

THE WASHINGTON NURSE

Volume 36, No. 1 Spring 2006



The WSNA Hall of Fame Meet the inductees of 2006

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Victory in Olympia!

Nurses celebrate the passage of legislation to prevent and reduce musculoskeletal injuries in hospitals

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THE WASHINGTON NURSE

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Spring 2006

WASHINGTON STATE NURSES ASSOCIATION

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ARTICLE SUBMISSION DEADLINES

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

Calendar of Events

April

- 8 Mary Mahoney Professional Nurses Organization Spring Luncheon
- 13-14 CNEWS, Spokane, WA
- 17 Western WA Student Career Day at Seattle University
- 18 CleanMed Conference, Seattle, WA

May

- 5 Cabinet on Economic and General Welfare
- 6 Statewide Local Unit Council Meeting
- 19 Finance Committee
- 19 Board Executive Committee
- 21 Opening Night for the Seattle Storm
- 29 **Office Closed - Memorial Day**

June

- 3 ANA Delegate Orientation
- 17 Professional Nursing and Health Care Council
- 23-25 ANA House of Delegates, WA DC

September

- 24-26 Leadership Development Conference

May 2007

- 2-4 Biennial WSNA Convention

May 2008

- 6 WSNA Centennial Anniversary Celebration!

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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, policy makers, other health care and nursing organizations and unions, the following represents a partial listing of the many places and meetings where you were represented during the months of December 05 through February 06.

- Panel on public health funding at the UW Health Policy Conference in December
- Meetings of the Washington State Nursing Care Quality Assurance Commission, its Practice and Education subcommittees and the Committee on Continued Competence
- Meetings with the Governor's Office Appointments staff
- Meetings with DOH staff regrading DOH and proposed legislation
- Nurse Legislative Day with a record attendance of nearly 650 nurses and nursing students
- Testified at Legislative hearings Olympia on pending legislation, including: mandatory overtime, safe patient handling, quality patient care, nurse staffing task force, proposed changes to the uniform disciplinary act, funding for nursing education and faculty salaries, patient safety, funding for Public Health, and environmental health issues
- Worked with Hospital Association, Medical Association, and Trial Lawyers on the medical malpractice reform
- WTECB Health Care Personnel Shortage Task Force
- Public Health Funding Roundtable



- Working for Health Coalition (access to care issues for children)
- Meetings of the Mental Health Parity Coalition
- Meetings of the Medication Safety Initiative
- Washington State Labor Council "Fair Share" work group on access
- WA Health Foundation meetings re: Healthiest State of the Nation campaign
- Steering Committee of the Foundation for Health Care Quality on Prevention of Medical Errors
- Implementation Work group for 100,000 Lives Campaign
 - ARNP Coalition legislative planning meeting on advanced practice issues
 - Washington Nursing Leadership Coalition (WNLC) meeting
 - Washington Center for Nursing (WCN) Board Meetings
 - Johnson and Johnson "Promise of Nursing" Steering Committee
 - Washington Toxics Free Legacy Coalition Steering Committee and the John H. Merck Foundation
 - Beldon Foundation discussions regarding environmental health strategies in Washington State
 - Health Care Without Harm Nurses Work Group
 - CHE-NW on environmental health issues
 - Breast Cancer Fund's Pubic Forum on Breast Cancer and the Environment
 - Regional WSNA Environmental Health workshops in Vancouver, Mt Vernon, Yakima, Spokane and Seattle
 - WA Department of Labor and Industries Task Force to Examine Lifting in Health Care
 - UAN Executive Council Meetings
 - UAN Labor Cabinet Chairs meetings

Leadership in Nursing



The University of Washington, Bothell Nursing Programs are accredited as part of the UW School of Nursing and award University of Washington degrees.

Master of Nursing

- ☐ Advanced nursing preparation for careers in management, education, consultation, and research.
- ☐ Part-time course of study (7 qtrs), Friday classes
- ☐ Masters project may be completed at your place of work
- ☐ Small class cohort and individual faculty advisors

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- ☐ Complete your BSN in as little as one year while continuing to work.
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In Focus: The Struggle Continues

by WSNA President Kim Armstrong

**Where were you last September?
Do you remember what you were
doing the day one of the largest
hurricanes in United State history
tore through the Gulf Coast?**



I remember: I was on vacation. I watched the news in horror as the reports of loss of human life and property destruction came through. It was so inconceivable to me. Thousand of lives missing and lost, thousand of animals deserted, missing and lost, millions

of dollars of damage and hundreds of thousands of lives changed forever in a few hours. The first few days post Katrina, it was difficult not to see the reality and wrath of Mother Nature every where you turned. On TV, radio and in printed news, almost minute to minute, new images and stories of destruction were told. Then within a matter of days, another storm added insult to an all ready battered and bleeding Gulf Coast-Rita.

It is now seven months after the storms. On occasion, we hear about trailers, which can't be used because they are not approved for use in flood areas, Mardi Gras, and the 'Katrina Tapes.' But, the tragedy of the lives changed continues. Much of the information we receive is concentrated on the New Orleans area. Not to take anything away from the losses of that area, however, Katrina hit landfall on the Mississippi Gulf Coast. There, as in the other areas so heavily covered by the news media, the destruction was enormous.

We have heard many stories of our colleagues of the Gulf Coast who, even though they too suffered great loss, continued to supply care to their communities. Many lost everything, yet continued to bring skill, knowledge and care to the people. I would like to tell you a little about

our colleagues at Crosby Memorial Hospital, Picayune, Mississippi. Crosby Memorial is a 95-bed full service acute care medical facility. Their motto is: Large Enough to Know, Small Enough to Care. This hospital came to WSNA's attention when our Executive Director, Judy Huntington wrote to the Mississippi Nurses Association with an inquiry of how best the nurses of WSNA could help. We were directed to the nurses of Pearl River County and Crosby Memorial Hospital.

The generosity of the nurses of WSNA and others was incredible. Laid off nurses in Spokane sent personal items and medical equipment including stethoscopes, scrubs and shoes. Many nurses donated dollars. Some nurses like WSNA members Lea Poso and Jan Bussert

and many others packed up and went to the Gulf Coast to help in DMAT and Red Cross shelters. The outpouring was heart warming. But the struggle goes on.

