

THE WASHINGTON NURSE

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2004 WSNA Hall of Fame Inductees ... page 8-9



CONTENTS

Calendar of Events	2	Sen. Murray Keynote Address ...	11	Nursing News Briefs	20-21
In Focus	3	E & GW Update	13-14	WSNF Update	22
H & SC Update	5	Specialty Practice Notes	15	District News	23
WA State Legislative Report	6	WSNA Pays Off ANA Loan	16	New Members	24-25
WSNA Hall of Fame	8-9	<i>Smarter Patient</i> Campaign	17	Continuing Education	26-27
22nd Annual Legislative Day ...	10	In Memoriam	18-19	Classifieds	28-29

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THE WASHINGTON NURSE

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Spring 2004

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ARTICLE SUBMISSION DEADLINES

Winter November 15
Spring February 15
Summer May 15
Fall August 15

Calendar of Events

- May**
6 KCNA District #2 Spring Banquet
6 Statewide Local Unit Council Meeting
7 Cabinet on Economic and General Welfare Meeting
6-12 National Nurses Week
13 IENA District #4 Spring Gala Dinner
10-14 Cover the Uninsured Week
20 WSNA/WSNF Opening Night with Seattle Storm
22 Professional Nursing and Health Care Council
25 WSNA-PAC Board Meeting
31 Office Closed - Memorial Day Observed

- June**
4 UAN/ANA Delegate Orientation
8 Finance & Board Executive Committee Meetings
10 WSNF Board of Trustees Conference Call
15 Washington Nursing Leadership Council
23-24 UAN National Labor Assembly (Minneapolis, MN)
25-29 ANA Convention (Minneapolis, MN)

- July**
5 Office Closed - Independence Day Observed
TBD Constituent Representative Council

- August**
6 WSNA Board of Directors Meeting
16 WSNA-PAC Board Meeting

- September**
6 Office Closed - Labor Day Observed
8 WSNF Board of Trustees Meeting
15 Health and Safety Committee Meeting
19-23 UAN Labor Leader Institute (Seattle)
25 CEARP Committee
25 Cabinet on Economic and General Welfare Meeting (Lake Chelan)
26-28 2004 Leadership Conference (Lake Chelan)

2005 Long Range Planning Dates Mark Your Calendar!

- May 5-6 WSNA Convention/Summit (Seattle)

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<http://wsna.org>

Well, it's that time of the year again – **National Nurses Week**. It's a good time for nurses, including myself, to celebrate and take pride in the amazing contributions and the difference we make in people's lives – *every day*. It's also a good time to reflect and appreciate what amazing accomplishments our association – WSNA and ANA – does on behalf of all of us every day.

My dreams for nursing seem to go on and on with new goals and ideas. I have worked through WSNA and ANA to make a positive difference for my career and what I want to leave for the nurses who follow me. I have to admit to being an organizational junkie. That aside, I believe that each of us owes our profession some payback for what it gives to us. WSNA gives us the place to do that. Within the numerous programs in our organization, we can all find our place.

My dreams say that if we all belonged to our professional association and worked together, we can do things that we know would provide for that great future we all want for our profession. It's sad, but true, that the greater percentage of nurses

in this country do not belong to any nursing organization – *it is estimated that only about 20% of the 2.7 million registered nurses belong to a specialty nursing organization or to ANA*. Think about it – how strong and influential we would be if all nurses joined together as one powerful force for change! Our unified voice combined with our high regard held by the public, could even bring about health care reform!

We all know that life is politics and numbers. WSNA has a very highly respected place in the Washington State political scene and we are involved and influential in many areas in health care and public policy issues. But we need all nurses along with all currently organized nursing groups pulling together in unison and in the same direction. If we were able to do that – our power and influence as nurses would be multiplied ten-fold and we would truly be a force to be reckoned with, not only in Olympia, but in our employment settings, in the media, with other groups and with the public.

In order to do this, we need to make WSNA an umbrella-style

organization that recognizes this need and then find ways to give all nurses the voice and process where they can help and support some of the costs that will occur in an effort this huge. I know what happens with these messages, I'm singing to the choir, you are already a member – but it takes each of us to reach out to those who are not members – your co-workers and friends who are nurses – and help them understand the important role their membership will make in creating the “**One Strong Voice**” for nurses and help them – even pressure them – to join.

Nurses Week gives us a special opportunity – it is a good time to tell people what a nurse really is and to recognize ourselves as an independent, legally defined area of practice and to brag about our contribution to health care in this country. But it's also a time to help other nurses understand the importance of being involved in WSNA. I invite all of you to be a part of my dream and help make WSNA the organization and home for all nurses.

Joanna Boatman, RN
WSNA President



May 6-12, 2004

You Were Represented ...

The WSNA staff and elected and appointed leaders represent your interests in a wide variety of meetings, coalitions, conferences and work groups throughout the year, anticipating and responding to the issues the membership has identified as priorities. In addition to many meetings with legislators and policy makers during the 2004 Washington State Legislative session, the following represents a partial listing of the many places and meetings where you were represented during the first four months of 2004.

• Annual WSNA Nurse Legislative Day and Legislative Reception • Washington Nursing Care Quality Commission and its work groups • WTECB Health Care Personnel Shortage Task Force • Local and regional Workforce Development Council (WDC) skills panel • WA State Board of Health's Health Care Workforce Diversity Network • Washington Nursing Leadership Council • Washington Center for Nursing Board Meetings • WA Department of Health's Public Health & Hospital Emergency Preparedness and Response Joint Advisory Committee • Working for Health Coalition on access to care issues for children • Washington State Labor Council (WSLC) work group on access to care • Washington Health Foundation (WHF) Health Leadership Summit	• King County Health Advisory Committee • Premera Watch Coalition • Washington Rural Health Action Committee • Washington State Public Health Association Advocacy Coalition • WSNA Public Health Nursing Special Interest Group • Healthy Mothers, Healthy Babies • National Safe Patient Handling Conference in Tampa, FL. • Health Care Without Harm and CHE-NW on environmental health • WHF Nurse Retention Demonstration Grant Advisory Committee	• Mary Mahoney Professional Nurses Organization Annual meeting • 2nd Annual Northwest Nursing Career Day for Student Nursing • ARNP Coalition (ARNPs United, AAPPN, WANA and WSNA) to work on issues of common concern and coalition building for the profession • American Association of Colleges of Nursing BONUS group meeting • Council of Nurse Educators of Washington State (CNEWS) • Washington State Labor Council (WSLC) • SNA Labor Coalition • UAN Constitutional Forum
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Mark Your Calendar!

WSNA

Convention/Summit

May 5th–6th, 2005

Seattle, WA

			May	5	6	2005
S	M	T	W	T	F	S

Washington State Nurses Association Health & Safety Committee

The new WSNA Health and Safety Committee held its first meeting on April 8th to begin their work to develop strategies to effectively address the multitude of health and safety issues that nurses and others in health care face in their daily work lives.

The Committee is composed of 6 WSNA members, including representatives from the WSNA Board of Directors, the Cabinet on Economic and General Welfare, the Legislative and Health Policy Council, the Professional Nursing and Health Care Council and two at-large members. Maggie Flanagan (Tacoma) is Chairperson and members of the committee are Susan Wilburn (Seattle), Debi Brogan (Grays Harbor), Sharon Bradley (Spokane) Deena Rauch (Moscow) and Joanna Boatman (Kalama). Each has a strong interest in issues such as environmental health and safety, ergonomics, latex allergy, workplace violence, needlestick injuries, occupational asthma, hazardous drugs and chemicals, health and safety policy, including contract language, and other related issues.

