resubmitted. In July, 1981, AzNA requested reconsideration of the denied funding by the Arizona Department of Education for a project by Northern Arizona University (NAU) to provide continuing education to health workers in rural, northern Arizona. In September, 1981 AzNA learned that the funding for NAU would continue. Also in September, 1981, AzNA was granted continuing education provider status by the Regional Accreditation Committee of ANA.

In 1985, AzNA received approval from ANA as an approver of continuing education for nurses and for the first time as an approved provider. Subsequent full accreditations were obtained from the American Nurses Credentialing Center’s (ANCC) Commission on Accreditation which was a separate newly formed body of ANA in 1991. In 1995, AzNA was granted full accreditation for six years.

The Continuing Education program had a Director (Chair) of a committee for the overall program which included subcommittees for reviewing applications, and a quality control committee for auditing the approved applications. A staff member was responsible for the necessary correspondence of these committee activities.

In the fall of 2000 AzNA Continuing Education Chair, Deanne Lewis, RN, MS, and her committee performed a self-study and had a site review from ANCC. Through these processes AzNA was able to improve the continuing education applications. Approximately 200 applications are reviewed each year by AzNA's Continuing Education Approval Panel members for continuing education contact hour credit.
The certification for providers gained momentum since 1985; in 2002 AzNA had approved 11 healthcare organizations as providers of continuing education.

Nursing Education

In September 1970, the ASNA Board appointed an ad hoc committee of the board to study and make recommendations regarding the career ladder concept for nursing education. The ASNA board adopted the statement on Career Ladder Concept January 16, 1971. In March, 1971, The Arizona State Board Of Nursing took a positive action to implement the career ladder concept. The board notified all directors of Arizona’s nursing education programs of the boards approval of an open curriculum which allows an individual to progress through levels of education in nursing. The Nursing Manpower Study in the early 1980s again recommended mobility within the universities and colleges of nursing. This study was supported by AzNA and Phyllis Ethridge, RN, MS, opined that AzNA was influential in assisting to increase the flow of nurses from associate degree in nursing (ADN) programs into Bachelor of Science (BSN) programs.

Since 1970 schools of nursing have opened and closed. In September 1970, Cochise College of Nursing Program and Pima College, Department of Nursing, Tucson admitted their first class. In 1970, Mesa Community College awarded the ADN to its first graduates of the nursing program. Thirty two students were in this group. Yavapai College, Department of Nursing in Prescott admitted its nine students in February 1970. In 1971, its first class of seven received their ADN. In 1972 a new ADN program opened at Eastern Arizona College in Thatcher with 32 students enrolled. In 1973 Central Arizona College at Coolidge graduated its first class of ADN students.

In August 1973, the Good Samaritan Hospital School of Nursing was officially closed. Since opening in 1919 as the Arizona Deaconess Hospital Training School 1,461 students in nursing graduated with a diploma in nursing.

In 1982 the Samaritan College of Nursing at Grand Canyon University opened and started admitting students into their BSN program and by 2002 had graduated 850 students. From 1989 through 1992 Samaritan College of Nursing had a neonatal certificate program and had 33 graduates in the program.

Over the years nurse practitioner programs were developed in graduate programs at the university level. Both AzNA and the State Board of Nursing were supportive and worked with the schools to pass rules and regulations to allow nurses from these programs to practice as practitioners. The University of Arizona had the first nurse practitioner program. In addition to the family nurse practitioner program there were obstetrics-gynecology, geriatric, emergency, nurse midwifery, school nurse, and neonatal practitioner programs.

In 1974, elective courses in health assessment were added to ASU's College of Nursing Graduate Program, enabling nurses in the family-child and adult health specialties to prepare for nurse practitioner roles. The same year, a pediatric nurse clinician special interest option was developed which focused on knowledge and skills required for nurse practitioner roles. Community health nurses were among the first graduate students to become practitioners in Family-Child nursing. Within a few years as more nurses chose the practitioner oriented courses, they were incorporated in the graduate program and students could choose clinical specialist or practitioner tracts. In 1995 a practitioner program was developed in psychiatric nursing.

In 1976, a doctoral program with a major in nursing was approved at the University of Arizona by the Arizona Board of Regents and the first students enrolled in 1977 with an emphasis on clinical nursing research. The first doctoral student graduated in 1983. By 2002, the University of Arizona, College of Nursing had graduated 108 nurses with a PhD in nursing.

To support nursing education, in 1979, AzNA Board members agreed to send copies of three American Nurses Association resolutions dealing with "entry to practice" and "career mobility" with a letter of explanation to administrators and nursing department chairpersons in all Arizona community colleges, high schools and interested persons.

In the 1980s universities began offering creative schedules and multiple options for ADNs to continue their education. In 1982, the University of Phoenix opened evening classes for RNs to complete a BSN with credit granted from experience and previous education. In this same year Northern Arizona University discontinued its ADN program.

In 1984 Arizona State University (ASU) College of Nursing announced a new option available for RN students wishing to obtain a BSN; students could challenge 26 of 53 required credit hours. Classes were offered both day and evening.
In 1985, AzNA supported the BSN as minimum preparation into professional nursing practice as well as accessibility to career mobility programs in nursing. Alexia Freese, RN, C, MPH, was the official representative to the Task Force on BSN as Entry to Professional Practice. The board adopted the official position of AzNA with ANA Position on Education and Titling as approved by ANA house of Delegates July 24, 1985. The baccalaureate with a major in nursing would be the minimum educational requirement for licensure to practice professional nursing. The legal title would be Registered Nurse. The associate degree with a major in nursing as the educational requirement for licensure to practice technical nursing with the provision that such degrees be awarded by state chartered institutions of higher education such as community colleges.

However, today in the early 21st century, graduating students in nursing from both colleges awarding the ADN and universities awarding the BSN take the same national exam. Nursing’s state board examination called the National Council Licensure Examination (NCLEX) is accepted in every state. After passing the exam, nurses may register for a license as an RN.

Beginning in 1994, the AzNA Executive Director served as a preceptor for nursing students in management and leadership courses from ASU College of Nursing. Since 1994 and through the beginning of the 21st century students from all the schools of nursing in the Phoenix area often attended committee meetings held at the AzNA office. Nursing students were encouraged to attend the annual Nurses Day at the Legislature in February of each year and have been enthusiastic about this experience.

The ASU College of Nursing developed an RN to BSN to master of science in nursing (MSN) program with the MSN graduate in 2001. In 2002, fifteen RNs completed the RN to BSN segment.

In December 2002, nursing education in Arizona occurred throughout the state. Degree in the science of nursing programs approved by the Arizona State Board of Nursing were the following:

- The Bachelors Degree was conferred at Arizona State University, University of Arizona, Northern Arizona University, Grand Canyon University, University of Phoenix and Old Dominion University at Yavapai College.
- Community colleges granted the Associate Degree in Nursing at Arizona Western College, Central Arizona College, Cochise College, Eastern Arizona College, Gateway Community College, Glendale Community College, Mesa Community College, MCC/Boswell Center, Phoenix College, Scottsdale Community College, Mohave Community College, Northland Pioneer College, Pima Community College, and Yavapai College.
- The Masters Degree in Nursing was offered at Arizona State University, Northern Arizona University, University of Arizona, University of Phoenix and Old Dominion University, Yavapai College.
- Nurse practitioner programs were offered at Arizona State University, University of Arizona, Northern Arizona University, University of Phoenix and Grand Canyon University.
- A post-masters program was offered at Arizona State University for RNs with a masters degree who wished to become a family nurse practitioner or mental health/psychiatric nurse practitioner.

**Legislation**

Through 1970s and into the 21st century, AzNA’s executive director and board members were actively involved with legislation that affected Arizona nurses. Each year different issues required participation by AzNA staff and members. AzNA staff needed to be aware of the Arizona State Board of Nursing activities as well as the Arizona Legislature issues that would affect nurses in Arizona.

In the 1970s AzNA focused on ensuring that advanced practice nurses gained access to legislative authority to fulfill their role and strengthening its legislative influence. In 1972 the Arizona Legislature passed Senate Bill #1098 which provided a new, broader definition of the "practice of professional nursing" and required the ASBN to develop rules and regulations to implement the "primary care" and "extended" roles of RNs. Rules and regulations were filed by the ASBN with the Attorney Generals Office delineating how pediatric nurse practitioners and nurse midwives would be certified. The regulations were approved by November 1973 and Arizona became the first state to legitimize the practice of RNs in extended roles.