**It is now seven
months after the
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lives changed
continues.**

At the WSNA Board of Directors meeting in March, the plight of the Gulf Coast and our adopted Hospital was again discussed and it was

realized that continued support is needed. I am very pleased to report to you, the board of directors voted to use a portion of funds (which have been set aside for emergencies) to give further aid. Your board then challenged themselves to raise additional funds and the 11 members of the board were very generous in raising over \$1,000! I would now challenge other members of WSNA and ask you to please not forget those nurses in the South who continue to struggle to provide safe patient care. You may donate any amount through the Washington State Nurses Foundation, earmarked for the Crosby Memorial Hospital, Pearl River Fund. Together we can impact a small community of nurses, who are Large Enough to Know, Small Enough to Care. **WN**

Letter to the Editor

WSNA Board Adopts Hospital in Mississippi

On behalf of all the nurses in Pearl River County, Mississippi, I extend a big "Thank You" to all the nurses in Washington for your interest in our situation. Please extend my sincere thanks to your Board of Directors for their generosity - both as an organization and as individuals. The money will be put in our Employees' Assistance Fund with the designation that it be distributed to nurses.

Here at Crosby Memorial Hospital, our Recovery continues. Surgery was totally ruined when part of the roof was ripped off during the first part of the storm. After the eye passed over, the damage continued as the water poured in and cascaded down the elevator shaft and stairwell into the lobby and down the halls of the first floor. In other parts of the building water coursed in through vents and A/C ducts creating "showers" in the hallways and running down walls. During the most intense part of the storm (the wind was clocked at 146 mph) water was being forced in around the window frames and the suspended ceiling tiles were "dancing" in their grids. The plywood was ripped off the 16 foot high windows in the lobby - one of the windows cracked but they held. We did have to evacuate the few patients we were not able to discharge before the storm; but we did have 2 patients on ventilators to keep safe. In all we had about 225 people in the building; fortunately, we sustained only 2 minor storm related injuries. We continued to see ER patients in about half the department (the ceiling in our main trauma room collapsed after being soaked); and did field triage in the parking lot. We also managed to keep OB open and delivered a record number of babies during September. We were very grateful to see the DMAT team from Florida pull in late Friday afternoon. They officially took over seeing patients at 11 pm. By then we had evacuated all our patients and were able to take a collective sigh of relief. We released as many of our employees as we could. Clean up began in earnest. Our goal was to become operational again as soon as we could so we could continue to care for our citizens. We were totally down for 10 days. The DMAT team pulled out a few days later.

We're not yet back to normal yet, but making progress every day. Surgery was re-opened on January 16. After the new roof was put on and the new A/C units installed,

walls were ripped out and replaced, new drop ceiling installed, new OR lights hung, new OR tables, furniture replaced, the sterilizer brought back on line, tile replaced in some places where it had popped up because of the water, and of course painting and lots of cleaning. We did take advantage of the situation to change a few things to make the space better to work in. After 4 and 1/2 months, the staff was certainly very happy to get back "home".



Just last week the switchboard was returned to its normal place. Part of Physical Therapy and Respiratory are still in temporary spaces as we continue to work on mold mitigation. It just keeps popping up in different places. We take samples at least once a week to monitor our progress and look for the development

of new colonies. Although some of our employees have experienced distress from the mold spores we keep taking care of our patients wherever we are today. Housekeeping and the Volunteer office still need attention.

The Nursing Home opened the first of this week. They are bringing back two or three residents per day from various homes throughout the state until they get them all back home. We're very glad they have come back.

On a personal level, several of our employees are still struggling to get their lives back in order. Living in travel trailers or in some cases with friends or in rental homes until they can get everything settled with insurance, debris removal, contractors, FEMA, permits, and a thousand other details. I hear stories about their children having nightmares and being afraid all over again when they hear people talk or see it on TV. Today as a storm system moves through it's on everybody's mind if the trailers will withstand the wind. And, of course, what will happen this hurricane season.

Again we thank you so much for your generosity,

Shirley Bertolasi, RN, COO/CNO
Crosby Memorial Hospital



WSNA HALL OF FAME

Six registered nurses were inducted into the Washington State Nurses Association Hall of Fame at an awards reception held in their honor March 6, 2006 at Salty's Restaurant on Alki Beach in West Seattle. More than 140 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.



Far Left: Lois Price-Spratlen and Thad Spratlen. **Left:** The Hall of Fame Recipients. **Above:** WSNA Hall of Fame Inductee Susan Wilburn. **Above Right:** Inductee Pat Greenstreet accepts the Hall of Fame award.

Pat Greenstreet, BSN, JD, RN

Pat Greenstreet has been a leader in nursing throughout her career. She is recognized for her achievements by both the nursing and the legal professions. Seattle Magazine listed Pat as one of the top lawyers of 2005. The Washington Trial Lawyers Association presented her with the Special President's Recognition Award in 1994. That same year, she was awarded the KCNA President's Award and in 1988 was recognized by KCNA as Nurse of the Year.

Pat is a pioneer in blending the professions of nursing and law. She points to the training she received and her understanding of the nursing process as the foundation of her law practice. Her many presentations to nursing students, continued community involvement, and dedication to bringing justice to the underserved have influenced and will continue to influence generations of nurses to come.

Barbara Innes, EdD, RN

Barbara taught at the University of Washington and later at Seattle Pacific University where she served as both the Dean and a faculty member, influencing hundreds of nursing students who are active in the profession today.

She is recognized as an excellent teacher in the classroom who clearly demonstrates the leadership principles she promotes. She is active in the WSNA and has authored numerous journal articles, research studies, and chapters in nursing textbooks that have been used by many students as they began their nursing careers.

Barbara has taught literally hundreds of undergraduate and graduate nursing students during her teaching career and has touched the lives of many students who have gone on to become excellent clinicians, researchers and leaders in nursing and in the broader community.



Inductee Susan Wilburn and her mother



Vocalists for the evening, Julia Barcott and Susan Jacobson



Past Hall of Fame Inductee Muriel Softli and friend

Paul Kunkel, MS, RN

Paul has dedicated much of his career to the underserved through his many roles in nursing. In 1984, Paul left Seattle for his “dream mission” to direct a church sponsored health care clinic in the rural region of Guatemala. His work there gave him many insights and challenges including government and political unrest, the myriad health care problems that stemmed from lack of nutrition, sanitation and preventative health education. Paul’s understanding of poverty was enhanced by his experience in Guatemala and his work for the underprivileged continued upon his return to Central Washington and throughout his years of service as a public health nurse working with migrant workers.

Paul was recognized in 1993 with the Washington Human Development Community Organization Award for his work on the Wenatchee Mayor’s Council on Community Relations and also the 1998 WSNA Ethics and Human Rights Award from the Cabinet on Ethics and Human Rights.