The Committee reviewed its charge from the WSNA Board and established the following goals:

- Promote health and safety awareness and education among nurses in all settings
- Provide advice and recommendations to association leadership in the development of policy and coalition partnerships regarding specific health and safety topics
- Provide a mechanism for nurses interested in health and safety issues for networking, consultation and peer support
- Assist in the education of policymakers and the public about the importance of workplace and environmental health issues and the role of nurses
- Respond to emerging health issues to reduce and prevent occupational and environmental health threats.

After affirming their goal the Committee began development of a work plan for the next 12 months. Among the longer-term strategies they identified was a need for WSNA to develop association position papers on several key topics. Topics identified include ergonomics, needlestick injury and bloodborne pathogens, environmental health

and safety, workplace violence, hazardous drugs and chemicals, and infectious diseases with potential to effect nurses in the workplace (e.g., SARS, TB, Smallpox). Other topics to be addressed will include latex allergy, occupational asthma, health and safety policy, implications for contract language, and other related issues.

The Committee plans to begin their work by focusing on developing three position papers, preparing articles on health and safety topics for the Washington Nurse and the WSNA website, and developing a health and safety guide about what every nurse should expect from education information and protection from occupational hazards.

The Committee will work by e-mail over the summer and meet again in early September.



WSNA Health and Safety Committee (l-r): Patricia Butterfield, Maggie Flanagan, Debi Brogan, Susan Wilburn, Sharon Bradley and Joanna Boatman. (Not shown - Deana Rauch)

Washington State Legislative Report

Unfortunately, in this short sixty-day session, with a divided House and Senate, WSNA's top three priority bills (HB 2414, HB 2711, HB 2712) fell victim to the political process this year, along with many other bills. However, we will continue to work with all the stakeholders in the interim to build support for these issues.

• HB 2414/SB 6567

This bill would have expanded the size of the Nursing Care Quality Assurance Commission from 11 to 15 members and provided for designated additional positions for two educators, a nurse executive/manager, and two nurses in direct care. Although the bill moved quickly through the House and through the Senate Health Care Committee, it got held hostage in Rules near the end of session and died before it could reach the Senate floor for a vote. This is an important bill and we will likely reintroduce it next year. An increase in the number of Commission members is needed to accommodate the workload of the Commission. The specific designation of ARNPs, staff nurses, nurse manager and nurse educators will ensure a broad spectrum of backgrounds to better serve the Commission in the wide range of issues that it oversees.

• HB 2711

This legislation would have added a \$5 surcharge to the nursing license fee to fund the activities of a central nursing resource center. Some of the critical work to be accomplished includes collecting and analyzing workplace and nursing practice data, facilitating communication and collaboration

among stakeholders, promoting strategies to improve the workplace and outcomes of care, promoting a positive image of nursing as a career and improving the diversity and leadership of the nursing profession. This bill also moved quickly without opposition through the House and had strong support from many nursing organizations and health care groups. Unfortunately, not all of nursing was united and after passing the Senate Health Care Committee, it failed to muster the votes needed to move out of Ways and Means to Rules. As the nursing shortage looms in Washington State, with projections for the shortage to worsen in the next two decades, we must have a central resource center to focus on addressing issues related to the nursing work force. Nursing can't wait any longer and must help ourselves. We will work closely with the other nursing organizations and nurses unions and policy groups to reintroduce this bill again next session.

• HB 2712

This legislation called for the Department of Health to establish a task force (including representation from nurses, hospitals, and the long term care

community) to prepare a report to the legislature and propose measures aimed at improving patient safety by addressing the nurses' work environment. In order to safeguard the public and support nurses, we must have a meaningful dialogue on nursing specific strategies that can be employed towards improving patient safety. Unfortunately, this bill was strongly opposed by the hospitals and although the bill successfully moved out of committee, by the time the first Floor cutoff deadline approached, it was clear that the bill would not pass out of the Rules Committee.

Bills that passed the legislature:

The supplemental operating budget appropriations include the following highlights for nursing:

Health Professional Loan Repayment & Scholarship Program

An additional \$2 million in funding is provided to assist with the recruitment and retention of credentialed health professions in underserved areas. This is the first and only increase in funding since the program inception.

High Demand Enrollments/ Higher Education Coordinating Board

The Board will manage a competitive bid process to award 324 FTE student enrollments in high demand fields at the 4 year universities, which includes nursing.

High Demand Enrollments/ Community & Technical Colleges

\$3.5 million in funding is provided solely to expand enrollment in high demand fields, including nursing and worker retraining programs.

General Enrollments Funding

Provided to expand general enrollment slots by 1,223 FTE's in fiscal year 2005 at community and technical colleges.

Part-time Faculty Wage Increase

\$12 million in funding provided for increasing part-time faculty wages at community and technical colleges.

Promise Scholarship Funding

Provided to restore the average grant award amount for the Promise Scholarship program to 51% of community college tuition and fees.

SHB 1691

Authorizing advanced registered nurse practitioners to examine, diagnose, and treat injured workers covered by industrial insurance.

Summary of Substitute Bill:

The health services available to injured workers include health services provided by advanced registered nurse practitioners within their scope of practice. ARNPs are recognized as independent practitioners. Other provisions give ARNPs the same roles and responsibilities as physicians, except that ARNPs may not conduct special medical examinations. These provisions expire June 30, 2007.



**SAVE the
Date**

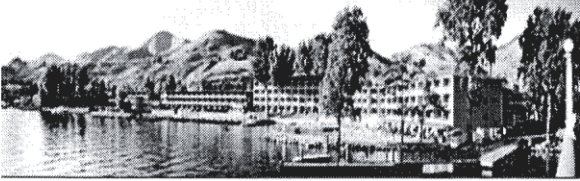
Why should you plan to be there?

- Earn CE's
- Network with other Local Unit leaders
- Receive training to help run your Local Unit
- Have some fun!!!

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Nurses for Nurses

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Washington State Nurses Association

2004 Hall of Fame Inductees

Six registered nurses were inducted into the Washington State Nurses Association (WSNA) Hall of Fame at an awards reception held in their honor March 11th, 2004 at the Double Tree Guest Suites (Southcenter) in Seattle. More than 125 RNs, family and friends of the honorees attended the celebration.

The Hall of Fame awards are given every two years to up to six deserving registered nurses in recognition of their lifelong contributions and achievements in professional nursing and for their leadership in the advancement of nurses and healthcare in Washington State. In presenting these awards, WSNA President Joanna Boatman said,

“Because of their outstanding leadership, vision, determination, and achievements throughout their careers, these icons of nursing have pioneered new pathways for registered nurses in Washington state and across the nation. These six outstanding women also share longstanding involvement in their professional association and each has been an active and committed member of WSNA and/or ANA for an average of more than 35 years. Each has been an activist in their own right for patient care, human rights, nurses rights, health policy, nursing practice, nursing education, nursing research and political action. It is with great pride and appreciation for all their contributions that we honor them tonight.”

The 2004 WSNA Hall of Fame Honorees:



Marjorie Batey, PhD, RN, FAAN – an emeritus Professor of Nursing at the University of Washington, one of the key people in the early development and growth of nursing research as a discipline locally, regionally and nationally. Dr. Batey shaped the direction of nursing research methods and theory helping make the UW the number one funded nursing research institution in the nation. Dr. Batey taught hundreds of aspiring nurse researchers and edited the first ten volumes of **Communicating Nursing Research** from its inception in 1968 until she retired in 1993. She was one of the founders of the Western Society for Research in Nursing. Her own research and careful editorship set high standards for the reporting of nursing research nationally and internationally. Dr. Batey also remained active in the professional association activities throughout her career and served on the Boards of both KCNA and WSNA and helped establish the first Council of Nurse Researchers at ANA.