At AzNA’s 49th convention in 1973, a resolution was passed that the Arizona State Board of Nursing, physicians, and the public be encouraged to fully recognize and support the appropriate use of certified extended care nurses within the health care team while urging all nurses to support the extended role as part of the nursing profession rather than through non nursing groups.

Another resolution that was passed stated that the AzNA Board of Directors investigate the feasibility of employing a full time staff per-
son for AzNA government relations program which would include lobbying activities. AzNA's initiative to hire a lobbyist was a strategy that enhanced planning and participation of AzNA's legislative committee. This may have been the first initiative to hire a lobbyist. Another resolution passed supporting the state ratification of the Equal Rights Amendment.

In 1974, AzNA accepted an invitation from ASBN for a joint meeting for consideration of additions to rules and regulations for nurses in extended roles as well as possible need for legislation to change the Nurse Practice Act. In 1979, two bills which would have amended the Nurse Practice Act (HB 2092 and SB 1220) were introduced. These bills were efforts to return authority to the Arizona State Board of Nursing and permit nurse practitioners to provide services according to their educational background. The bills were killed as they were not scheduled by the chairman of the House Health Committee for a hearing.

At the AzNA board meeting in October 1980, a report was received from Marilyn Bagwell, RN, PhD, (Chair, Legislative Committee) describing the progress on drafting a bill to permit the Arizona State Board of Nursing certified nurse practitioners to dispense and prescribe medications after meeting certain conditions. Two years later a bill was introduced to amend the Nurse Practice Act to define and protect title "Registered Nurse Practitioner" and remove language in definition of "the practice of professional nursing" which limited dispensing of repacked, labeled drugs. In March, 1984 changes in the Nurse Practice Act made way through the Senate. The only controversial issue was the ability of the ASBN to raise fees without going back to the legislature.

In July 1997, ASBN upheld language requiring a masters of science in nursing or a masters degree in a health related field for certification as an RN Practitioner. On January 1, 2000, the additional education for certification became a requirement for new nurse practitioner graduates.

In 1985 AzNA cosponsored the first Nurses Day at the Legislature with the Arizona Nursing Network. Third party reimbursement headed the list of issues. AzNA President, Alexa Freese, RN, C, MPH, noted the introduction of a bill by Senator Ann Lindemann, RN, for Nursing Studies on Nursing Manpower and Education. Another important issue was BSN as entry level to nursing and career mobility between programs. In 1986 the second annual Nurses Day was held at the Legislature with 300 nurses attending. In 2000 the growing sophistication of nursing in Arizona was evident with 331 registrants. In February of each year AzNA members and an increasing number of nursing students from both associate degree and baccalaureate programs have attended the annual Nurses Legislative Day.

In 1986 the board approved limited legislative services by the AzNA lobbyist for the Arizona Home Care Association; a fee of $50 per month was budgeted for the lobbyist during the legislative process. The following year, AzNA's legislative program was strengthened when a phone tree was established to alert members of legislative bills affecting RNs. In addition, a hotline at the AzNA office provided legislative information. In November of that year, the Board of Directors authorized the executive director to hire Patricia (Pat) Becker, RN, BSN, as a lobbyist for the association. By 1988 Denise Hallfors, RN, MS served both as the lobbyist as well as executive director. The following year, Becker served as a lobbyist for six months and later in the year the Board of Directors hired Rory Hays as the AzNA lobbyist. Hays remains AzNA's lobbyist in 2002.

In the 1990s, the increasing sophistication of nursing and the presence of a lobbyist for AzNA encouraged a strong working relationship with the Arizona State Board of Nursing. The legislation enabling advanced practice nurses to enlarge their scope of practice became a model for the country and the practice of 'opening the practice act' became more common and less frightening for the nursing community.

Through the 1990s and into the 21st century, the Hotline reported the legislative issues that AzNA was following. By 2002, Mary Griffith, RN, MN, Chair of the Legislative Committee transformed the Hotline from a phone message to a website with links for AzNA members to email their opinions to the office on legislative issues. Nurses from across the state could review proposed legislation, listen to committee meetings, and offer comments based on their clinical expertise to the lobbyist in Phoenix via the Internet. Thus the legislative committee functioned, via the Internet, as a virtual committee, which enabled greater participation on the committee by members across the state.

In the early 21st century, Mary Griffith, RN, MN, reported that AzNA used considerable leverage daily at the legislature to protect nursing's interest in bills which were not necessarily written with nursing in mind. AzNA was vigilant in working to see that nursing bills truly considered the entire nursing community. The AzNA Legislative Committee supplied comments and recommendations regarding nearly 100 bills in 2002 which addressed professional practice and health care policy.
In 2001 as in the past, the Legislative Agenda was suggested by members during the biennial conventions and modified as events changed. The Legislative Agenda guided the work of the committee and Rory Hays, AzNA lobbyist, and informed the Board of Directors as positions were taken on the bills which would affect nursing.

The members of the AzNA Legislative Committee for 2001-2003 included Donna Adams, RN, DNSc; Sue Dodd Adams, RN, MS; Adda Alexander, RN, MBA; Theresa (Terri) Aldama, RN; Kerry Cassens, RN; Imogene (Genie) Eide, RN, BSN; Nicolette (Nikki) Estrada, RN, MS, MAOM, FNP; Amy Franciscus, RN, BSN; Mary Griffith, RN MN, Chair; Mary Hallett, RN, MSN; Patricia (Patti) Hastings, RN, MS; Laurie House, RN, MSN; Raymond (Ray) Kronenbitter, RN, BSN; Scarlett Kronenbitter, RN; Mark Kucharek, RN, BSN; Mary Peters, RN, MSN; Kathy Player, RN, E.D; Janice Priest, RN MSN; Sara Withgott, RN, MS.

AzNA Legislative Committee and AzNA- PAC
Sue Roe, RN, DPA, President of AzNA (1985-87; 1989-1991)

In the 1980s Denise Hallfors, RN, MS, Executive Director of AzNA, asked the newly formed Legislative Committee to develop and conduct what was to become as the Annual Legislative Workshop. This focus on the legislative process was not fully supported by the membership. There were several vocal and written complaints from members that indicated that this was not an appropriate role and direction for the Association to take. However, the first workshop was successful and helped strengthen the active role that AzNA played in the legislative process. Rory Hays, was hired as AzNA’s lobbyist during this period.

Simultaneously, it was decided that AzNA should also form a PAC to ensure that AzNA participated fully in both the legislative and political arenas. It was felt that the Association should not only influence the legislative agenda but also influence who were elected. The first year of the PACs formation was spent deciding what the function and structure should be and to also find a home in the association for this type of activity. From the start the PAC floundered because there was a need to build a war chest of dollars to support candidates (something not ever done by the Association). It was even more difficult to develop a network of volunteers to help candidates during their campaign. Further, the scope of the PAC and the interview and selection process of candidates needed to be developed and timed to primaries and full campaign activities. The team worked to develop a strong infrastructure and to also develop ourselves as a full fledged PAC that could make a difference. Of the people who worked in the early years, there were several dedicated members that were wonderfully helpful in making the PAC a reality. Over the years the PAC became comfortable (as did the membership) with fundraising at Association events and with the process of endorsing candidates. Three members that were significant players in this effort were, Dianne Dombrowski, RN, BSN, Ruth Eskesen, RN, PhD, and Concetta Tynan, RN, NP, MA. They truly believed along with that small early group of us that this was an appropriate role for AzNA and were dedicated to making the PAC a fully functioning and influential part of the Association.

It is significant and an important reflection that was very insightful and wise to develop both the Legislative Committee and the PAC at the same time. It allowed AzNA to participate fully in all aspects of the legislative and political arenas from the outset and provided an opportunity for interested members to work in areas that most closely aligned with their legislative and political desires.

Arizona Nurses Political Action Committee
In 1984 the Arizona Nurses Political Action Committee (ANPAC)


The Arizona Nursing Network
Marilyn Bagwell, RN, PhD

In the late 1970s and through the 1980s the Arizona Nursing Network was very active. At that time I was Chair of the AzNA Legislative Committee and lobbying for the nurses with Hazel Bennett, executive director of AzNA. Many of the legislators asked us, "How many
nurses do you represent?” AzNA membership in Arizona was about 10% and the legislators felt we were not a true voice of the general population of nurses. Consequently in January of 1978, I designed and implemented a plan of uniting nurses from the individual organizations which would form a nursing network.