Lois Price-Spratlen, MN, PhD, RN, CNS, FAAN

Lois Price Spratlen is Professor of Psychosocial and Community Health Nursing at the University of Washington’s School of Nursing. Since September 1988, she has also served as University Ombudsman -- the first woman, professional nurse and African-American on the campus to occupy this latter role, established in 1969. Her professional practice includes lecturing, consultation, mediation and serving as expert witness in dispute resolution, with special emphasis on sexual harassment and workplace mistreatment.

Lois has been a member of WSNA since she moved to Seattle in 1972 and has maintained her WSNA membership for over 30 years. She is past president and an active member of Mary Mahoney Professional Nurses Organization where she established the MMPNO Endowment Fund which provides scholarships for students.

Lois’ research and writing have addressed the needs of African American professional nurses and other nurses of color. She has truly represented the nursing profession in both her community work as well as her advocacy work. Through writing and social and professional actions, she has championed the needs of the under-served and un-served populations.



Alice Lind and past WSNA President Donna Poole



Anna Gilmore Hall, Executive Directory of Health Care Without Harm, and Mary Walker, Dean of Seattle University's School of Nursing



WSNA Board Members Sally Herman and Stasia Warren

Frank T. Maziarski, CRNA, BSN, MS, CLNC

Frank's career in nursing began as a clinical practitioner. He was the second Certified Registered Nurse Anesthetist (CRNA) to receive an Officer's Commission into the U.S. Army Nurse Corps. After retiring from the Army, Frank continued his role as an educator, serving as director of the School of Nurse Anesthesia in Nebraska for ten years before moving back to the Pacific Northwest in 1987 to take a position at the University of Washington as a staff CRNA.

Frank has been a member of WSNA since 1991, and served on the Board of the Washington Association of Nurse Anesthetists for many years, becoming President in 1993. From 1997 to 2004, Frank was appointed by the Governor to serve on the Washington Nursing Care Quality Assurance Commission where he was elected twice as the Chairman of the Nursing Commission.

Frank was elected Regional Director for the American Association of Nurse Anesthetists (AANA), then Vice President, and finally in 2004, he was elected President of AANA. His long career as an educator has directly guaranteed the progress of our profession by producing hundreds of quality graduates. Frank has truly distinguished himself at all levels of the nursing profession.

Susan Wilburn, BSN, MPH, RN

Susan is currently an Occupational and Environmental Health Nurse Consultant at the International Council for Nurses based in Geneva, Switzerland. She is the Director of the World Health Organization and ICN's work on preventing needlestick injuries and occupational exposure to HIV/AIDS project, as well as the Coordinator of ICN's involvement in Health Care Without Harm – the Campaign for Environmentally Preferable Health Care.

Previously, Susan was the Senior Specialist in Occupational Safety and Health at the American Nurses Association where she was responsible for coordinating policy formation and lobbying Federal agencies responsible for protecting the health and safety of workers. She has been a member of WSNA for more than twenty years.

Susan has translated her passion for both occupational and environmental health and safety into a rich career that has spanned the globe. Her expert knowledge and dedication will have a long lasting effect on the quality of lives for both patients and nurses throughout many areas of the world.



Top Left: WSNA President Kim Armstrong and Hall of Fame Award Recipient Lois Price Spratlen



Top Right: Frank Maziarski's wife accepts the Hall of Fame award on his behalf

Right: Paul Kunkel

Bottom Right: Barbara Innes



In presenting these awards, WSNA President Kim Armstrong 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 and men also share longstanding involvement in their professional association and each has been an active and committed member of WSNA and/or ANA for many 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." 

Photos from the event and a full description of the many contributions of these outstanding nurses is posted on the WSNA website at www.wsna/hof/



CleanMed 2006

The 4th Health Care Conference
on Environmentally Preferable
Products and Green Buildings



Join the movement to make the health care sector an environmental leader!
Save the date for CleanMed 2006: April 19 - 20 2006, Seattle, Washington,

CleanMed is the premier national conference for environmental leaders in health care. The **agenda** for 2006 includes:

- Preconference workshop on green building (April 18, 2006)
- Design and Operation of Green Buildings
- Environmentally Preferable Products for Health Care
- Reducing Waste and Toxicity
- Healthy Food in Health Care



Attending CleanMed are decision makers who are critical to greening health care, including:

- Senior Healthcare & GPO Executives
- Health Care Architects & Designers
- Building Engineers
- Environmental Health & Safety Leaders
- Dietitians, Nutritionists and Food Service Professionals
- Facility & Environmental Service Managers
- Manufacturers of Medical Devices & Building Products
- Nursing & Clinical Leaders



Topics

- Sustainable building materials
- Products free of mercury, latex, PVC, and DEHP
- Energy and water conservation
- Tools and resources for environmentally preferable purchasing
- Greener cleaners
- Integrated pest management
- Safer needle devices
- Recycling
- Managing pharmaceuticals
- Alternatives to incineration
- PBDEs: products in health care settings and alternatives
- Organic foods and health



Keynote Speakers

Tyrone Hayes, PhD - Professor of Developmental Endocrinology at the University of California, Berkeley renowned for his groundbreaking work on the herbicide atrazine's effects on frogs and the implications for human health, and a leading expert on endocrine research.

Paul B. Hawken - Environmentalist, entrepreneur, journalist, and best-selling author whose books include "Natural Capitalism: Creating the Next Industrial Revolution" and "The Ecology of Commerce: A Declaration of Sustainability"



Save the Date!

19-20 April 2006

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Seattle, Washington

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February, Black History Month A Time to Review Nursing's Past, Present and Future

by Lois Price-Spratlen, MN, PhD, RN, CNS, FAAN, Mary Mahoney Professional Nurses Organization (MMPNO)

This article links aspects of nursing history to the celebration of Black History Month. My purpose is to show important patterns and relationships that are characteristic of the experiences of Blacks in nursing and in the larger economy and society. Our journey in the profession runs parallel to our journey in the larger society.

This year marks the 80th Anniversary of celebrating Black history in the United States. In 1926 Carter G. Woodson organized Negro History Week with the intent of building racial pride and increasing public awareness of the contributions of Blacks to American history and society. It should be noted that leading up to the 1920s, hatred and racist violence against Blacks included widespread lynching that only became rare after the start of World War II. February was designated as Black History Month in 1976. Initially, February was selected because it included the birthdates of two pivotal individuals in our history: President Abraham Lincoln and abolitionist Frederick Douglass. Dr. Woodson is called the father of Black History. He was the first African American to earn a PhD in History at Harvard in 1912. His book, *The Miseducation of the Negro*, (1933), is the definitive critique of how the education system has failed African-descendants in the United States with respect to socialization, race consciousness and other aspects of serving our group interests and supporting our development.