Jeanne Quint Benoliel, PhD, RN, FAAN – an emeritus Professor of Nursing at the University of Washington and distinguished researcher, educator and practitioner in the field of thanatology and hospice care. Much of her research focused on how one learns to live with chronic illness and what it is like to live with a terminal illness. Throughout her career, she has worked with local, national and international groups in thanatology and care of the dying and was one of the first to introduce innovative hospice models into practice and provided consultation on research to developing nursing programs in Israel, Japan, Sweden and Norway. Dr Benoliel received numerous awards for her service, teaching and research, including honorary degrees from the University of San Diego, University of Pennsylvania, and Yale. She has been an active member in ANA and American Academy of Nursing (AAN) and served on numerous committees and commissions. In 1996, the AAN bestowed on her the title of ***“Living Legend.”***



Bobbie Berkowitz, PhD, RN, FAAN – currently Chair and Professor of the Department of Psychosocial and Community Health Nursing at the University of Washington, is recognized for her outstanding contributions in the field of public health nursing and public policy. Her career achievements have set the course for improving public health in Washington state, including the development of the Public Health Improvement Plan. Her efforts have touched the lives of every resident of the State of Washington. Dr. Berkowitz has received many honors locally and nationally throughout her career not only in nursing, but for her contributions to field of public health and the advancement of science. Among her awards are the **Washington State Public Health Association Gavel Award, Annual Award, Creative Achievement Award in Nursing**, and the **Honorary Life Membership**. She received the **WSNA Marguerite Cobb Public/Community Health Nurse Award**, the University of Washington School of Nursing **Distinguished Alumni Award** and the **19th Elizabeth Sterling Soule Lectureship**. In 2001 she was elected to the prestigious, National Institute of Medicine.



Janice Ellis, EdD, RN – an outstanding, dedicated and beloved nurse educator, writer and mentor for more than 35 years. Currently the Director of Nursing Education at Shoreline Community College, Dr. Ellis has taught, motivated and mentored both faculty and students throughout nearly four decades in nursing. There are literally thousands of nurses in this state and across the country and world who have been influenced by her instruction. Throughout her career, she has participated actively in and promoted involvement of others in professional nursing organizations and in leadership roles. The 8th edition of her text, “**Nursing in Today's World: Trends, Issues, and Management**,” won an **American Journal of Nursing Book of the Year Award** in the category of issues and trends for the third time.



Beverly Horn, PhD, RN – a leader, teacher and researcher in the field of transcultural nursing and a tireless advocate for underserved populations and minority communities. As a nurse anthropologist, Dr. Horn become a leader in transcultural nursing during her 25 years as a professor at the University of Washington and her research is recognized both nationally and internationally. Dr. Horn served seven years as a member of the Board of Directors of KCNA and four years on the WSNA Board of Directors. She received many honors and awards including in 1979, the **KCNA Nurse of the Year Award** and in 1986 the **Leininger Award** for her contribution to the field of transcultural nursing.



Kim Armstrong
accepts Erin's
award on behalf
of the King
family

Erin King, MN, RN – a political activist and relentless advocate for human rights, worker rights and the profession of nursing. Erin's involvement in the local, state and national nursing and political action spanned more than three decades. She served on numerous committees and on the Boards of both KCNA and WSNA and was one of the founding members and a chair of the WSNA-PAC. Frequently honored by her peers, she received the **KCNA Nurse of the Year Award** in 1980 and the **WSNA Honorary Membership Award** in 1984. Although retired from active nursing in 1996 because of her health, she continued to serve on KCNA and WSNA committees and was Chair of the WSNA Bylaws Committee at the time of her death in December of 2000. The WSNF has established a scholarship in her memory to support nurses who want to increase their legislative and political skills.

The full description of the many contributions of these outstanding nurses will be posted on the WSNA website later this Spring.

22nd Annual Legislative Day – Another Successful Event Over 500 Nurses & Nursing Students Turn Out for 2004 Nurse Legislative Day

Once again, WSNA Nurse Legislative Day 2004, held in Olympia on January 26th, was a huge success, attended by more than 500 registered nurses and nursing students from every corner of the State. While Senator Patty Murray couldn't attend in person, she sent an inspiring video message to the attendees. This was followed by a panel discussion during the morning session centered on the challenges of providing access to health care in tough financial times and a presentation of three approaches under consideration from different advocacy groups. This session was followed by two other concurrent sessions: one on medical malpractice/tort reform and the other on grassroots advocacy. Both received high praise by the attendees.

In the afternoon, after a break for lunch, nurses headed up to the Hill to meet with their Senators and Representatives and to attend several hearings. There was also a meeting of the ARNPs and one of the Public Health Nursing Special Interest Group to discuss issues of common concern and legislative priorities. In the evening, The Washington Chapter of Association of Nurse Anesthetists and WSNA co-hosted a reception for the legislators at the Budd Bay Café.

A number of nurses also stayed over night to participate the next day in House Health Care Committee hearings on several health care bills important to nurses and nursing.



Malpractice Panel: David Keepnews (WSNA), Anne Darlington (Nurse Midwives), Judy Massong (WSTLA President) and Lyn Eddinger (WSMA Staff)



WSNA Legislative and Health Policy Council Panel



Jean Erickson asks a question



Leg Council members C. J. Welter, Susan Jacobson, Louise Kaplan and David Keepnews listen at Breakout Session



Susan Jacobson answers question from Leg Day attendee

Keynote Message: Standing Up for Washington's Nurses

by Senator Patty Murray

I know this is a difficult time for nurses in our state. You're on the frontlines of the health care crisis. You're dealing with the nursing shortage and challenges in training and retention. And you're being squeezed by all of the pressures that are mounting in our health care system – from the lack of access and insurance to low reimbursements. I know the pressures that you're under, and I know that you're committed to helping patients no matter what's happening around you.

But frankly, enough is enough. We cannot continue to overburden our nurses and simply hope for the best. We've got to take action. I know you're standing up for the things that you need and deserve, and I'm proud to be your advocate in the United States Senate. Together, we've made a lot of progress, and I want to update you on what I'm doing about the nursing shortage, retention and training.

The Nursing Shortage

We all know that the nursing shortage is jeopardizing access to quality, affordable health care. We've all heard of ER's that are forced to divert patients. We've seen nursing homes and home health care agencies struggling to provide care with fewer nurses, and the results are painful. It means delays in treatments and fewer patients being served, and it puts a huge burden on the individual nurses who are asked to do more with less.

I know it's going to take a comprehensive strategy, and I've worked hard to turn this crisis around. I was an original co-sponsor of the Nurse Reinvestment Act back in April of 2001. I voted for it, and it became law in August of 2002.

Since then, I've been working to fully fund its programs.

Retaining Nursing

First, I'm working to help us retain the nurses we have today. That means building career ladders so nurses can keep rising within the field – rather than leaving nursing for another career. This year, we've provided \$32 million to support continuing education and training for nurses. This will provide mentoring programs and real opportunities to retain current nurses. I also secured \$1 million to fund six pilot projects to focus on retaining good nurses.

Recruiting Nurses

Second, we're working to build a corps of well-trained nurses. I voted for and helped expand the National Nurse Service Corps. It provides scholarships for nursing education in exchange for serving in places that have a critical shortage. No student should be turned away from nursing because they cannot afford tuition, and no student should be forced out of nursing because of the cost of student loans. As a member of the Appropriations Committee, I've

supported continued increases in this program. I'm pleased to report that for the current fiscal year, we've secured \$26.9 million for the Nurse Corps. That's \$7 million more than last year.

Addressing Faculty Shortages

Finally, I'm working to address the faculty challenges that nursing programs are facing.

Many nursing schools are in jeopardy of losing their certification because they don't have adequate faculty. Some nursing schools, including several in Washington state, have a waiting period because of these faculty constraints. If we have willing and qualified students, we must have the faculty to educate and prepare these committed individuals.