This group was composed of nursing groups from a variety of settings as well as clinical specialty groups. Each group had one representative. The membership consisted of two types: voting and non-voting. The non-voting members were individual nurses who wanted to be active within the Network but did not represent a nursing group. The voting members paid higher annual dues than the non-voting members and participated on committees.

Basically, the Network had four functions:

• Disseminate information and educate nurses about health legislation
• Increase the political awareness of nurses
• Encourage nurses to participate in the legislative process, and
• Promote and support the advancement of nursing through the legislative process

In the Network meetings, the various bills were analyzed and discussed. The Arizona Nursing Network had at least one member in each of the 30 legislative districts in the state. This distribution was important when the Network was seeking support in the legislature. When the Network was seeking support or non-support for an issue, the chairperson would call five network representatives who in turn called four other Network representatives. Each organization had a certain number of representatives to call and ultimately these representatives activated the communication trees of their respective organizations. The Arizona Nursing Network communication tree was very effective. The Network represented a much larger number than any one organization and consequently the legislators listened to us. I was a volunteer lobbyist for over five years and during that time we actually defined the role of the Nurse Practitioner. The legislature wanted to put the definition under the Board of Medicine but we successfully fought that front and through much effort, we were able to get limited dispensing and prescription privileges. The Network was very active until 1990 and, when the major goals had been reached, was disbanded in 1998.

endorsed and provided campaign contributions to political candidates, for the first time. A newsletter was also published.

At the 1989 AzNA convention, Arizona Nurses Association Political Action Committee, held their business meeting and reported a name change for their organization. The PAC name was changed through bylaws revisions from ANPAC to AzNAPAC illustrating the AzNA connection. In addition, the word ‘membership’ was deleted from bylaws and replaced with ‘contributors’. The AzNA-PACs goal was to have as many contributors as possible to augment the amounts of money to contribute to candidates.

In 2002 Marge Drugay, RN, ND, C, chair of the Political Action Committee described AzNAPAC in the January issue of the Arizona Nurse. Drugay reported that AzNAPAC was a separate division of the association. The purpose of the PAC was five fold:

• Stimulate nurses and others to become active and effective in governmental affairs and public policy decisions,
• Assist nurses and others in organizing for effective political action,
• Educate candidates about professional nursing and general health care issues,
• Endorse, raise funds for, and make contributions to candidates for public office in Arizona who have clearly demonstrated responsible awareness of nurses needs and the health needs of people in compliance with the Arizona Regulations for Political Committees and,
• Educate nurses and others regarding elective process, the legislative positions of office holders and candidates, and the important political issues related to nurses, nursing, and health.

Marge Drugay, RN, ND, C, described how the AzNAPAC endorsement process had developed. The PAC had a history of endorsing candidates for the Arizona Legislature. All new candidates for office were sent a survey about their stance on nursing issues. In the 2000 election cycle, the survey was refined and shortened to a one page questionnaire with an objective scoring system to allow the PAC Board to evaluate candidate responses. Endorsements were only made for candidates who completed the questionnaire and submitted it by the requested date. Thus, the PAC Board had the opportunity to review the information received and interview selected candidates for possible endorsement. Endorsements were published in the Arizona Nurse and Capitol Times, a newsletter read by legislators and individuals involved in state politics.
The survey instruments for the 2000 and 2002 election cycles were developed with input from AzNA lobbyist, Rory Hays, and the AzNA Legislative Agenda. No more than five key issues were identified and the survey provided the candidate with background information, then asked how supportive they would be of introducing or supporting legislation, appropriations, or regulations regarding the issues. Candidates clearly in opposition to the majority of issues were not deemed supportive of AzNA’s positions and were not selected to be interviewed. Interviews were conducted by members of the AzNAPAC Board of Trustees, and recommendations were made for endorsement. In the 2002 election cycle, some issues were deemed serious and warranted sending the survey to incumbents. Also a recommendation was made to consider a gubernatorial endorsement which had not been done for at least ten years.

In addition, AzNAPAC chose to create a report card based on how legislators responded to key issues of the previous cycle. The voting records of incumbent legislators were examined. The results were illuminating, reflecting that several legislators AzNA supported in 2000 voted against critical legislation important to AzNA members. Several of these legislators were not endorsed in the 2002 elections. The AzNAPAC Board of Trustees believed that the legislators that were endorsed must be accountable for their decisions and a biennial report card would assist AzNA members to identify candidates who understood the issues important to the Association and the nursing community.

Gubernatorial Candidate, Mike Newcomb, D-Tucson, a luncheon speaker, accepts Clean Election, $5.00 contributions from AzNA member Lasca Beck and students at Nurses Legislative Day 2002.

Newsmakers

Since 1970 many AzNA members have been leaders in nursing locally, statewide and nationally. In addition, many members were honored not only for their service to the association but to the community. In this segment of the historical documentation of AzNA from 1970-2002, a few have been selected from the many to illustrate the wide diversity of talent in our organization.

Zora Zemsky, RN, BSN, FNP, graduated from a nursing program in 1939 and has been a member of ANA and AzNA since that time. She and seven other nurses were in the first nurse practitioner program in Arizona in 1972. The course was for two years and on graduation they were all certified by the Arizona Board of Nursing. These practitioners were pioneers in developing the first neighborhood health center in Arizona. The El Rio Health Center is still in existence today. Zora Zemsky also helped start the nurse practitioner association. Several of the nurses who started the neighborhood health center still meet monthly. In the past, Zora has served on community boards as well as AzNA Board of Directors and on the Chapter 2 board.

Imogene (Genie) Eide, RN, BSN, was a founding member and first president of District 12 in 1965. In 1974 Genie was a founding member of Arizona Association of Home Care and was recognized as an Honorary Member by the National Association of Home Care (NAHC) in 1989. In 1991 Genie Eide was given a special recognition Award from NAHC for many years of outstanding service to home care on local, state and national level. In 1998, Ms. Eide was elected a Fellow of Hospice and Home Care by NAHC’s Home Care University in Washington, DC. In 2002 Genie continued to consult with home health and hospice agencies to prepare them for licensing, Medicare certification and JCAHO visitations.
Bernita (B) Steffl, RN, MPH has been an active member of AzNA since moving to Arizona for a position at Arizona State University in 1961. She was instrumental in the development of District 18 in Scottsdale which later merged with District 12 in Mesa to become Chapter 30. Steffl co-authored one of the first books published on discharge planning. In 1973 she completed a postmasters certificate in Gerontology at University of Southern California. Until her retirement she pioneered gerontology nursing by developing curricula for schools of nursing. Steffl also presented over 150 workshops and conferences in the United States and Canada on the psychosocial aspects of aging. In 1980, Steffl produced a slide presentation on The Meaning of Touch which was awarded second place in the psych-mental health category at the Film Festival at ANA Convention. Steffl's Handbook on Gerontological Nursing received the outstanding nursing book of the year by the nursing journal, Nursing '84. In her retirement Steffl was instrumental in developing and maintaining AzNA Chapter 16 (Gerontological Nursing) which was active for 12 years.

At the 1970 ANA Convention in Miami Florida, Pearl Parvin Coulter, RN, MS, Dean Emeritus, University of Arizona, was awarded "honorary recognition" by the House of Delegates for her "thirty years as a change agent in nursing". Coulter was also the recipient of an honorary doctorate degree from the University of Arizona. Coulter will be remembered in her role as the first Dean of University of Arizona’s College of Nursing and was memorialized there in October of 2002.

Rosamund Gabrielson, RN, MA, president of AzNA from 1965-1969, was elected as the 23rd ANA president in 1972 and served until 1976. Gabrielson was also appointed by President Nixon to serve on the Advisory Committee on Health Service Industry to the Wage Price Board. Gabrielson died in January 2000. “Gabe” as she was know to her friends, will be remembered as an influential Arizona nursing pioneer.

In 1978 Virginia K. June, RN, MSN, a Navajo, was appointed to a five year term on the State Board of Nursing. Virginia June, an active member of District 8 was the first Native American nurse to be appointed to the state board of nursing. June was an assistant professor at the College of Nursing at Northern Arizona University and taught Psychiatric Nursing.