There are several historic connections that can be made between the celebration of Black History Month and nursing history. In 1879 Mary Eliza Mahoney became the first colored graduate in nursing when she graduated from Boston's New England Hospital for Women and Children. Frederick Douglass was a distant cousin of hers. Mary Mahoney started a career of crusading for education and opportunities for colored nurses. She worked to end segregation in employment in which colored nurses could do private duty nursing or serve colored patients in segregated clinics and hospitals. She worked through her church and later helped to establish the National Association of Colored Graduate Nurses (NACGN) in 1908. There were 28 charter members and Mable K. Staupers served as President for many years.

It took 40 years for Negro nurses to gain membership in the American Nurses Association. NACGN was merged into the American Nurses Association in 1951, just two years after the founding of Mary Mahoney Registered Nurses Club in 1949. This underscored the importance of having an outlet to serve the professional interests of Black nurses. Ironically, other health professional associations did not merge into their national bodies and to this day there are National Medical, Dental and other professional associations that are sustained to meet the needs of African Americans in the professions.

Experiences of Blacks in Seattle Nursing

Some local personal histories are instructive in this regard. In the late 1930s two local University of Washington Negro students were denied admission to the School of Nursing even though they had completed pre-nursing requirements and were in good standing as UW students. They were told by a school official that no Negro students were being admitted to the UW School of Nursing. Juanita Davis later matriculated at Homer G. Phillips Hospital School of Nursing in St. Louis, MO and Maxine Pitter Haynes completed her studies at Lincoln Hospital School of Nursing in New York City. Maxine returned to Seattle and worked for a period of time as the first Negro nurse at Providence Hospital. Later she taught at the UW School of Nursing. Juanita Davis also returned to Seattle where she worked in public health.

It is instructive to note that the other 11 founding members of Mary Mahoney Registered Nurses Club (Professional Nurses Organization or MMPNO) migrated to Seattle from the South where they did find better opportunities. Five of the MMPNO founders are still alive and three remain active in our organization. Retirement has not stopped their continued participation in what we do. As part of our mission we have provided scholarships to over 68 students of African heritage during our 57-year history. Starting in 2005 we now give scholarships to practical nurses who have the desire and talent to become registered nurses.

Contemporary Developments Involving MMPNO

Mentoring, outreach and service learning experiences are being provided to nursing students. MMPNO is cooperating with nursing schools in the area to expand opportunities for learning and developing nursing students. Relationships are being developed with the UW in cooperation with the leadership of Dean Nancy Woods. At Seattle Pacific University School of Nursing, Assistant Dean Emily Hitchens is leading the way towards providing service learning experiences for some of their students under the supervision of MMPNO members.

At the professional level efforts are being made to explore possible collaboration with KCNA, WSNA and Sigma Theta Tau in providing financial aid beyond the first year of MMPNO scholarship support.

Over the long term, MMNO is planning to extend orientation and recruitment for students beginning as early as the elementary school years. This will involve school teachers and counselors, family members and contact through churches and student organizations. It is our belief that we can experience success if we collaborate with the whole range of educational institutions and other community organizations in order to reach and encourage educational development at an early age.

Towards a More Collaborative Future

We are preparing for a more collaborative future by building on the experiences and relationships that we've established in the past. We want to make all of them stronger and more effective. We know that we will be more successful by building upon a more collaborative model that uses the resources, talents and skills of a wide range of organizations and associations. We know that we share similar professional interests to those supported by KCNA, WSNA, nursing schools in the area, churches and community organizations.

Conclusions

By the time this article appears in print, February and Black History Month will have ended. Yet the message being communicated can be read for all months of the year. One part of the message is to realize that the experiences of African Americans in the past, present and future will

be sufficiently different to require the efforts and activities of MMPNO. Racism is alive and well among the nursing profession just as it is in the larger society. We do need help in combating all of its negative effects. There is a place at the table of opportunity for everyone to take part in expanding opportunities so that future generations of Black nurses will have fewer racial challenges than we have had in getting to where we are today. **WN**

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Lois Price Spratlen, Professor of Psychosocial and Community Health Nursing, University of Washington, Seattle, School of Nursing. She also serves all three campuses (Seattle, Bothell and Tacoma) as University Ombudsman and Ombudsman for Sexual Harassment



Photo of Dawn Morrell by Kate Jansky

LEGISLATIVE DAY 2006 A GREAT SUCCESS

We had a record turn-out of 650 nurses and nursing students from throughout Washington State at our 2006 Nurse Legislative Day in Olympia. Thank you to everyone who was able to make it and a special thank you to all the nursing faculty and students who made this a terrific day!



The Keynote Address was delivered by Governor Chris Gregoire, who shared her health care agenda for the State and her experiences with nursing care. She stated that health care is a top priority for her administration and recognized the important role that nurses play in our health care system.

At the luncheon, WSNA honored Senator Rosa Franklin, RN, Representative Dawn Morrell, RN, and Representative Phyllis Kenney with Legislator of the Year Awards. Each was recognized for their contribution towards key nursing legislation that passed in 2005. We also had the special opportunity to have WSNA member Maggie Flanagan, RN, testify on the Safe Patient Handling legislation.

Be sure to check out the photos and the PowerPoint presentations from the various sessions throughout the day online at www.wsna.org. 



Top Far Left:
WSNA Vice-President Jean Pfeifer, Washington
State Governor Christine Gregoire, WSNA
President Kim Armstrong, and WSNA Director-at-
large Harriet Colwell

Top Left:
Representative Dawn Morrell addresses the
Legislative Day attendees

Bottom Left:
Nursing students from Renton Technical College
pose with Anne Tan Piazza,
WSNA Director of Governmental Affairs and
Communications

Above:
Nursing students from Buntain School of Nursing,
Northwest University

Top Right:
Governor Christine Gregoire

Bottom Right:
Kim Armstrong addresses the assembly in the
Rotunda of the Capitol Building as the WSNA
Legislators of the Year are recognized



2006 Nursing Legislative Report

Mandatory Overtime HB 1371 & SB 5368

Extends protection of mandatory overtime for nurses to additional settings such as jails, state hospitals, and state veterans' homes and closes loopholes in current law. Long hours take a toll on mental alertness and requiring nurses to work overtime when they are already exhausted can result in serious medical mistakes, medication errors, transcription errors and errors in judgment. Strictly limiting the use of mandatory overtime is an important step toward improving patient safety and nurse retention. The House bill received a hearing and passed out of Commerce & Labor Committee, but did not pass this session. We will be back next year to work on this important issue.