Overall, we've provided a total of \$142.7 million for the current fiscal year for nursing programs at the federal level. That's an increase of \$30 million over the previous year. We still must do more, but we are making a real down payment on the Nurse Reinvestment Act. So retention, recruiting and training are three ways to address the nursing shortage, but there's one more thing that's required.

Increasing Reimbursements

We need to increase the reimbursements paid by Medicare and Medicaid. Otherwise, hospitals, nursing homes, and home health care agencies won't be able to pay for the nurses we need.

I've fought hard for additional resources for Medicaid. When our economy is slow, the demands on Medicaid increase, but the federal commitment remains the same. That's why I supported a temporary increase in the federal Medicaid match. This will mean an additional \$199 million over two years for Washington state's Medicaid

program. This money means that hospitals, nursing homes, and home health care agencies have the resources to invest in their nurses.

We must also restore some equity to Medicare reimbursements. Today, Washington state is at the bottom of the pack nationally in per patient payments. In fact, the new Medicare drug law pushes us from 42nd in the nation down to 45th in the nation in Medicare reimbursements per patient. I've been working to make the system more fair to Washington state. In fact, I wrote and introduced the Medi-Fair Act, which will raise Washington's

Medicare reimbursements. Without stable and fair reimbursement rates for Medicare and Medicaid, nurses will continue to be called on to do more with less.

I know the important role you all play in our health care system. Washington state has a long tradition of compassion and excellence in health care, and you are carrying on that tradition at a difficult time. I'm honored to work with you, and I'm proud to be your champion in the United States Senate.

For more information from Senator Murray, see <http://murray.senate.gov/updates>



Greetings from the Valley of the Sun!

wish you were here.

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Pierce County Nurses Negotiate for the Future

2004 was a banner year for Pierce County WSNA Local Units as Tacoma General, St. Clare and Good Samaritan negotiating teams won membership language that will ensure that their Local Units (and WSNA) will continue to grow strong and united. From now on all new members in these Local Units will be required to join WSNA (or become an agency fee payer.)

Tacoma General led the way under the guidance of Co-LUC's Sally Baque (Local Unit Leader of the Year award recipient in 2003) and Sonya Miller (Rising Star award winner in 2003) having grown their membership to the highest levels ever. Their hard work enlisting new members by educating them about the value of membership in WSNA paid off this year when the hospital agreed to mandatory membership for new nurses.

After years of trying to regain the ability to even have payroll deduction for membership, Good Samaritan nurses with the leadership of LUC, Mike Krashin, not only won payroll deduction, they also achieved the grandfather language that will guarantee the growth in membership they need for their LU to remain strong and secure. *Congratulations Pierce County Nurses!*

WSNA Contracts Make Great Gains and Settle in Record Time

Snohomish Health District, St

Joseph Bellingham, Tacoma General, Seattle-King County Health Department, St. Clare, Good Samaritan, Central Washington, and Northwest local units have all completed contract negotiations since the first of the year.

Contract negotiations are well underway at Yakima Regional, Sacred Heart, and Overlake. Following closely are Childrens, Toppanish, and Kindred.

Watch for the next issue of **ONE STRONG VOICE** for details and comparisons of the new contracts.

Local Unit Council Spring Meeting to Meet on May 6th at WSNA Headquarters

Local Unit leaders, do not miss the opportunity to celebrate National Nurses Day with your WSNA colleagues from Local Units around the state. Members will share information, news and support over dinner (sponsored by the E&GW Cabinet) at the WSNA offices on May 6th, 5-9pm.

Please RSVP to Kathryn MacLeod at 1-800-231-8482 or via e-mail kmacleod@wasn.org

UAN (United American Nurses) Update

WSNA's UAN delegates traveled to Chicago in March to attend the "Constitutional Forum" sponsored by the UAN executive committee and the UAN structure committee. The forum was an opportunity for delegates and staff to hear and discuss proposed language for a

UAN Constitution (Bylaws) and think through the implications for the state organizations with the committee.

It has been almost five years since the ANA convention where the UAN was created. The hard work of creating the nation's largest union for registered nurses has been underway at the national level and we are now in the process of agreeing on the first UAN constitution. Of course the WSNA bylaws and the new UAN constitution must be in alignment – no small task as we try to both recognize and preserve the unique and historic structure of the State Nurses Associations and our labor program, while trying to incorporate the best of traditional labor union structure.

We all remind ourselves that the common goal is to create the most powerful and effective union of registered nurses in the USA. WSNA believes that goal will be accomplished by having strong viable and vibrant multi-purpose State Associations as well as a strong national union. WSNA is committed to that goal and will continue to work with the UAN leadership and the leadership from other State Associations. Our delegates and staff are mindful of their responsibility to represent the nurses of Washington state and will continue to be an active force in shaping the future of the UAN.

The constitution will be voted on at the National Labor Assembly in June. WSNA

delegates representing you are: Kim Armstrong, E&GW Cabinet Chair; Marty Avey, Spokane; Tim Davis, Mt. Vernon; Susan Jacobson, Yakima; Judy Miller, Spokane; Debbie Sullivan, Mt. Vernon; and Vicki Wornath, Vancouver. Also part of the Washington delegation will be and WSNA staff Barbara Frye and Judy Huntington.

UAN Labor Institute to Be Held in Seattle

The 4th Annual UAN Labor Institute will be held in September this year in our home state. Approximately 100 nurses represented for collective bargaining by State Nurses Associations from all over the country, will travel to Seattle for a week of intense networking, education and fun. Nurses will learn the latest in subjects ranging from labor law to organizing and a myriad of other timely topics for union leaders.

The WSNA Cabinet on E&GW is in the process of accepting application from Local Unit leaders from WSNA Local Units. The Cabinet will select 8 nurses who will attend the all expense conference. Selection is based on the individual's involvement in their local unit and demonstrated commitment and will continue to play an active role representing the nurses of Washington commitment to use the knowledge to strengthen their local unit and WSNA.

It's Our Week So Celebrate!! Happy National Nurses Week – May 6 - 12

The contribution of America's 2.7 million registered nurses, in saving lives and improving the health of millions of individuals, will be the focus of National Nurses Week, May 6-12. "Nurses: Your Voice, Your Health, Your Life" is the theme for 2004, which will recognize nurses by drawing special attention to nurse staffing issues (see Nursing News Briefs section for more on federal staffing legislation). National Nurses Day is celebrated throughout the United States on May 6. Nurses week traditionally ends on May 12th the birthday of Florence Nightingale.

Traditionally, National Nurses Week is devoted to highlighting the diverse ways in which registered nurses, the largest health care profession, are working to improve health care. From bedside nursing in hospitals and long-term care facilities to the halls of research institutions, state legislatures, and Congress, the depth and breadth of the nursing profession is meeting the expanding health care needs of American society. For more on the history of National Nurses Week, go to: www.nursingworld.org/pressrel/nnw/nnwhist.htm

In addition, this year National Nurses Week overlaps with Cover the Uninsured Week, May 10-16. ANA is a founding partner of the Cover the Uninsured campaign, sponsored by the Robert Wood Johnson Foundation, and nurses are being encouraged to participate in the more than 1,000 events that will take place across the country during Cover the Uninsured Week. Nurses see firsthand the consequences that stem from a lack of health insurance coverage: sicker patients who have postponed needed health care. WSNA will be participating in the local events. For more information, go to www.covertheuninsured.org.