In 1978 Hazel Bennett's editorial in the Arizona Nurse called on nurses to become involved in the association to influence legislation concerning the educational requirements for nurses. She suggested that the maturity of the profession of nursing would be decided. Bennett also postulated that nurses must determine whether nursing is recognized as a profession or occupation. In 1986, Hazel Bennett was elected President of the Board of Examiners for Nursing Care Institution Administrators. Bennett was reappointed by Governor Babbitt to serve a second term on that board. Throughout her tenure as executive director of AzNA, Hazel Bennett served on a variety of committees, was a liaison from AzNA on many community committees and Boards as well as within the association. AzNA members honored Bennett with a lifetime membership.

In 1978, Nancy Melvin, RN, PhD, FAAN was elected Vice Chairperson of the National Joint Practice Commission which was composed of equal numbers of RNs appointed by ANA and MDs appointed by AMA. Nancy was a committed member of AzNA since coming to Arizona in 1970 and served on various committees, and councils as well as the Advisory Committee for Expanded Role in Nursing. Nancy also served on the Arizona Board of Nursing and the Arizona State Board of Medical Examiners. Melvin was remembered for her staunch support of the expanded role of nurse practitioners in her memorial in 1998.

In 1980, AzNA contributed $25 to the scholarship fund of the Black Nurses of Arizona as a tribute to Loretha Williams, RN, BSN, a long time active member of AzNA who was honored at a reception by the black nurses for her outstanding services. Williams, a native of Yuma, served the association as a member of District 1, a delegate to ANA conventions and a member of the Membership Committee.

At the 1980 ANA convention, the American Journal of Nursing award for Best Feature Article by ANA members was presented to
Maureen Chaisson, RN, PhD. The award winning article "Portrait of a Female Inmate" was published in the July-Aug. 1979 Arizona Nurse.

In 1980, Gay Evans (District 2) was selected as one of 15 persons in the United States to spend four weeks at the University of Virginia for a seminar sponsored by the National Endowment for the Humanities, tuition free with a stipend and travel expenses. Gay, a family nurse practitioner was a member of the AzNA Legislative Committee. In 2000 Gay Evans, MS, RN, FNP was the director of the Homeless and/or Abused Women's Health Education Project in Tucson which provided education to at-risk populations.

In 1983 during the closing business session of the convention, a resolution was passed recognizing Betty Jane Spaulding, RN, MSN, for 25 years of service at the local, state and national levels of the association. Spaulding served as a past-president of AzNA in the 70’s. She was unable to attend the convention due to ill health and died in December, 1983. Spaulding was noted for her commitment to nursing issues and AzNA. Spaulding was a past president of Chapter 2 as well as serving on committees at the national level.

In 1983, Marilyn Kieffer, RNP, PhD was recognized as a pioneer in establishing a Birth and Family Center in Phoenix. This was the first of its kind in the valley. The center is now known as the Bethany Birthing Center. Kieffer went into private practice in 1985.

In 1981 Ann Van Slyck, RN, MSN, CNAA, FAAN, formed a national consulting firm which was incorporated in 1983 and Ann became the President and Chief Executive Officer. As a former director of nursing and an assistant administrator, her nursing experiences included the development and implementation of a patient classification system that established a powerful patient database. In 1985, Van Slyck was the first nurse to receive the Arizona Hospital Salsbury Award for Outstanding Contributions to Health Care in Arizona and the same year was awarded the Distinguished Alumni Award from the College of Nursing, Arizona State University. Van Slyck has been a long time member of ANA and AzNA and in 1992 was elected to the Fellowship in the American Academy of Nursing. In 1996, Van Slyck was appointed to the American College of Health Care Executives (ACHCE) and in 1997 to the ACHCE Regents Advisory Council in Arizona. Ann has published articles based on the patient classification system in various journals and presented papers in her area of expertise throughout the country.

Hazel Pease Shields, was Director of Nursing, Maricopa Health Department from 1947-1962 and author of White Caps in the Desert. Shields was an active member of AzNA and chair of the Legislative Committee when in 1952 a major revision of the Nurse Practice Act was passed. Shields served on many committees as well as on the board. She was awarded life membership for her many contributions for AzNA. Shields died on October 10, 1986 on her 86th birthday. She will be remembered for her many contributions to AzNA.

In 1987, Ada Sue Hinshaw, RN, PhD, an AzNA member, was named as the first permanent Director of the National Center for Nursing Research. Dr. Hinshaw as head of the center had the responsibility for nursing research at the federal level. Dr. Hinshaw worked closely with ANA in increasing nursing research funding up to $19 million.

In 1988, Ruth Eskesen (R-Tucson) was victorious in her bid for a seat in the 39th Legislative House of Representatives. Eskesen was the only nurse serving at the Capitol and the first nurse legislator to be elected since Anne Lindemann's tenure in 1986. Ruth Eskesen has been an active member of AzNA and ANPAC. In 1998, Ruth Eskesen, RN, PhD, past member of AzNA Board of Directors was appointed to the Arizona State Board of Nursing by Governor Jane Hull for a five year term.

In 1988, Carol Hatler, RN, Phd, received the AJN-AzNA Excellence in Writing contest award for her article “Nurses-1: Osteoporosis-0”. The article was then published in the January-February 1989 issue.
of the Arizona Nurse.

In May 1989, Denise Hallfors, RN, MS announced leaving AzNA as the executive director to pursue a doctorate. Hallfors was the executive director for four years and the lobbyist for AzNA from 1983-86. She helped to organize AzNAPAC and was instrumental in raising the visibility of nurses in the political arena.

In 1989, Ruth Ann Zornow, RN, EdD, a longtime AzNA member, died. At the time of her death Zornow was serving on AzNA’s Archives and Library Committee and was actively involved in the association’s oral history project.

During 1990-91, Jeannine Dahl, RN, EdD, a Lt. Col. in the United States Army Reserves, served in a Combat Support Hospital in Saudi Arabia near the Iraq border. After Desert Storm, Jeannine related that it was an easy transition to apply skills learned in the military to working with the Red Cross in disasters.

In 1991, Carol Lockhart, RN, PhD, FAAN formed a health systems relations and policy consulting firm (Lockhart Associates). This firm, with Lockhart as president, continued in 2002. Lockhart Associates provided assistance to local, national and international organizations planning and implementing health and public health policy and program change. Through her company, Dr. Lockhart has assisted governments and private organizations to assess their health systems and services. In 2002, she continued to speak on health care policy and reform and presented to groups such as Women in Government, a national legislative and business roundtable. Carol Lockhart, RN, PhD, FAAN was one of the original 13 commissioners appointed to the Physician Payment Review Commission (PPRC) which advised Congress on payments to physicians under Medicare. She served two terms (1986-1991). Lockhart has held local and state public health positions including director positions in the Arizona Department of Health Services. She served as the first director of the Arizona Health Care Cost Containment System (AHCCCS), the United States first statewide capitated Medicaid system created in 1981.

In November, 1993, Leanna (Lee) Crosby, RN, DNSc, A/GNP, attended the dedication of the Vietnam War Women’s Memorial in Washington DC. Lee’s nursing career has spanned 40 years including seven years in the United States Navy Nurse Corps. She served one year on the USS Repose Naval Hospital off the coast of Vietnam (1965-66). Lee has received various awards from both Chapter 2 and Chapter 10 for her dedication and commitment to AzNA activities over the past 20 years.

In 1993 The Rosato Museum of Nursing was founded in Glendale Arizona. Geraldine (Geri) Rosato, RN, MS, founder, was the curator. In 1999 Geri’s museum became the American Museum of Nursing (a non-profit organization). Many students in nursing, nurses and tourists had the opportunity to visit the showcase of nursing artifacts. In 2001 Geri closed her museum and donated her artifacts to the American Museum of Nursing located in the Community Services Building at Arizona State University. The Director of the museum is Rojann Alpers, RN, PhD, RNP, a
In 1995, Georgia Macdonough, RN, MA, NP, Red Cross Disaster Chair, received the highest award given to volunteers which was the National Ann Magnusson Award. Macdonough was AzNA president in 1980 and has served on many committees through the years. Macdonough has been with the Red Cross since 1959 and has received several local and regional awards such as the Clara Barton award in 1995 and the Spirit of Arizona Star Award in 1998.

In 1977, AzNA lost three of its pioneers, Mary Opal Wolanin, Zona Brierley and Louisa Alcott.

One of the association’s great nursing leaders, Mary Opal Wolanin, RN, MPA, DSc, FAAN was honored at a reception at the 1994 ANA biennial Convention in San Antonio. In 1996 Mary Opal Wolanin was first Arizona nurse inducted into ANA Hall of Fame. Wolanin was known for her mentorship, teaching and practice in Gerontological Nursing Care locally, nationally and in the international community. Wolanin received an honorary doctorate degree (DSc) from the University of Arizona for her leadership, practice and community service.