Safe Patient Handling HB 1672

Health care is one of the highest risk settings for musculoskeletal injuries with nurses among the most injured. This legislation will be critical in protecting nurses from musculoskeletal injuries through "no manual lift" policies and other safe patient handling initiatives. It will reduce injuries to patients and enhance patient safety by requiring each hospital to establish a patient care activities program with input from frontline health care workers that addresses safe patient handling. This bill did pass the Legislature, which makes it the best law on safe patient lifting in the country. See article on this issue for more details.

Safe RN Staffing HB 1372

In order to ensure safe patient care, we must have adequate RN staffing in our hospitals. WSNA is advocating for legislation to require hospitals to develop and implement, with input from registered nurses providing direct patient care, a staffing plan for nursing services that is based on the patient care needs and the appropriate skill mix of registered nurses and other nursing personnel. This bill did not pass the Legislature but it is a critical issue that we will continue to work on in the interim.

Nursing Education Funding

Nursing programs in Washington State are turning away hundreds of qualified students every year due to a lack of funding for enrollment slots, lack of funding to recruit and retain qualified nursing faculty, and lack of physical capacity. The following items are included in the budget:

- **Nursing Faculty Pilot Project**
Funding of \$140,000 is provided to implement a nursing faculty retention and recruitment pilot project. Yakima Valley Community College and another community college located (to be selected by the Washington State Board for Community and Technical Colleges) in the western part of the state will receive funding to raise the nursing faculty salaries by \$10,000 for fiscal year 2007. The Board will issue its findings on the pilot project's impact on nursing faculty retention and recruitment to the Legislature by January 1, 2007. While this is not a large amount money, it is the very first time that we have been successful in earmarking money specifically for nursing faculty.
- **Faculty Increments \$1.5 Million**
Funding is provided for additional faculty increments at the community and technical colleges. The amount provided shall be allocated proportionally to part-time and full-time faculty based on their respective salary bases.
- **Health Care Partnerships \$150,000**
Matching funds are provided for strategic statewide partnerships with health care providers or facilities to address the health work force shortage. Partnerships may include efforts to increase the capacity of community and technical colleges to educate students enrolled in health professions programs, improve retention of health care workers, improve knowledge of the health industry work force, and increase the number of youth and diverse populations in the health work force.

- **High-Demand Enrollments \$140,000**
Funding is provided for 187 high demand enrollments at an average state subsidy rate of \$8,000 per FTE enrollment per year. High demand fields are programs where enrollment access is limited and employers are experiencing difficulty finding qualified graduates to fill job openings.
- **High-Demand Enrollments**
Funding is provided for the Higher Education Coordinating Board to contract with regional universities and The Evergreen State College to provide high demand enrollments. Funding is sufficient to provide 80 enrollments at an average state subsidy rate of \$11,000 per FTE enrollment per year.
- **Part-Time Health Benefits**
Funding is provided to maintain health care benefits for part-time academic employees at community and technical colleges as outlined in Second Substitute House Bill 2583 (community and technical college employee). If this legislation is not passed by June 30, 2006, this funding will lapse.

Medical Liability Reform

WSNA worked with the stakeholders (the hospital, medical and trial lawyers association) and encourage lawmakers to reach a compromise on this issue after the defeat of both I-330 and 336. The legislation that passed the Legislature did provide several key components:

- Requires medical facilities to report adverse events and incidents, and requires the Department of Health to investigate.
- Increases public membership of the Medical Quality Assurance Commission by two additional public members.
- Holds the insurance industry accountable by requiring prior approval by the state insurance commissioner of malpractice

insurance rate increases and broader reporting of resolved claims.

- Implements a truly voluntary arbitration option that expedites medical malpractice cases and greatly reduces costs to both sides.
- Plaintiffs' lawyers would be required to have malpractice claims reviewed by a medical professional from the discipline involved in the case.
- Doctors would be able to apologize for a medical mistake without the apology being used against them in court.

Public Health Funding SB 6635

Public health is the center of a quality health care system and is the most cost effective system for disease prevention and health improvement. Public health is also our first line of defense in responding to bioterrorism and in disaster preparedness. Washington State must make an immediate investment towards improving the public health system's capacity to respond to pandemic flu and other infectious diseases. The legislation passed both chambers and there is \$2 million in the budget for the

implementation of this legislation for pandemic flu preparation.

Health Care Access

Due to the budget surplus, there were several provisions in the budget to expand health care access. The highlights include:

- Basic Health Plan Enrollment Expansion \$15,124,000
For the creation of 6500 new Basic Health Plan enrollment slots
- Children's Health Program
14,200 children will be covered in the Children's Health Program, an increase of over 7,000 from last year. This will go a long way to reduce the waiting list for this program for low income immigrant children. This victory is an important step in the campaign for health coverage for all children by 2010.
- Affordable Health Care \$200,000
Funding is provided for the one-time expense of staffing and support of a joint legislative and executive task force that, by December 2006, is to

recommend to the Governor and the Legislature a five-year action plan for substantially improving access to affordable health care.

Ban on Polybrominated Diphenyl Ethers (PBDEs) HB 1488 & SB 5515

PBDEs are widely used as flame retardants in many products such as mattress, furniture, electronics and computers. These toxic flame retardants persist in the environment, build up in the food chain and in our bodies, and are toxic low levels. PBDEs impair memory, learning and can affect thyroid hormones and other bodily functions. The legislation would ban the manufacture and sale of the products containing PBDEs. WSNA supported this bill as a member of the Washington Toxics Coalition. Unfortunately, even with strong support, this bill did not pass the Legislature. [WN](#)

RESEARCH



Turkey Tail Mushroom

A CANCER THERAPY BEYOND DRUGS & RADIATION?

Your help may be key

An Observational Study

For years, patients with breast cancer have been treated mainly with radiation and powerful drugs. While survival rates have greatly increased, the side effects of such rigorous treatments have not been fully addressed. Oftentimes after conventional treatment, women experience a reduced quality of life along with a weakened immune system that can leave them vulnerable to other illnesses.

Thanks to a \$2.3 million NIH grant, researchers from the University of Minnesota's Center for Spirituality & Healing and Washington's Bastyr University plan to study whether extract from the common Turkey Tail mushroom might boost and maintain the immune response after radiation therapy. This extract has been used for sometime in Japan with encouraging results. But before this promising therapy can be further explored in the U.S., we need to collect important information from women like you undergoing radiation therapy for early stage breast cancer.