Specialty Practice Update: Focus on Mental Health

The Relationship Between Chronic Pain and Emotional Pain

(Source: Freedom From Fear, a non-profit mental illness advocacy organization <http://www.freedomfromfear.org>)

Chronic pain is a serious public health concern. Chronic pain affects more than 40 million Americans. Anxiety disorders affect more than 17 million Americans, with an additional 19 million suffering from depressive illnesses. The cost to the economy as a result of these disorders is billions of dollars each year. The cost in human suffering is immeasurable. Recent scientific studies clearly defined the relationship between physical pain and emotional pain. Both the symptoms of physical pain and an individual's mood must be evaluated when an individual seeks treatment and relief from aches and pains to the body. The pain is real, but there is a mind-body link and body and mind must work together harmoniously to obtain the best treatment result. The body may be experiencing pain, but often the pain can be emanating from emotional distress. Often the body knows a person's emotional state before they do and responds with aches, pains and other physical symptoms.

- Among patients with depression, 80% (four out of five) first present to their doctors exclusively with physical symptoms. The most common are: joint and back pain, fatigue, insomnia,

dizziness and headaches.

- Patients with painful physical symptoms are nearly three times as likely to experience high depressive symptoms.
- In treated depressed patients, those with residual symptoms were three times more likely to relapse than those without. Of the patients with residual symptoms, 90% had mild to moderate physical symptoms.
- Nearly 40% of patients visiting primary care physicians have symptoms of depression. Of these, 80% also experience pain.
- 89% of the participants believe anxiety and depression can cause painful symptoms.
- 50% of the participants who were diagnosed with medical conditions such as arthritis, migraines, diabetes and other medical conditions that have painful symptoms, reported that on days when they felt anxious or depressed their pain is more severe.
- 60% of the participants with undiagnosed medical conditions said that on days they feel anxious or depressed there is a moderate to severe change in their physical symptoms.
- 40% of the participants said their physical symptoms disrupt their work moderately to extremely.
- 43% of the participants said their physical symptoms disrupt their social lives moderately to extremely.

When the Mind Causes Pain

is an educational video produced by Freedom From Fear, a non-profit mental illness advocacy organization. FFF'S main mission is to educate the public about anxiety and depressive illnesses and to help people suffering with these debilitating medical conditions find treatment. To purchase this video and related educational tools contact Lisa Cuaves, 718 351-1717, ext. 18 or ffflisa@aol.com The cost of the video is \$15, including shipping and handling.

Opportunity for RNs to Apply for MH Practice Research Grants

Freedom From Fear recently announced up to \$20,000 in grants available to RNs interested in conducting research in mental health. The awards, made available through the *Sharon Davis Memorial Awards Program* (Sharon Davies was an RN practitioner, researcher and mental health advocate). FFF created this program to provide grants to deserving individuals to assist them in initiating or continuing research the area of mental health. The program is particularly interested in novice researchers but all eligible candidates are encouraged to apply. *Grant applications must be received by July 1, 2004.*

For more information and applications refer to: <http://www.freedomfromfear.org/commread.asp?id=58>

WSNA Pays Off 1989 ANA Loan

WSNAs President, Joanna Boatman and Executive Director, Judy Huntington attended the March ANA Board of Directors meeting in Washington DC to present a check to ANA for the balance of an outstanding critical assistance loan. President Boatman presented the final check for \$85,283.87 to the Board and noted the commitment of the WSNA membership to keeping the association multipurpose in scope and a vibrant and strong partner with ANA.

ANA granted a series of critical assistance loans to WSNA during a period of severe financial crisis that occurred beginning in 1989 through 1990 when WSNA lost significant membership and staff due to raids by competing unions. Fighting the raids and related legal battles resulted in more than \$1,000,000 of expenses to WSNA, much of which was supported by the loans from ANA. Because of the dedication and commitment of countless WSNA members and staff, WSNA was successful in surviving the raids and remained committed to repaying ANA the costs of the loans, even though the ANA auditors believed that it was likely to end up as “bad debt.” WSNA staff and elected leadership remained committed to the repayment, even while rebuilding the organization’s infrastructure, staff and membership numbers.

It was somewhat ironic *and with great satisfaction* that Joanna and Judy presented the check to Jan Bussert, the ANA treasurer. Joanna, Jan and Judy are all past presidents of WSNA. Joanna was WSNA President during peak of the 1989–1990 raids and traveled tirelessly to meet with nurses all across the state encouraging them to “stay with WSNA.” She is now serving her second term as WSNA president, having been elected again in 2003. Jan was WSNA President in 1998 when the terms of what became known as the “1989 ANA loan” were renegotiated. Judy was a member of the ANA Executive Staff during the time the loan was made and also when the terms were renegotiated.



Past WSNA Presidents (left to right) Jan Bussert, Judy Huntington and Joanna Boatman (also current President) take a moment of satisfaction before handing over the “final payment”

Judy Huntington commented, “The final payment of the 1989 loan was one of the desired outcomes of the WSNA dues restructure approved by the membership in 2003. It is to the credit of the WSNA members that we have completed this amazing milestone and are now on our way to solid financial health.”

WSNA/WSNF “Night With the Storm” – Thursday, May 20th, 7 pm at KeyArena
More Information and Order Form on pages 30–31

New Campaign Urges Patients to *Speak Up for Safer Surgery* “Smarter Patient Campaign” Launches,

5 Things Patients Should Know Before Surgery—But May Not Know to Ask

As surgical infections and medical errors continue to receive attention and scrutiny in the U.S., patients are becoming more involved than ever before in the decisions that affect their care. To help fill the need for more patient education, AORN and Ethicon Endo-Surgery, Inc., has announced a new initiative aimed at empowering patients to take ownership of their healthcare by arming themselves with information and knowing what questions to ask before surgery.

The campaign offers patients important advice about things they should know before surgery – but may not know to ask.

Five Important Questions That Every Patient Should Ask Before Surgery:

1. *Are There Other Treatment Options for My Condition?* Your surgeon should be able to tell you what all of your treatment options are, and why he or she is recommending this particular procedure. For many procedures, technology and advances in surgery have moved beyond traditional open surgery to the use of less invasive means. Minimally invasive alternatives may result in less pain, scarring and recovery time for the patient. Ask your surgeon whether there are other ways to treat your condition.
2. *Will a Registered Nurse (RN) Be Present in the OR During My Surgery?* The role of a registered professional nurse in the operating room is an important part of healthcare. Every patient should ask whether an RN will be present in the operating room throughout the duration of their surgery.
3. *Will Reprocessed Disposable Instruments Be Used In My*

Surgery? Some hospitals reprocess and reuse disposable instruments on multiple patients as a way to save money, even though they were manufactured for use on one patient only. Many healthcare professionals are uncomfortable with this practice. Every patient has the right to insist that only new instruments are used during their surgery.

4. *Am I Receiving the Right Medication?* Unfortunately, medication errors do happen. Make sure your physician knows about all of the medicines you are taking, including over-the-counter drugs, herbs and supplements. And ask your doctor or nurse what the medication they are giving you is for and what it's called. Make sure your doctor or nurse is checking the five rights before they give you medication: *the right patient, the right medication, the right delivery route, and the right dose, at the right time.*
5. *How Will The Surgeon Verify He or She is Performing the Right Surgery On The Right Place On My Body?* Wrong-site surgery accounts for more than one-third of undesirable events in ambulatory surgery centers, and nearly one-fifth of undesirable events in the

hospital setting according to the Joint Commission on Accreditation of Healthcare Organizations. There are steps patients can take to make sure this does not happen to them. Ask the operating surgeon to mark the area that is to be operated upon with his or her initials on the day of surgery.

The **Smarter Patient Campaign** also provides general information about preparing for surgery, choosing a surgeon, questions to ask, and what to expect during recovery. The campaign offers an informational guide for patients, as well as information for clinicians. The campaign urges healthcare professionals to “*Arm Them With More Than Just a Hospital ID Bracelet.*” The guides are being distributed to healthcare providers, and are available on the Internet at: <http://www.smarterpatient.com>.