Zona Brierley, RN, MPH, was executive director of Arizona State Board of Nursing and had served on AzNA Board of Directors and District #1 as well as Bylaws and Career Committee and Advisor to the Arizona Association of Student Nurses. As chair of arrangements for AzNA convention she prepared a guide for use at future conventions. In 1989 Brierley was awarded a life membership in AzNA to recognize her service to the professional organization.

Louise Alcott, RN, held many offices in ASNA as well as a treasurer in ANA. She was Executive Secretary (now titled Executive Director) of ASNA from 1957 till 1961.

Also in 1977 Larry North, RN, PhD, died. North was a long time member of AzNA serving on Chapter 2’s board and later when moving to Tempe, on several chapter and AzNA committees such as continuing education and various task forces.

Patsy (Pat) Perry, RN, PhD, was the Chair of the Western Institute of Nursing from 1996-98. Perry founded the international journal, Biological Research in Nursing in 1998 and the first edition was published in July, 1999. Perry was the editor until 2002.

In 1998, Phyllis Ethridge, RN, MS, FAAN, was presented Honorary Doctor of Science degree (DSc) by the University of Arizona. Ethridge provided innovative leadership in the delivery of patient care that resulted in the development of a community-focused professional nurse case manager group practice, development of network of community health centers, and the design and implementation of the world’s first nursing health maintenance organization (HMO). The nursing HMO evolved into the Carondelet Community Nursing organization, a system in which professional registered nurses manage non-physician, non-institutional services given to Medicare members. Ethridge, a dedicated and committed member has served as chair and member of numerous AzNA committees.

In 1998, Lyndall Eddy, RN, MPA, CAE, Executive Director was appointed to serve as one of ANA’s representatives to the American Journal of Nursing editorial board from June 1998 through May 2000. In 2001 Lyndall Eddy was honored with the Health Care Champion award for building coalitions to achieve AzNA’s legislative agenda of advocacy for nurses and the public. She was the second recipient of the American Academy of Nursing’s Distinguished Service Award.

In 1998, Jenny Boles, RNC, WHCNP, became the Clinical Director of the Continence Center of America in the Peoria-Sun City location, a unique nursing service that serves predominately elderly women. Jenny worked in the Phoenix area in women’s health since 1987 and became interested in non-surgical treatment resources for female patients with incontinence.

In 1998, E. Gary Gum, RN, MSN, an AzNA member and owner of Health Care Decisions was elected president of Peoria Chamber of Commerce Board of Directors for two terms. Gum was owner of Healthcare Decisions, a healthcare directives consulting and management company working with a variety of healthcare organizations to comply with the 1991 Patient Self-Determination Act. In 2000, Gum was appointed to serve as a member of the Arizona state Hospital Capital Construction Commission.

In 1998 the following AzNA members were elected to national
positions: Elizabeth Jo (Joey) Ridenour, RN, MS, Director of Arizona State Board of Nursing became president of National Council of State Boards of Nursing. Anne McNamara, RN, PhD, was elected to ANA Congress on Nursing Economics. Marge Drugay, RN, ND, C became chair of ANA Council for Community, Primary and Long Term Care Executive Committee. Sharon Sweeney Fee a nursing student was elected president of the National Student Nurses Association.

In 1999, Phyllis Krause Primas, RN, PhD, received a faculty achievement award from Arizona State University for initiating and implementing the project "Breaking the Cycle". This project was an innovative program of outreach primary health care for children and youth (especially homeless children). Primas continues to participate in this worthy program in 2002.

Since 1996, Deanne Lewis, MS, RN, C, has been giving historical presentations of Florence Nightingale. The presentation was first initiated as a celebration of Nurses Week with Chapter 5 in Prescott. Jodie Williams, RN, MS, made the Victorian costume for Lewis while Deanne explored the background of Nightingale. Lewis says that by connecting with the roots of nursing through Florence, she has deepened her appreciation for the existential essence of caring, expanded her scope as a health care professional and was inspired to take more life risks.

Marilyn Neibergall, RNC, BSN, a Community Health Nurse for Maricopa County Health Department of Public Health was a freelance human interest writer. In 1988, Marilyn completed a noncredit course at Mesa Community College titled, Freelance Magazine Writing, and over the years authored numerous articles which have been published in the Mesa Tribune, The Arizona Republic, Woman's World and Ladies Home Journal. These human interest and heart warming stories were derived from personal interviews. One memorable article described the experience of a Gilbert family who adopted a blind seven year old girl from a Russian orphanage which was published in Woman's World and later in Chicken Soup for the Mother's Soul 2.

Barbara Palmer, RN, FNP, was presented the 1998 Nurse Practitioner of the Year Award for Southern Arizona. In 1996 Palmer became involved in the Tucson/Almaty Partnership: American International Health Alliance community service project when invited to attend meetings for the establishment of a women's wellness clinic in Almaty, Kazakhstan. Palmer visited the clinic several times and in November 1997 the Almaty Clinic had a grand opening. In 1998 when Palmer revisited the clinic to conduct an evaluation, she found the clinic running well. Education for the women's wellness clinic continues.

Pauline Komnenich, RN, PhD, was a Fulbright Scholar and lecturer at the University of Sarajevo School of Nursing in Bosnia during the 1998-1999 academic year. In 2002, Komnenich, a long time AzNA member, was a faculty member in the College of Nursing at Arizona State University.

In 1999, Shirley Garick, RN, PhD, and Sharon Sweeney Fee, RN, BSN, (Chapter 5 members) presented a paper titled "Ethics for the Professional Association" at Centennial Celebration of International Council of Nurses in London England.

Judith Black Feather, RN, MPH, a long time active member of AzNA, served on many different committees and boards in the community. Black Feather was awarded recognition for her nursing practice and community service by different organizations through the years. In the 1980s Black Feather received the Woman of the Year Award from the Federal Women's Program of Phoenix, was presented the USPHS Supervisor Service Award in Washington, DC and the Delta Omega National Honorary Public Health Service Award at Chapel Hill School of Public Health. In 1994 she was nominated for ANA Mary Mahoney Award. Among other
awards in the 1990s, Black Feather received the Indian Health Service Award for Excellence in Administration and the Quality Service Merit Recognition Indian Health Service Award.

In 1999, Mary Hallett, RN, BSN, MS, was Arizona school nurse of the year, bestowed by the School Nurses Organization of Arizona. Through the 30 years as a school nurse, Hallett has received many honors including Who’s Who in American Colleges and Universities, Tempe School District Impact Award, Tempe Diablo's Excellence in Education Award and AzNA Legislative Award. Hallett's proactive approach has taken her outside the boundaries of the health room to network for ways to improve the health of students.

Cathleen Wilson, RN, PhD, Executive Director of AzNA from September, 1989 to July, 1991, died in April, 2000. Wilson, as an organizational psychologist and nurse had guided 150 organizations through major health services changes and assisted leaders in developing the additional skills necessary for success in newly restructured health care workplaces. She was the Editor of Aspens Advisor for Nurse Executives.

In 2000, Barbara Brown, RN, EdD, FNAP, CNA, FAAN, was appointed editor of NurseWeek Mountain West edition. NurseWeek is an independent publication supported by advertising revenue. Brown has also been editor of Nursing Administration Quarterly (NAQ). The Executive Advisory Board of NurseWeek, included the following AzNA members: Rhonda Anderson RN, MPA, CNA, FAAN, Chief Operating Officer and Chief Nursing Officer, Banner Desert Medical Center, Mesa, Martha (Marty) Enriquez, RN, MS, Vice President Patient Care Services, University Medical Center, Tucson, Herb Geary, RN, MBA, Senior Administrator of Patient Care, Banner Good Samaritan Medical Center, Phoenix and Anne McNamara, RN, PhD, Nursing Chair, Rio Salado Community College.

In 2001, Rhonda Anderson, RN, MPA, CNA, FAAN, was appointed to the Board of Commissioners of the Joint Commission on Accreditation of Healthcare Organizations. In 2002, Vicki L. Buchda, RN, MS, who is the Director of Patient Care Resources at the Mayo Clinic was named to Nursing Spectrums advisory board for the western region.