Eligibility

To be eligible, you will need to be:

- Diagnosed with Stage I, II or III breast cancer
- Undergoing chemotherapy, lumpectomy or mastectomy
- Scheduled to begin radiation therapy
- Between the ages of 21 and 75 y/o

How it Works

Participating in the first phase of this study involves:

- One screening visit before beginning radiation, which includes a blood draw and interview
- Four visits and three phone calls over the six weeks following radiation
- Biweekly blood draws
- Questionnaires about quality of life and fatigue with each visit and call

Helping Women & Science

Your participation will help us prepare for the next phase of this study – actually treating patients with Turkey Tail mushroom extract after radiation therapy and seeing if it improves immune function and well-being while decreasing fatigue.

With your help, we can broaden the understanding of natural botanicals as an effective and complementary option.

If interested in furthering medical knowledge that may improve the health and wellness of cancer patients, please give us a call.

425.602.3434 in Seattle or
612.625.2956 in Minneapolis.

Designated by the NIH, the Center for Spirituality & Healing and Bastyr are Developmental Centers for Research on Complementary and Alternative Medicine



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HEALTHCARE

Nurses Celebrate Passage of Safe Patient Lifting Law

The Washington State Legislature passed legislation (House Bill 1672) to promote safe patient handling and prevent workplace injuries amongst registered nurses and health care workers. This was a top legislative priority for the Washington State Nurses Association this session, and the victory is the result of efforts made by the WSNA along with other unions and hospitals.

The Washington Senate voted 48-0 to approve the bill while the Washington House of Representatives voted 85-13 in favor of the legislation.

“Registered nurses throughout the State applaud the passage of this critical legislation and are celebrating this key victory which will reduce musculoskeletal injury for nurses at the bedside,” said Kim Armstrong, BSN, RN, President of WSNA.

Health care workers are the leaders among all industries in Washington State for musculoskeletal disorders, with injury rates higher than other dangerous occupations such as construction, agriculture, manufacturing and transportation. The manual moving, transferring and re-positioning of patients is the primary cause for the high rates of back injury in the health care industry.

“Health care lags way behind many other industries as they have mechanized to remove the causes of acute and chronic



Below Left:
Governor Christine Gregoire poses with WSNA members and staff after signing of the Safe Patient Lifting Bill.

Above:
WSNA Member Maggie Flanagan testifies on the Safe Patient Lifting bill.



back injuries. These injuries not only lead to higher worker compensation and insurance costs, but also drive many registered nurses out of direct patient care. We look forward to working with the hospitals in the implementation of this law,” added Judy Huntington, MN, RN, Executive Director of WSNA.

This legislation will promote safe patient handling and reduce injuries amongst health care workers by establishing a Safe Patient Handling Committee (with at least half of the Committee being direct care providers) and implement a safe patient handling policy to prevent musculoskeletal disorders among health care workers and injuries to patients. The law will also mandate hospitals to acquire the much needed lifting equipment and provide staff training.

Washington and states around the country struggle with a shortage of nurses and other health care workers. Expanded use of mechanical lifts has been shown to significantly reduce worker injuries. [WSNA](#)

Together We Can Make Washington the Healthiest State in the Nation

from the Washington Health Foundation

Starting off 2006 on a healthy note, the Washington Health Foundation (WHF) issued a challenge to the people of Washington State: earn 10 MILLION MILES of health in 2006 and help Washington become the Healthiest State in the Nation!



In December 2005, the United Health Foundation released its annual state health rankings and Washington moved up one notch to number 14. However, we still have a long way to go to reach number one!

By joining the Healthiest State in the Nation Campaign as a Leading Partner, the Washington State Nurses Association (WSNA) is helping to lead the way to a healthier Washington—by building Healthy Systems and promoting Healthy Living.

On the Healthy Systems front, the Washington Health Foundation is working to help Washington become healthier in several ways: through policies, hands-on programs, and personal involvement of over 17,000 individuals in the Healthiest State In the Nation Campaign.

During the 2006 Legislative Session, WHF advocated for several issues in Olympia. Together with our Policy Advisory Committee, which includes WSNA Government Affairs Director Anne Tan Piazza, WHF identified five policy priority areas:

- Eliminating health disparities;
- Improving public health system performance;
- Providing developmental centers and early learning opportunities for Washington's youngest children;
- Providing healthy homes for all Washington's children; and
- Removing physical barriers to physical activity.

WHF actively supported several bills including Sen. Rosa Franklin's health disparities bills, SB 6366 and HB 2542 on public health funding, and SB 6363 which provides opportunities for worksite health promotion. WHF's full legislative priorities are available at www.whf.org.

To promote Healthy Living in our families, workplaces and communities, WHF created an innovative website during

the 2005 Governor's Community Health Bowl. In 2006, individuals can continue logging miles and answering Healthy Systems questions at www.whf.org. The website also includes information and helpful tips on Healthy Living activities and events.

The Washington Health Foundation is proud to have WSNA as a Leading Partner in the Healthiest State in the Nation Campaign—and we hope that you will join the campaign as individual Champions and help Washington reach #1! **WN**

The non-profit Washington Health Foundation is leading the way in making Washington the Healthiest State in the Nation by promoting healthy living and building healthy systems through involvement of providers, leaders and local communities in the largest civic engagement project for health in state history. For more information on the Healthiest State in the Nation Campaign, please contact (206) 577-1823 or HealthiestState@whf.org.

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Nursing Practice Update Silence Kills

by Joan Garner, Director of Practice & Education

Results of a survey released in January 2005 by VitalSmarts and in collaboration with the American Association of Critical Care found that more than 90% of doctors and half of nurses have seen colleagues make mistakes, but only 10% speak up in a way that solves the problem. VitalSmarts conducted dozens of focus groups, interviews, and workplace observations. The data was collected from more than 1,700 nurses, physicians, clinical-care staff and administrators.

More than one half of health care workers surveyed have witnessed a small percentage of their coworkers break rules, make mistakes, fail to support, demonstrate incompetence, show poor teamwork, disrespect them, and micromanage. Many have seen their colleagues cutting corners, making mistakes, and demonstrating incompetence.

Half of the respondents say these concerns have persisted for a year or longer. And many health care workers leave their jobs rather than deal with the problem. Some who have witnessed these problems reported injurious consequences. With 195,000 people dying each year in U. S. hospitals because of medical errors, this study suggests that creating a culture where healthcare workers can speak up before the problem occurs is a vital part of the solution.