The campaign is advised by a board of experts in patient care, nursing, surgery and hospital administration – two of whom are nurses and available for interviews: Sheila Allen is a registered nurse and recent past-president of AORN. Dean Andrea Lindell is a registered nurse, and Dean of the College of Nursing at the University of Cincinnati.

Maxine Haynes, MSN, RN: 1919-2004

Maxine Haynes was a member of one of the first black families in Seattle. She was born in Seattle on Feb. 6, 1919, the second of three girls. Her father, Edward Pitter, emigrated from Jamaica and worked as a King County clerk; her mother, Marjorie Pitter, originally from Philadelphia where she once worked as a maid for the Vanderbilt family, worked as a tutor and house cleaner.

Maxine attributed her childhood desire to be a nurse to an African-American registered nurse who arrived in a white starched uniform, white shoes and blue to care for an ailing relative. "It was the combination of her appearance and her manner of speaking and the way that she behaved that made Maxine want to become a registered nurse," said Lois Price Spratlen, UW ombudsman who chronicled her story in a book about local nurses.

Growing up in the 1930's, a time when racial prejudice and discrimination was all too common, Maxine Haynes challenged and persevered through many injustices and never gave up on her determination to be a registered nurse. In elementary school she was rejected by the Girl Scouts and Camp Fire Girls. But the cruelest rejection came from the UW, which had fewer than 20 black students in the late 1930s. She had completed three years of nursing pre-requisites when she applied to the nursing program and was turned down. Not to be deprived of an education, she switched her major to sociology and graduated in 1941. But she never gave up her dream of becoming a nurse. She moved to New York, attended the Lincoln

School of Nursing and worked at Bellevue Psychiatric Hospital, then as a sociologist and public health nurse. She moved back to Seattle in 1945 and was hired as the first African-American nurse at Providence Seattle Medical Center (now Swedish Medical Center/Providence Campus), which last year named a nursing scholarship after her.

In 1946, Maxine married Edward C. Davis Jr., a professional musician, and the couple moved to Los Angeles where she earned a master's degree in nursing at the University of California, Los Angeles and worked at Los Angeles County Hospital. After Mr. Davis' death in 1967, she returned to Seattle and in 1969, became the education director for the Odessa Brown Clinic. In 1971, she was appointed Assistant Professor of Nursing at the University of Washington School of Nursing where she helped start a pre-professional program for disadvantaged students. In 1976, she left the UW to become a Professor of Community Health Nursing at Seattle Pacific University. Fluent in Spanish, she traveled to Mexico and Costa Rica and helped to develop a summer program in Costa Rica for nursing students while she taught

at SPU. She retired from SPU in 1981.

Mrs. Haynes was preceded in death by second husband Lionel Haynes and sister Marjorie King. Survivors include her son, Edward Davis of Renton, a sister Constance A. Thomas of Seattle; nephews Walter King of Seattle and Edward King of Sun Valley, Idaho, Ken Thomas of Seattle, her daughter-in-law Marlene McCatty-Davis and stepdaughter Lerna Eng of Seattle.

Maxine Haynes was a founding member of the Mary Mahoney Professional Nurses Association and active in KCNA and WSNA, serving on several committees and the WSNA Board of Directors. Judy Huntington, WSNA Executive Director who served on the WSNA Board with her, commented, "Maxine will be remembered for her courage, professionalism, and mentorship of nurses of all ethnic backgrounds. She was a grand lady and an excellent teacher and role model. I will never forget her moving stories of how she quietly, but persistently, broke through barrier after barrier to overcome the many injustices she was forced to endure – she was at the forefront of the civil rights movement and through her efforts, she truly made a difference."

Margaret Marie Conlin Sullivan, MN, RN: 1917-2004

Beloved mother, sister, aunt, teacher and friend, Margaret was born April 28, 1917 in Jamestown ND; she died January 9, 2004 in Seattle at the age of 86. Margaret was the second of seven children born to William Edward Conlin and Mary Elinore (Molly) Gaffney Conlin. Margaret grew up in Regina, Saskatchewan and graduated from St. Michael's Hospital School of Nursing (Toronto) in 1941.

During World War II Margaret enlisted in the 17th General Hospital Unit in Detroit, Michigan in 1942. She was stationed at Camp McCoy, Wisconsin and Camp Kearns, Utah until she sailed for Africa and was stationed at Casablanca until the invasion of Italy. She helped set up the Army Hospital in Naples and worked as an operating room nurse. At the peak of the fighting they had over 10,000 patients. During the first few months, the Germans frequently bombed them. In December 1944, Margaret was part of a special team deployed above Florence in the mountains. The worst storm in 50 years stopped all the fighting in that area. Margaret became ill with a severe kidney infection and was hospitalized in the Army hospital in Florence. When she recovered, she returned to Naples until VE day and peace in Europe. She also served in Okinawa and Fairbanks, Alaska. She was discharged in Fairbanks in March 1947.

Margaret worked as an operating room supervisor in Alaska and at the Veterans Administration Hospitals in Oakland, California and Minot, North Dakota. She moved to Seattle to attend Seattle University. She interrupted her

studies in 1952 to return to North Dakota, where her father was ill and accompanied him to Oakland after he closed his construction company. She returned to Seattle and completed her Bachelor of Science in Nursing Education in June 1954.

Margaret went on to earn a Masters in Nursing from the University of Washington in 1956.

She began teaching in the School of Nursing at Seattle University in Fall 1956, where she continued as Assistant Professor until 1967.

In November 1967 she moved to Scott Lake, and served as the Executive Secretary for the Washington State Board of Nursing in Olympia until her retirement November 15, 1982.

Margaret was a member of the National League for Nursing, the American Nurses Association, the Washington State Nurses Association, and was a member of numerous boards. She was a charter member of the Alpha Tau Delta chapter of Sigma Theta Tau.

Margaret is survived by her son, John P. Sullivan of Tenino, sisters Mary Ann (Robert) Reid of Seattle, Elizabeth (Bill) Mahon of Tucson, Arizona, and many nieces and nephews. She

was preceded in death by two brothers, Paul and Peter Conlin (Williston, North Dakota), and two sisters, Loretta Anderson of Portland, Oregon and Florence Popkin of San Bruno, California.

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WSNA to Hold Delegate Orientation for UAN and ANA June Meetings

On June 4th, WSNA will hold an orientation for the 7 elected WSNA delegates to the UAN National Labor Assembly and the 24 WSNA delegates to the ANA House of Delegates. Both meetings will be held in conjunction with the ANA convention in Minneapolis. The UAN NLA meets June 23–24 and is followed by the ANA HOD June 25–29. If you are planning on attending the ANA Convention and would like to attend the delegate orientation, please contact Judy Huntington at jhunting@wsna.org for more information. Information about the ANA convention and the related continuing education and events is available at:

www.nursingworld.org/convention

HRSA Announces Additional FY 2004 Grants

HHS' Health Resources and Services Administration announced new competitive grant programs scheduled for awards in fiscal year 2004. They include \$4.8 million for the Nurse Faculty Loan Program, which provides loans to nursing students pursuing advanced degrees to teach nursing; and \$400,000 for the Health Careers Adopt a School Demonstration Program, to develop model partnerships between community based organizations, schools and health professionals that expose underrepresented minority and disadvantaged students to health

careers. (Source AHA News Now)

For more on the grants, see the Federal Register notice under "Health Resources and Services Administration" at:

http://www.access.gpo.gov/su_docs/fedreg/a040420c.html

DOL Awards \$24 million in Grants to address Health Care Labor Shortages

The U.S. Department of Labor recently awarded The Department of Labor's (DOL) Employment and Training Administration \$24 million in project grants nationwide for projects to address health care labor shortage. In Washington, The Tacoma-Pierce County Workforce Development Council will receive \$762,659 for four distinct projects in Pierce County. Summary of the scope of the project can be viewed at: <http://www.doleta.gov/BRG/IndProf/HCEIA.cfm#A11>

Safe Nurse Staffing is a Top National Legislative Priority for ANA

Higher levels of registered nurse (RN) staffing are the key to both healthier patients and more satisfied nurses. "Inappropriate nurse staffing is the number one concern of nurses today," said ANA President Barbara A. Blakeney. A growing body of research, including studies by the Institute of Medicine in 2003; in the Journal of the American Medical Association in 2002 and by ANA in 2000 underscores the link between nurse staffing, quality

of patient care and patient outcomes.