In March 2002, the following AzNA members held positions in ANA or ANCC: Shirley Bell, RN, EdD, ANCC Site Appraiser; Daniel Chafetz, RN, MPH, ANA, Delegate Credentials Committee; Marge Drugay, RN, ND, ANAPAC Board of Trustees, Member of National Advisory Council in Nursing Education and Practice; Colleen Hallberg, RN, MS, ANCC Magnet Recognition Program Appraiser; Mary Koithan, RN, ANCC Reference Committee; Ray Kronenbitter, RN, BSN, The American Nurse Advisory Committee; Anne McNamara, RN, PhD, ANA Congress for Nursing Practice & Economics; Jill Rissi, RN, BSN, MPA, ANA Commission on Workplace Advocacy and ANA Finance Committee; Carol Smith, RN, MS, ANCC, Nurse Case Management Content Expert Panel.

In 2002, Elizabeth (Beth) Bonham, RN, APRN, BC was appointed by the governing board of the International Society of Psychiatric-Mental Health Nurses (ISPN) to the first ISPN Foundation Board of Directors. Susan (Sue) Hurst, RN, MSN, CCRN, CNRN was appointed to the American Board of Neuroscience Nurses as a trustee member.

Lasca Beck, RN, MS, EdD, retired from the faculty of Arizona State University College of Nursing and moved to Colorado. Since coming to Arizona in 1984, Beck served on the AzNA Board of Directors as well as many committees. One of Beck's favorite activities was as an amateur clown. Lasca's clown, Phonzie was born during the
spring of 1988 in Phoenix, Arizona. Phonzie was the result of experience with a clown club through one of the area Methodist churches. Prior to the birth of Phonzie, Lasca had a long-standing interest in the benefits of humor for healthy living. The work of Dr. Norman Cousins and studies of several others involved in humor, influenced Lasca's involvement with clowning as a means of helping others to find humor in daily living. Phonzie was one of the clown nurses at the 1997 AzNA Convention in Prescott. Lasca stated that involvement as a clown has been a very rewarding experience and planned to continue to involve Phonzie in varied activities in the future.

In November 2002, Gladys Sorenson, RN, PhD, FAAN was recognized at the American Academy of Nursing's annual meeting in Florida as a 2002 Living Legend. This annual honor was awarded to Sorenson, a distinguished colleague of the American Academy of Nursing and past president, for multiple contributions made to the profession and to society. Fellows of the Academy recognized the ongoing impact of these contributions to the provision of health care services in the world and declared Sorenson an exemplary role model. Sorenson, an active AzNA member has served in many capacities throughout the years which include committee participation and an AzNA Board member.

In 2002, Kathy Malloch, RN, MBA, PhD, president of Kathy Malloch & Associates, a national healthcare consulting firm, was also the president of the Arizona State Board of Nursing. Malloch a frequent presenter and author of articles on healing environments, professional nursing practice and patient classification has received a national award for “Excellence in Nursing” from ANA and a recipient of American Organization of Nurse Executives Educational Scholarship. Malloch is a senior consultant for Tim Porter-O’Grady Associates and a faculty member at the College of Nursing, Arizona State University.

Arizona Nurse

In September, 1947 the first issue known of the Arizona Nurse was printed. Prior to this time bulletins were mimeographed and sent quarterly to nurses in Arizona. In October 1947, ASNA Board of Directors made the name, Arizona Nurse, official. In the 1960s the American Journal of Nursing Company and the ANA fostered numerous competitive awards to encourage improvement and excellence in the state associations’ newsletter publications. The Arizona Nurse won several of these awards when Hazel Bennett, RN was the Executive Director and Editor of the newsletter.

In 1976 the newsletter was published five times: February, April, June, October & December, with Hazel Bennett as Editor. In 1979, the board agreed to publish six issues of Arizona Nurse contingent upon sustained advertisement income. With only several exceptions the newsletter became self sustaining without dues used for the publication.

In 1983 each division in AzNA was asked to contribute at least $100 toward publication of the newsletter for the November-December issue. The board learned that the publishers for the newsletter had closed due to bankruptcy. A local printing establishment was hired for printing but because there were no advertisements, monies were needed to defray the cost of this one issue. Since that time, the Arizona Nurse has been printed by a local printer and a staff member has been responsible for obtaining advertisements to cover the cost.

In 1984 an Editorial Review Board Advisory to the Editor of the Arizona Nurse was created. Duties of this review board were to establish criteria for publication of articles, generate participation of members in writing, and participate in evaluation of content and articles to
be published. In 1985 the board established the review Board and appointed Carolyn Roberts, RN, PhD, as Chair.

In March 1986, the board voted to list members' credentials in the Arizona Nurse and with names on all ballots, using ANA guidelines on the use of credentials. Consistent use of credentials did not become a reality until 1999 in the Arizona Nurse.

In October 1987, the board directed that the September/October issue of the Arizona Nurse be expanded to include features of a year book. Since that time, each issue for the biennial convention included reports from the Board of Directors and committee chairs along with the convention agenda.

In 1989, the board approved increasing the Arizona Nurse issues from 6 to 10 issues per year. The focus of the newsletter was to disseminate information on issues and activities of concern to members in a timely fashion. The issues would be monthly with combined issues for the months of July/August and November/December. However, due to AzNA’s limited income, the newsletter was issued four times a year until 1993. In 1993 the Arizona Nurse began to be published bimonthly.

In 1996, the board agreed to increase communications with members and leadership by expanding the Arizona Nurse from 8 to 12 pages and to send a biweekly newsletter to board members, chapter presidents, and committee chairs.

From 1996-1997 Ela-Joy Lehrman, RN, PhD, was Editor of the Arizona Nurse. During her tenure as Editor, Dr. Lehrman established a mission, policies and an operating framework for the newsletter. In January, 1998 the Board of Directors appointed Barbara K. Miller, RN, PhD as Editor of the Arizona Nurse. Miller with the assistance of Lyndall Eddy, RN, MPA, CAE, Executive Director selected an advisory committee which was then approved by the Board of Directors. This committee was composed of Donna Adams, RN, DNSc; Eleanor Garrison, RN, MSN; Deon Logan, RN, BSN; Michele Upvall, RN, PhD, FNP-C; Jodie Williams, RN, MS; Anne Woodtli, RN, PhD, FAAN; Lyndall Eddy, RN, MPA, CAE, Executive Director; Jennifer McAfee, Staff; Barbara K. Miller, RN, PhD, Editor served as Chair. For the next two years, this advisory committee established the purpose of the newsletter, wrote guidelines and format for the newsletter as well as guidelines for manuscripts and offerings for the Arizona Nurse. The newsletter became peer reviewed, copyrighted and only articles by AzNA members were published. A new masthead was designed with information to members about the Arizona Nurse, the mission statement of AzNA and names of the Board of Directors with the office held.

At the 1997 convention, Joy of Nursing essays by members were displayed and in the following years were published in the Arizona Nurse. Also in the following years members wrote about their joy of nursing and the Arizona Nurse continued to publish these essays.

In 1999, a new logo for AzNA was adopted by the board and presented at the convention. The November-December issue of the Arizona Nurse carried the new logo for the first time.

The 2000-2003 Advisory Committee to the Editor was Donna Adams, RN, DNSc; Eleanor Garrison, RN, MSN; Jodie Williams, RN, MS; Anne Woodtli. RN, PhD, FAAN; Marla Weston, RN, MS, Executive Director; Mary Faken, Staff and Barbara K. Miller, RN, PhD, Editor, serving as Chair.

Establishment of The Arizona Nurses Foundation by Rose M. Gerber RN, PhD (12/07/02)

For many years Hazel Shields was a devoted member and active leader within AzNA. In May 1987, AzNA received a modest bequest from the estate of Hazel B. Shields in the amount of $3,963 with a request that the money be used for continuing education. Because AzNA did not have a mechanism for handling this kind of donation, the Board of Directors selected the Arizona Communities Foundation (ACF) as the repository for the newly created Hazel Shields Endowment Fund.
ACF, a general purpose philanthropy, was a private nonprofit organization that was tax-exempt under section 501(c) (3) of the Internal Revenue Code. At that time anyone giving $10 or more to help build the fund received an autographed copy of *White Caps in the Desert*.

Interestingly, the fund remained relatively dormant between 1987 and 1997 with only one $100 scholarship distributed. The corpus of the fund grew slowly over the years to approximately $11,000 by 1997. In 1997, ACF announced a significant increase in the administrative fee on all funds of $50,000 or less which prompted the AzNA Finance Committee to seriously consider the future of the Hazel Shields Endowment Fund.