The study shows that 10% of healthcare workers who are confident in their ability to raise crucial concerns observe better patient outcomes, work harder, are more satisfied, and are more committed to staying in their jobs. The study suggests that more research is needed in this area. The implication is that if more healthcare workers could learn to do what 10% seem to be able to do systematically, the result would be significant reductions in medical errors, higher productivity, and lower turnover.

So what makes the difference? These clinicians reported having a crucial conversation (emotionally and politically risky discussions) with the health care worker who is causing the problem. The research firm suggests most people are ineffective in carrying on crucial conversations. People often become defensive of why you are saying what you are saying. The ingredient of "Safety" must occur with that person within the first 30 seconds of the conversation. You must a) establish Mutual Purpose -- let them know that you care about their interest and b) establish Mutual Respect -- with enough safety you can talk about almost anything.

Most of us are not taught how to have the right conversations. If you want to learn more about this interesting topic go to www.vitalsmarts.com. The company has two New York Times bestselling books *Crucial Conversations* and *Crucial Confrontations* by Patten, Kerry et al. [WN](#)

E&GW Update Virginia Mason Flu Shot Saga Continues

by Barbara Frye, Director of Labor Relations & Membership

The battle with Virginia Mason Medical Center in Seattle over their policy forcing Registered Nurses to be immunized for flu as a condition of employment rages on. This long and unfortunate journey began well over a year ago when Virginia Mason announced that all employees must be vaccinated by January 1 of that year or be terminated. This announcement was made directly to the VM staff without any notice to WSNA or any attempt to meet and negotiate this change as required by the contract. WSNA was inundated by calls from VM nurses and other employees outraged that the hospital would take this threatening position rather than using education, incentives and encouragement to increase the percentage of employees who have received vaccinations.

WSNA has a long-standing position and strongly supports voluntary influenza immunizations for all nurses. From the outset, WSNA has made it very clear that the Association believes that all nurses should be vaccinated. WSNA has done extensive education in the *Washington Nurse* and on the WSNA web site about the importance of flu vaccinations. And Virginia Mason Local Unit Officers have actively participated in hospital sponsored programs to encourage flu vaccinations (which were put into place AFTER WSNA filed a grievance.)

The grievance filed against the hospital for failure to negotiate with WSNA went to arbitration and WSNA won. The hospital then sued WSNA in Federal Court, attempting to have the arbitrator's decision overturned. The Court ruled and upheld the arbitrator's decision in favor of WSNA. Virginia Mason has now appealed that decision to the 9th Circuit Court.

This battle has received national attention because Virginia Mason is the only hospital in the country that has required employees to be vaccinated against their will or be fired. It is important to note that the Centers for Disease Control (CDC) has not issued any kind of requirement for involuntary immunizations. There has been no county, state or federal emergency called that would dictate involuntary immunizations.

It has been WSNA's position from the beginning that immunization must be voluntary. We believe that it incumbent upon the employer to educate, encourage and make readily available flu vaccinations at convenient and reasonable times. WSNA has offered to help Virginia Mason in educating and encouraging nurses to be immunized. The hospital instead, violated the contract by refusing to negotiate a mandatory subject of bargaining with us and continues to violate the law by forcing nurses who have exercised their rights NOT to be immunized involuntarily to wear masks at all times while working. WSNA has filed an Unfair Labor Practice charge with the National Labor Relation Board, and we are waiting for that decision. [WN](#)

Environmental Health

Chemtrina: Direct Hits, Near Misses, and Opportunities for Prevention

by Barbara Sattler, RN, DrPH, FAAN (Reprinted with permission of the Maryland Nurses Association)

The aftermath of Katrina has brought to the nation's attention several critical issues. In addition to the plight of the poor and forgotten, two other inter-related problems were highlighted. First, despite huge sums of money having been spent on Homeland Security, we were clearly not prepared for a "mass casualties" event and second, the stores of toxic chemicals in our industries, in local commerce, in homes, and generally in our communities, clearly pose a significant risk even during natural disasters. Health care providers throughout the south were caught without a planned response to both the quantity and quality of health-related events following Katrina.

Long before Katrina there was general consensus that a really big storm could become a "wet one of mass destruction" in New Orleans. Similarly, there has been general agreement about the cracks in the public infrastructure and its ability to withstand a really big "storm." The vulnerability of both the levy and the public health infrastructure became quickly evident in the face of Katrina's ravages. There are lessons to be learned from the tragic events immediately following our 9/11 experience regarding the vulnerability of recovery and clean-up workers. Equally important, there is the opportunity to rebuild the coastal South in a way that we would never have imagined possible. And there is a role for nurses in all of the above.

Chemical Emergency Preparedness

Homeland security efforts arose out of the horrific events of 9/11. But long before 9/11, in fact in 1986, Congress recognized that the toxic chemicals in our communities could pose a great risk and created the Emergency Planning and Community Right-to-Know Act (EPCRA). There were several important components to this law. It established the communities' "right to know" about the hazardous chemicals in our midst – the chemicals being emitted into the air and water and the chemicals being stored on industrial properties. A list of 600 of the most troubling chemicals must now be reported and made available to the public. This information is known as the Toxic Release Inventory and is available via a user friendly website: www.scorecard.org where you can retrieve geographically-specific information by zip code, as well as information about the potential health effects of the chemicals. Nurses can access this information to better understand the environmental health threats posed by the hazardous chemicals in their communities.

EPCRA also mandated that every state have an emergency

response plan for chemical emergencies – leaks, spills, fires, or transportation emergencies. These plans should include contingencies for the interface between people within the community, industries, emergency response personnel (police, fire, and hazardous materials people), and hospital staff. The emergency response plans should be written by the Local Emergency Planning Committees (LEPCs) that every city/county should have. These LEPCs are perfect forums for nurses to learn about the potential chemical dangers in their own communities. But also, who could be better at participating in a plan to protect grammar school children from a dangerous accidental air emission than the school nurse; who better to develop a plan for decontaminating patients with chemical burns than an emergency room nurse; and who better to be involved in developing an effective warning system and evacuation plan for the community residents than a community/public health nurse?

Worst Case Scenarios

In 1990, Congress once again asked industry for information about their potentially risky chemicals. When the Clean Air Act was reauthorized in 1990, a new amendment required that companies speculate about the worst possible event that might occur with the chemicals in their plant. Further, they were required to create a plan to address the projected catastrophic events. These documents are called Risk Management Plans. Congress originally intended for these documents to be publicly available, but the current administration has virtually eliminated access to them. This information is essential when planning for emergencies and nurses should be insisting on wider access to this critical public health information.