For that reason, ANA is strongly supporting the RN Safe Staffing Act (S. 991), which was introduced by Sen. Daniel Inouye (D-HI), on the eve of National Nurses Week in 2003. Companion legislation in the U.S. House of Representatives, The Quality Nursing Care Act (H.R.3656), was introduced by Rep. Lois Capps (D-CA), an RN, in December.

The legislation would amend the conditions of participation for hospitals in the Medicare program to require minimum nurse staffing ratios. Rather than mandating a specific numeric ratio, the bills would require developing a staffing system that "ensures a number of RNs on each shift and in each unit of the hospital to ensure appropriate staffing levels for patient care." Development of these staffing systems would require the input of direct-care RNs, the decision-makers at the bedside. The measure also would require the public reporting of nurse staffing information and would provide whistleblower protections for nurses who speak out about patient care issues.

Society of Pediatric Nurses (SPN) Develops Position Statement on Safe Staffing in Pediatrics

The Society of Pediatric Nurses (SPN) recently developed a position statement on safe staffing in the pediatric setting. SPN President, Linda Lewandowski, reported that,

“While we have determined that there is no ‘magic, one size-fits-all’ ratio for safe staffing that can apply to all pediatric settings, we have determined that there are crucial factors that must be considered in determining safe staffing levels for infants, children and adolescents. It is the intention that the position statement (along with other resources cited in the document) be a guide and a resource to nurses and administrators involved in staffing decisions.”

For a copy of the position statement contact the SPN National Office at 800-723-2902 or view at: www.pedsnurses.org

ICN’s 23rd Quadrennial Congress scheduled for May 21–27, 2005, in Taipei, Taiwan

The main objectives of the ICN Congress are:

- to support informed and sustainable improvement in policy and nursing practice;
- to advance nursing’s contribution to health care
- to facilitate the dissemination of evidence highlighting effective nursing interventions; and
- to encourage innovation

Prominent guest speakers will give plenary sessions on nursing knowledge and innovation, focusing on the most pressing and timely topics of interest for nursing and health care. Deadline for receipt of abstracts is 15 September 2004.

Additional information can be found at:
<http://icn.ch/congress2005/info.htm>.

WSNA Nurses’ Article Published in December AJN

Janet Katz, PhD, RN, Assistant Professor and **Anne Hirsch** DNS, ARNP, Professor and Associate Dean for Academic Affairs, at the WSU College of Nursing, Intercollegiate College of Nursing in Spokane, collaborated on the article, “When Global Health is Local Health.”

The article, printed on pages 75–79 in the December 2003 issue of the **American Journal of Nursing** (Vol. 103, No. 12), makes the case why all nurses need to be aware of global health issues, not only because of the need to limit the spread communicable diseases, but for other reasons as well.

Janet and Anne are active members of WSNA and have served on WSNA committees.

WSNA Nurse’s Article Published by Sigma Theta Tau Journal

David Keepnews, PhD, RN, JD, FAAN, Assistant Professor, UW School of Nursing and Adjunct Professor, School of Law and School of Public Health & Community Medicine, is the author of the article, “Measuring Patient-level Clinical Outcomes of Home Health Care,” recently published in the **Journal of Nursing Scholarship**, 2004: 36:1 pages 79-85. David is a member of the WSNA Legislative and Health Policy Council and Chairperson of the ANA Reference Committee.

He is also the primary author of WSNA’s policy paper on

medical malpractice, “Policy Priorities for Washington’s Nurses: Briefing Paper for the Liability Insurance Crisis.” The briefing paper will be posted soon on the WSNA website at www.wsna.org

WSNF President appointed Assistant Dean

Maureen Niland, PhD, RN, CNAA, President of the Washington State Nurses Foundation (WSNF) was recently appointed Assistant Dean for Undergraduate Studies for the Seattle University College of Nursing.

REMINDER: Membership Information and Employment Status Changes

– It is the responsibility of each nurse to notify the Washington State Nurses Association of any change in work status, name, address, phone number, FTE increase or decrease, leave of absence, medical leave, maternity leave, or leaving or joining a bargaining unit. This change must be done in writing either by using a change of information card or sending an email to wsna@wsna.org. The Cabinet on Economic and General Welfare (EG&W) has a policy that states when a nurse is on a leave of absence for any reason, the dues are reduced to 50% for the entire period of the leave time. The dues accumulated during the leave time are to be paid within 90 days of returning to work. It is the responsibility of the nurse to notify WSNA of this change in work status.

Dolores Little Scholarship Fund

You are invited to contribute to the **Dolores Little Scholarship Fund**. The Washington State Nurses Foundation (WSNF) Board of Trustees has proudly established a nursing scholarship in honor of Dolores (Deo) Little to assist nursing students in pursuing a bachelor's degree in nursing (BSN). WSNF has made its 2004 fund-raising priority the endowment of the Dolores Little Scholarship Fund, with the goal of raising the fund amount to \$25,000.

In one way or another, nearly every nurse has been touched by Deo Little's contributions. Deo, a nurse ahead of her time, is an articulate and passionate proponent of nursing. She is a nurse's nurse who can relate to nurses on all levels. Her use of day-to-day experiences, wit and wisdom reinforce theoretical content that creates insights for every listener. Deo continues to be recognized for her many talents and contributions to nursing, to her colleagues, and to her many students. We are hopeful that you will give to the Dolores Little Scholarship Fund to carry on her leadership through the nursing leaders of the future.

Deo started her nursing career at Stanford University Hospital as a staff nurse, then head nurse and supervisor. In Seattle, she started as a surgical supervisor at Harborview, and then instructor at University of Washington (UW). In 1968, Deo became a professor at UW where she taught the required leadership class to undergraduate nursing students. Because of her extensive teaching with and affection for undergraduates, the

scholarship fund is designated for BSN students. Deo was a popular and dynamic teacher. She influenced literally hundreds of students over the course of her career, each of whom greatly benefited from her as a mentor, teacher and role-model.

Graduate students and nurses in practice could look to her as a leader who had a tireless commitment to defining and enhancing the role of nursing and to her pioneering efforts to delineate the scope of practice for the clinical nurse specialist, primary care nurse practitioner, and nurse manager. She pioneered the "Primex" concept, which evolved into the role of the primary health practitioner.

Always striving for more knowledge about the impact of nursing practice on health outcomes and patient satisfaction, Deo participated in over 20 research projects throughout her career. She shared her knowledge in many forms throughout the world. Deo authored over 60 publications that included books, journal articles, films and other types of media. Her award-winning film, "Mrs. Reynolds Needs a Nurse," reflects her

philosophy about the important role of nursing as a patient advocate with clinical competencies in a complex health care delivery system.

Her leadership has had a wide scope: WSNA president, chairing the first joint WSNA/WSMA Doctor-Nurse Committee; she spearheaded ANA's credentialing program, numerous chair positions of state and national committees and Boards of Directors. As Honorary President of the Washington Coalition for Health Security, Deo provided leadership in promoting health care reform that would expand access to affordable, quality health care and allow for the choice of providers to include nurse practitioners.