At the 1997 AzNA Biennial Convention in Prescott, the Association approved an action proposal from the Finance Committee to "create the Arizona Nurses Foundation or Endowment Fund" as an AzNA-related support foundation. An ad hoc Foundation Task Force*, chaired by Rose Gerber, AzNA Director for Fundraising was appointed for the purpose of proposing the mission and purpose statements, governance structure and delineation of Association-Foundation relationships—particularly as related to the existing Hazel Shields Endowment Fund. The intent was to expand AzNA's initial effort to establish a mechanism for tax-exempt, planned giving that would enhance the development of nurses and further the nursing profession throughout Arizona. The AzNA Board of Directors was empowered to provide oversight and approve recommendations from the ad hoc task force. After studying several options, and based on past experience with ACF, the ad hoc Foundation Task Force recommended that ACF continue to be the contracted body to steward the permanent endowment fund.

On August 28, 1998, the AzNA Board of Directors unanimously approved the ad hoc Foundation Task Force proposal to establish the Arizona Nurses Foundation (AzNF) as a permanent endowment fund. A formal status report was presented to the membership via the November issue of *Arizona Nurse*. The task force continued to meet until the AzNF Council of Trustees was appointed. The founding Council of Trustees** held their first business meeting on March 26, 1999.

As a resource for all Arizona nurses, AzNF supports scientific and educational activities including continuing education, academic scholarships, and research utilization projects. In response to the nursing needs within Arizona at the turn of the century, the initial funding activity of the AzNF Council of Trustees focused on academic scholarships. The first two $500 scholarships were awarded during Spring 2001 to Elaine J. Chanecka, RN, BSN and Nancy J. Webber, RN to facilitate career mobility in nursing. Academic scholarships continue to be awarded each year. As the AzNF financial resources increase, other programs within the mission of AzNF will be funded as well.

An endowment gift to the Arizona Nurses Foundation/ACF is truly a gift that keeps on giving. Planned giving has become a new venture that reaps benefits that were not possible within AzNA. Contributions to the Arizona Nurses Foundation/ACF have the potential to generate enormous benefits for nurses and people of Arizona -- all evolving from the thoughtful bequest of Hazel B. Shields.

*Members of the AzNA ad hoc Foundation Task Force were Rose Gerber, RN, PhD, (Chair), and Concetta Tynan, RN, NP, MA, from Tucson, AZ; John Bonefas, BA, and Susan Bonefas, RN, BSN, from Safford AZ; Carla Clark, RN, PhD, Phoenix, AZ; James C. Sasmor, MBA, PhD, and Jeannette L. Sasmor, RN, MBA, EdD, FAAN, Sedona, AZ; Esther Voorsanger, RN, BS, MA, from Sun City AZ; and Lyndall

Rose Gerber  Esther Voorsanger  Trista Campbell

James Sasmor  Jeannette L. Sasmor  William Ridenour
Eddy, RN, MPA, CAE, Executive Director, AzNA, Tempe AZ.

**Founding Members of the AzNF Council of Trustees (1999-2000) were Rose Gerber, RN, PhD (Chair), and Concetta Tynan, RN, NP, MA, from Tucson AZ; Trista Campbell, RN, BSN, Susan Goldwater, RN, BSN, William Ridenour, JD, from Phoenix AZ; James Sasmor, MBA, PhD, Sedona AZ; Richard Simpson, BS, Clarkdale AZ; Esther Voorsanger, RN, BS, MA, Sun City, AZ; and Lyndall Eddy, RN, MPA, CAE, Tempe AZ.

Arizona State Board of Nursing (ASBN)
The Arizona State Board of Nursing (ASBN) is a governmental entity with legislative authority delegated to a nine member board to enforce the regulation of nursing in Arizona. ASBN’s mission is to protect the public’s health, safety and welfare through safe and competent practice to nurses and nursing assistants.

All nurses who declare Arizona as their primary state of residence and who practice nursing must have a license; ASBN issues professional and practical nursing licenses and renewals to those individuals who meet the requirements. ASBN administers the Statutes in the Nurse Practice Act. The board protects the public by ensuring the standards of practice and scope of practice are defined and that persons engaged in the practice of nursing are competent. ASBN administers disciplinary actions in the event of proven violations of the Nurse Practice Act, in compliance with due process and administrative law. ASBN approves all Arizona nursing programs, ASBN grants, and prescribing and dispensing privileges.

Throughout its history, AzNA has worked closely with the ASBN on issue related to nursing practice. As the Nurse Practice Act has been revised to reflect the changes in practice and society, AzNA and the ASBN have worked in partnership to ensure that the public is protected and nursing practice is enhanced. AzNA has monitored and contributed as the ASBN implements rules and regulations to enact the Nurse Practice Act. In addition, when practice issues arise placing nurses in jeopardy, AzNA has worked with the ASBN to provide clarity by requesting Advisory Opinions.

Until January 1976, the ASBN included information on AzNA in licensure renewal letters. At that time, the Arizona Hospital Association criticized the Board of Nursing for including the informational letter about AzNA with the licensure renewal letters. ASBN, therefore voted not to include any more informational letters.

In 2002, the following AzNA members served on the Arizona State Board of Nursing: Kathy Malloch, RN, MBA, PhD, President; Ruth Eskesen, RN, PhD, Vice President; and members of the board, Trista Campbell, RN, BSN, and Alice Gagnaire, RN, MSHA. The Director and Nurse Consultants, Pamela Randolph, RN, MS; Karen Grady, RN, MS, FNP, BC; Mary Rappoport, RN, MN; Patricia (Pat) Midkiff, RN, MN; and Suanne Smith RN, MS.

Presidents of Association

Through these many years ASNA and AzNA have been fortunate to have nurses take leadership roles in the organization. These nurses provided the foundation for AzNA’s significant role in Arizona through commitment, energy and vision. Their contributions have allowed the organization to advance with the changing times to provide information, educational activities, and socialization for the members.

The presidents served from 1919 through 1970 were retrieved from ASNA Board minutes which did not list the credentials of these registered nurses.

AzNA presidents were officially initiated during the biennial conventions which were held in September, October or November. More recently most conventions were held in September. The following names with credentials were retrieved from various sources such as the Arizona Nurse, board minutes and individuals.
## AzNA Presidents

<table>
<thead>
<tr>
<th>Year</th>
<th>Name</th>
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<tbody>
<tr>
<td>1919</td>
<td>Agnes Randolf</td>
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<tr>
<td>1920</td>
<td>Bertha Rowe</td>
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<tr>
<td>1921</td>
<td>H. Grace Franklin</td>
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<tr>
<td>1922</td>
<td>Rose Benenato</td>
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<td>1923</td>
<td>Louise E. Perritt</td>
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<tr>
<td>1924</td>
<td>Regina Hardy</td>
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<tr>
<td>1925-26</td>
<td>Gertrude Russell</td>
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<tr>
<td>1927</td>
<td>Vera Thomas</td>
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<tr>
<td>1928</td>
<td>Regina Hardy</td>
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<tr>
<td>1929</td>
<td>Kathryn Hutchinson</td>
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<tr>
<td>1930-31</td>
<td>Helen Bocock</td>
</tr>
<tr>
<td>1932-33</td>
<td>Anna Payton</td>
</tr>
<tr>
<td>1934-35</td>
<td>Esther Braddock</td>
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<tr>
<td>1936-37</td>
<td>Ruth Gordon</td>
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<tr>
<td>1937-39</td>
<td>Bertha Easton</td>
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<tr>
<td>1940-41</td>
<td>Elizabeth Steelsmith</td>
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<tr>
<td>1942-43</td>
<td>Evelyn Nace Canavello</td>
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<tr>
<td>1943-45</td>
<td>Margaret Minson Smith</td>
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<tr>
<td>1946-47</td>
<td>Catherine Fitzmaurice</td>
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<tr>
<td>1947-50</td>
<td>Lena Whitney</td>
</tr>
<tr>
<td>1951</td>
<td>Jefferson Brown</td>
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<tr>
<td>1952-54</td>
<td>Freda Braun Erhardt</td>
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<tr>
<td>1955-57</td>
<td>Margaret Maleady</td>
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<tr>
<th>Year</th>
<th>Name</th>
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<tbody>
<tr>
<td>1958-59</td>
<td>Jean Peavy</td>
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<tr>
<td>1960-61</td>
<td>Marjorie Kasun</td>
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<tr>
<td>1962-64</td>
<td>Vellama Tikkala</td>
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<tr>
<td>1965-69</td>
<td>Rosamond Gabrielson RN, MA</td>
</tr>
<tr>
<td>1970-73</td>
<td>Helen Weber RN, MSN</td>
</tr>
<tr>
<td>1973-77</td>
<td>Mary Houden RN, MSN</td>
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<tr>
<td>1978-79</td>
<td>Betty Spaulding RN, MSN</td>
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<tr>
<td>1979-81</td>
<td>Georgia Macdonough RN, MA, NP</td>
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<tr>
<td>1982-84</td>
<td>Dee Lohr RN, PhD</td>
</tr>
<tr>
<td>1984-85</td>
<td>Alexa Freese RN, C, MPH</td>
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<tr>
<td>1985-87</td>
<td>Susan Roe RN, DPA</td>
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<tr>
<td>1987-88</td>
<td>Concetta Tynan RN, MA, NP</td>
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<tr>
<td>1989-91</td>
<td>Susan Roe RN, DPA</td>
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<tr>
<td>1991-95</td>
<td>Anne McNamara RN, PhD</td>
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<tr>
<td>1995-97</td>
<td>Cynthia Jewsbury Harris, RN, MN</td>
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<tr>
<td>1998-2001</td>
<td>Jill Rissi RN, BSN, MPA</td>
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<tr>
<td>2001-</td>
<td>Kathy Player RN, EdD</td>
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### LIFE MEMBERSHIP

Prior to 1945, honorary memberships were conferred by districts for dedicated and committed members. At the April 14, 1945, board meeting, the members agreed that "If a District wishes to honor one of their nurse members it is suggested that they vote life-membership on her rather than honorary membership, paying her state and national dues" (Board Minutes; p. 286). Since 1958, life membership were paid by AzNA. In 1971 ASNA board minutes reported seven ASNA life members without identifying years awarded nor credentials: Helen Harrell, Minnie Benson, Cecilia Williams, Eleanor Hearnet, Sayde Lorenz, Hazel Shields and Esther Stolzman. Until 1977 bylaws limited
life membership to one member at the biennial convention. Since 1977 the bylaws do not limit numbers of nurses to be honored; however, board policy limits such recognition to no more than two members at each biennial convention. Life members are nominated biennially by the AzNA members and selected and approved by the Board of Directors and finally voted by members at the convention to receive the award.

AzNA members considered for this distinguished honor have demonstrated outstanding contributions to the Arizona community over a lifetime of service.

Listed are members and year life membership was awarded:
1971 Bessie Holmes, RN
1973 Hazel Moore, RN
1975 Mary Copeland, RN, MSN
1977 Iva Harlan, RN
1979 Mary Opal Wolanin RN, MPA, D.Sc., FAAN
1979 Florabelle (Flo) Rankins RN
1981 Mary Sills, RN
1983 Fayette (Faye) Ivor, RN, BSN
1985 Daphne Morris, RN, MSN
1987 Hazel Bennett, RN
1989 Zona Brierley, RN, MPH
1991 Bernita (B) Steffl RN, MPH
1991 Jessie Pergrin RN, PhD
1993 Imogene (Genie) Eide RN, BSN
1995 Aleda Pearce RN
1995 Concetta Tynan RN, MA
1997 Charlotte Katona RN, MSN
1999 Phyllis Ethridge RN, MSN, D.Sc., FAAN
1999 Barbara K. Miller RN, PhD
2001 Grace Peterson RN
2001 Esther Voorsanger, RN, MA
AzNA Members and Fellows in the American Academy of Nursing (FAAN)

Fellows in the Academy have demonstrated outstanding contributions to the nursing profession over and above their professional position requirements through publications, research, awards and honors, professional activities and community service. As of December, 2002 the following members were designated as Fellows (FAAN).

Agnes Aamodt, RN, PhD
Rhonda Anderson, RN, MPA, CNA
Eleanor Bauwens, RN, PhD
Barbara Brown, RN, EdD, CNA
Norma Chaska, RN, PhD
Barbara Durand, RN, EdD
Julie, Erickson, RN, PhD
Phyllis Ethridge, RN, MSN, CNA
Catherine Garner, RN, DRPh
Jody Glittenberg, RN, PhD, HNC
Catherine Hanley, RN, FACHE
Majorie Eisenberg, RN, DNSc
Margarita Kay, RN, PhD
Gerri Lamb, RN, PhD
Carol Lockhart, RN, PhD
Alice Longman, RN, EdD
Cathleen Micheals, RN, PhD
Betty Mitsunaga, RN, PhD
Ida Moore, RN, DNS
Patricia Moore, RN, DrPH
Juanita Murphy, RN, PhD
Claire Parsons, RN, PhD
Linda Phillips, RN, PhD
Pamela Reed, RN, PhD
Jeannette Sasmor, RN, MBA, EdD
Gladys Sorenson, RN, EdD
Suzanne Van Ort, RN, PhD
Ann Van Slyck, RN, MSN, CNA
Joyce Verran, RN, PhD
Ann Woodthli, RN, PhD
Donna Zaworsky, RN, MS

PUBLICATIONS BY ASNA AND AzNA MEMBERS

AzNA Board of Directors and other members of the association produced a varied selection of books and pamphlets for members and nurses in the community throughout the years. These publications have been an asset of the association. The following publications are examples of diverse information and relevant data for the members.


The ASNA Council on Practice and State Joint Practice Committee composed of representatives from ASNA, the Arizona Hospital Association, and the Arizona Medical Association, developed a series of Joint Practice Statements authorizing nurses to expand their practices under identified conditions following specific learning experiences and the ASNA Standards of Practice common to all areas of nursing. In 1973 ASNA Council on Practice published the Standards of Practice Applicable to All Areas With Interpretations.

In 1973 the ASNA Geriatrics Division developed a position paper titled Improving Health Care for the Aged in Arizona. Recommendations from this paper were included in the initial draft of the Health Plan for the Aged in Arizona as published by the Arizona Health Planning Authority. That same year, standards and qualifications for the Employment of School Nurses in Arizona were submitted to the Arizona State Board of Nursing for endorsement and then to the Arizona Board of Education for implementation.

In 1976 AzNA published the self-instructional learning modules The Nurse as an Expert Witness. These modules established a system for referral of qualified nurses for the position of expert witness.

In 1977, The Nurse as an Expert Witness by Shannon Perry, RN, MS was published and added to the library.

In 1977 a committee of nurse specialists in perinatal nursing practice in the Maternal-Child Health Division of AzNA developed Perinatal Nursing Standards which was an extension of ANA Standards of Maternal Child Health Nursing.

Use of External Nursing Personnel by Health Care Facilities was developed in 1980 by the Council on Nursing Practice.

A 1996-97 directory of Arizona Specialty Nursing Organizations was developed by staff, published and sold for $5.00 per copy. A Career Planning Guide was authored by Carol Ann Cavouras RN, MS, CNA and Lyndall Eddy, RN, MPA, CAE in 1996.

In March 1997, the board authorized establishment of web-page in
collaboration with ANA. The web continued through 2002.

Quick Guide to Nursing Practice compiled by Carol J. Stevens RN, MS and Lyndall D. Eddy, RN, MPA, CAE, was published in 1999. At the 1999 convention, attendees received the guide free of charge. Thereafter the guide sold for $5.

AzNA Today publication was developed by Lyndall Eddy, Executive Director in 1998 when the Board of Directors suggested a biweekly newsletter to inform board members, chairs, and chapter presidents of current news. Eddy served as editor until she retired in 2000.

In 2001 Marla Weston, RN, MS Executive Director became the editor of AzNA Today. In 2001 this publication was emailed to board members, chairs and chapter presidents. In addition any member who requested this publication was added to the mailing list.

In 1999 the Nurses Professional Portfolio was created as a lifetime tool for the RN. The Portfolio was developed by Shirley Bell, RN, EdD, with input from the Reflective Practice Task Force. The Task Force members were Carol Stevens, RN, MS, Donna Adams, RN, DNSc, Lasca Beck, RN, MS, Nancy Cisar, RN, MSN, CCRN, Sue Collins, RN, BSN, and Barbara K. Miller, RN, PhD. The price of the portfolio was $25.

In 2002 Quick Guide to Nursing Practice was revised by Marla Weston, RN, MS and Doris Milton RN, PhD and sold for $5.