Every small or large contribution to the Dolores Little Scholarship Fund will get us closer to the goal and make monies available for more nursing students. Your contributions will go directly to support nursing students. For questions about any of our scholarship funds, contact WSNA or Maureen Niland at nilandm@seattleu.edu or call 206-296-5672 or contact Joan Caley at joancaley@comcast.net

**District 2, King County
Nurses Association Update**

**KCNA to Hold “Starry Night”
Annual Meeting/Spring
Banquet – May 6**

Plan to join King County Nurses Association for the “Starry, Starry Night” Annual Meeting and Spring Banquet-- Thursday, May 5, 5:30 - 9 p.m. at Rocksalt Steaks & Seafood on Lake Union. We'll kick off National Nurses Week with a celebration, including honoring nurses nominated by their peers for excellence in their practices, presentation of scholarship awards to 11 deserving nursing students, and our annual KCNA Auction to benefit the Scholarship Program. There will be pre-paid valet parking, so participants can arrive stress-free and ready to party!

The cost of the banquet is \$30 per KCNA member, \$40 per non-KCNA member, and \$25 per student. To register (by April 30, please), call KCNA at 206-545-0603. See you there!

This year, KCNA will award a record number of \$1,000 scholarships to deserving area nursing students. The winners of the awards for the 2004-05 school year are:

**Joann Kerrick Memorial
Scholarship:**
Lynn Goetsch, Seattle
Pacific University

**Valerie Weiss Memorial
Scholarship:**
Jennifer Johnson, Seattle
Pacific University

RNB Scholarship:

Keith Koga, UW-Bothell
Carol Warga, Seattle Pacific
University

Basic Scholarship:

Gerilyn Anderson, Seattle
University
Megan Arseneau, University
of Washington
Joy Bergquist, Seattle Public
University
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❖ Continuing Education

Continuing Education Offerings/Conferences:

Puget Sound Parish Nurses & Health Ministries Host CE Conference, July 1–4, in Seattle

The Puget Sound Parish Nurses will host the 15th Annual Health Ministries Association's 2004 National Conference, July 1–4, in Seattle, Washington at the Seattle Sheraton Hotel & Towers.

The theme for the conference is "*Many Faces ... Many Ways: Cultural and Racial Diversity.*"

For complete conference brochure and registration information go to: <http://www.hmassoc.org/annual.html>
Application for contact hours for this education activity is pending with the Georgia Nurses CERC, an accredited approver of continuing education by the American Nurses Credentialing Center (ANCC).

University of Washington Spring/Summer Conference Calendar

Complete information and registration for UW continuing nursing education course is available online at www.uwcne.org

The University of Washington is accredited as a provider of continuing education in nursing by the American Nurses Credentialing Center (ANCC).

May 12	Women's Health Drug Therapy 2004
May 13	Finding Common Ground: <u>Communicating Effectively with Diverse Patients and Co-Workers</u>
May 20	Adult Drug Therapy 2004
May 27	Forensic Nursing: Critical Issues for Nursing Practice
June 11	Neuropsychiatric Drug Therapy 2004
June 16–17	12th Annual Clinical Update on HIV Disease: <u>Surviving the Challenges of HIV</u>
June 23–25	Assuring Pediatric Nutrition in the Hospital and Community
July 19–23	Summer Institute on Addiction and Mental Illness in Adolescence: <u>Making the Connection</u>
July 30	10th Annual Nursing Ethics Conference: <u>Patient Needs vs Limited Resources</u>
September 8–30	Wound Management Education Program
September 15–18	27th Annual Pacific Northwest Conference – Advanced Practice in Primary and Acute Care
October 21–22	Annual Medical-Surgical Nursing Update 2004
November 1–2	Foundations in Chemotherapy Practice
November 8	Rapid response: Essential Skills for Urgent Clinical Situations
December 2	30th Annual Update on Gerontological Nursing

Virginia Mason Medical Center Continuing Nursing Education Events

All events are held at Virginia Mason Medical Center, Seattle, Washington, and sponsored by the Clinical Education Resources Department of Virginia Mason Medical Center, which is an approved provider of continuing education by the WSNA.

For registration and more details, please contact Lin Portscheller, Registrar, at (206) 223-6898, or via email at linda.portscheller@vmmc.org.

May 13	Patricia Maguire Distinguished Nurse Symposium featuring Gladys Campbell
June 3	4th Annual Achieving Excellence in Geriatric Nursing
June 22	TeleHealth Conference
September 16	Research Day
October 7	Wound Care Seminar
October 11–15	Hyperbaric Medicine

October 22–23	ACLS
November 15	Ambulatory Care Conference
December 13	Orthopedic/Rheumatology Conference

ARN Annual Conference

The Association of Rehabilitation Nurses (ARN) will hold its 30th annual educational conference, *Celebrating the Journey*, October 6–9, 2004 at the Westin Peachtree Plaza in Atlanta, Georgia.

The conference will highlight core areas of rehabilitation nursing. Experts will address advances in research, medicine, and nursing care for rehabilitation nurses. Sessions will address PPS, recruitment and retention, spinal cord injury, traumatic brain injury, long-term acute care hospitals (LTACHs), and harm causing medication errors.

More than 30 continuing education contact hours can be earned. Nurses who have earned the Certified Rehabilitation Registered Nurse (CRRN) or Certified Rehabilitation Registered Nurse-Advanced (CRRN-A) credentials and wish to renew their certification can earn half of the points necessary for renewal by attending the full conference.

For complete program and registration information, go to www.rehabnurse.org or call 800/229-7530.

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Introductory Workshop

This workshop introduces core Cranio-Sacral techniques and the related anatomy and physiology. Students will also practice techniques to develop the inner stillness needed to apply this work.

Seattle, Washington: May 13-16 or September 9-12, 2004

Portland, Oregon: September 23-26, 2004

Juneau, Alaska: October 28-31, 2004

Advanced Series

Prerequisite: Introductory Workshop

Four, 4-day courses held over 12 months, this series serves as the cornerstone of Cranio-Sacral work.

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Secondly, we help you grow your business. We provide advice on creating a staff to build the business; advise on recruiting, hiring and motivating staff; and provide assistance to understand and use the latest systems, tools and technique to grow and manage your business. This includes billing software, scheduling software, internet training resources, and staff recruitment advertisements, employee handbooks, and performance guidelines. We also provide all the forms you need to make sure your company looks professional. From the employment applications, to service contracts, to customer satisfaction surveys-- it's all here, ready for you to customize with your name on it.

Thirdly, we provide you the tools to promote your business. We provide you template press releases; articles you can submit to your local newspaper to help position you as an expert; advertising materials; direct mail pieces; sales letters; an on-line sales management system; a professional web site listing; web-presentation for related medical partners; and an e-mail program to keep in touch with your network, prospect, and clients.

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PRACTICAL NURSING INSTRUCTOR

Clover Park Technical College seeks an experienced full time Practical Nursing Instructor. Responsibilities include planning, organizing, and operating a training program; implementing curriculum in practical nursing, classroom, and clinical instruction; evaluating and assessing student outcomes; and establishing clearly defined instructional and performance objectives. Starting salary: \$42,462. For more information email anne.mauch@cptc.edu, or view the employment announcement at www.cptc.edu/hr/. EEO

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SURGICAL TECHNOLOGY INSTRUCTOR

Clover Park Technical College seeks an experienced full time Surgical Technology Instructor. Responsibilities include planning, organizing, and operating a training program in surgical technical skills and instruction that leads to student eligibility testing for National Certification as Surgical Technologists. Starting salary: \$42,462. For more information contact anne.mauch@cptc.edu, or view the employment announcement at www.cptc.edu/hr/. EEO

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Washington State Nurses Association & Washington State Nurses Foundation

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