Emergency Response and Clean-up Work

Over a decade ago, the Occupational Safety and Health Administration (OSHA) promulgated the Hazardous Waste Operations and Emergency Response Standard to protect a range of people from toxic chemical exposures. This standard has resulted in years of healthier and safer hazardous waste work in the U.S. Nevertheless, the clean-up crews that immediately descended upon both Ground Zero (the World Trade Center site) and New Orleans were largely unprotected. In the case of 9/11, incredulity about the events clouded our health and safety judgment.

We have since learned that many of the 9/11 clean-up workers are experiencing serious long-term respiratory illnesses. While the 9/11 exposures were primarily chemical; the post Katrina exposures are chemical and biological – bacterial, fungal, and parasitic.



We seem not to have learned from the 9/11 experiences and are doomed to repeat our mistakes as unprotected laborers toil in New Orleans.

The Hazardous Waste Operations and Emergency Response Standard (sometimes referred to as HazWoppper) also mandates training for hospital personnel, including nurses, who might be called upon to care for patients exposed to toxic chemicals. "A hospital that expects its employees to handle emergencies involving hazardous substances also needs to prepare a written emergency response plan. Employees and affiliated personnel expected to be involved in an emergency response including physicians, nurses, maintenance workers, and other ancillary staff should be (1) familiar with how the hospital intends to respond to hazardous substance incidents, (2) trained in the appropriate use of PPE [personal protective equipment – i.e., respirator], and (3) required to participate in scheduled drills." (OSHA, 1999) How many nurses in emergency rooms have received such training, know where the respirators are and how to don them, and are familiar with safe decontamination practices?

So what's the theme here?

We have many statutes, regulations, and programs developed to protect us from potentially hazardous chemicals in the event of extraordinary circumstances and yet, to a large extent, they have not been implemented and thus have failed to protect the public's health.

Nurses' Role

The concept of utilizing "Near Miss Reports" is based on the need to learn from situations where an accident "almost" happened so that real injuries can be prevented. For those of us living in communities in which there are chemical plants with the potential for a leak, spill, or accidental release or in communities in which flooding, tornados, or earthquakes are a possibility, we should all be operating in "near miss" mode and learn from the events in the southern coast communities. Rarely have nurses participated on the state or local emergency planning committees and yet consider the immense contributions that we could make. There are enormous opportunities for nurses to exercise their "environmental health voices" and participate in prevention and planning. And even more possibilities for nurses to help plan model communities in the "new" south – communities in which we develop Green Prints instead of blue ones. **WN**



Author:

Barbara Sattler, RN, DrPH, FAAN, Associate Professor and Director of the Environmental Health Education Center at the University of Maryland where she directs the graduate program in Environmental Health Nursing. www.enviRN.umaryland.edu

Reference:

Occupational Safety and Health Administration (OSHA)
From a letter by the OSHA Director of Compliance Programs, Richard Fairfax, regarding the Hazardous Waste Operations and Emergency Response Standard, 3/10/99

<http://www.actupny.org/nyc/epa.html>

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Occupational and Environmental Health In Siem Reap, Cambodia: Challenges of a Developing Country

by Karen Bowman, WSNA Occupational and Environmental Health Specialist

Nestled between Angkor Wat Temples, one of the seven man made wonders of the world, and the rich rice paddies created by the receding waters of Tonle Sap Lake, the sleepy town of Siem Reap, Cambodia (population 800,000) struggles with new human and environmental health challenges common to rapidly developing countries around the world.

Cambodia ranks as one of the poorest countries in the world. Staggering statistics already create significant problems for Siem Reap and Cambodia. Fifty percent of the population is 15 years old and under. Seventy percent of the country has no access to clean water and 80% lack effective sanitation systems. Compound that with the dismantled health care system caused by the social and economic impact of over 50 years of war, the people of Siem Reap Province face overwhelming community, occupational and environmental health care challenges.

Siem Reap is in a precarious position as the gateway to the Angkor Wat temples. Many multimillion dollar hotel complexes are being constructed between the town and the temples increasing the potential for worker injury and illness. Developing countries bear a "double burden," which further deteriorates the health of its citizens. First, workers are exposed to workplace hazards such as dust, noise, toxic chemicals and excess burden of weight. Add new workplace hazards found with new technology, for example prolonged periods of sitting in front of a computer or driving heavy operating construction equipment; and psychosocial stressors, such as long work hours and informal labor contracts with multinational

corporations, will inevitably increase on the job injuries and illnesses along with contamination of the environment due to inadequate hazardous waste management systems (Rosenstock, L., Cullen, M. & Fingerhut, M. (2005). Many live where they work, resulting in continued exposure to occupational health hazards.

Sadly, only 15% of the global workforce has access to occupational health care.

With the dramatic changes in the labor force with globalization, it is critical health care professionals in community, occupational and environmental health assist the citizens of Siem Reap, Cambodia develop systems that protect workers, their families and the environment. "The health of a country's workforce, even more than the health of the country's overall population, is critical to its economic and national security. No country has become a successful economic power without sustained attention to the health of workers, who create the successful economy" (Rosenstock, L., Cullen, M. & Fingerhut, M. (2005). [www](#)

For more information on Siem Reap, Cambodia and its human and environmental health challenges, please contact Karen Bowman, MN, RN, COHN-S at karen@karenbowman.com.

Reference:

Rosenstock, L., Cullen, M. & Fingerhut, M. (2005). Advancing worker health and safety in a developing world. *Journal of Occupational and environmental medicine.* 2005;47:123-136.

Call for Nominations: Scribner 'Courage in Health Care' Award

The Award: The Scribner Courage in Health Care Award is bestowed to a health care professional who has made an extraordinary contribution to the health of the people of the State of Washington through the exhibition of personal courage, within or outside of traditional "systems." Emphasis is given to extraordinary service, innovation and professional courage over time that has resulted in meaningful change and improvement in health care. Any living health care professional doing his or her work primarily in Washington State is eligible for the award.

Background: This distinguished award is named in honor of the kidney dialysis pioneer Dr. Belding Scribner. Dr. Scribner's ground-breaking clinical research at the University of Washington in the early 1960's changed terminal kidney failure into a survivable condition with the invention of the "Scribner Shunt." This device made long-term dialysis a feasible treatment for kidney failure, and has since saved the lives of hundreds of thousands of men, women, and children the world over.

Although Dr. Scribner was a figure of eminence and stature whose work was

recognized in 2002 with the Lasker Award—the American equivalent of the Nobel Prize in Medicine—he was a humble, entirely humane physician whose chief concern was always for his patients. He believed that research should be conducted for the public good and that dialysis should be a community resource, not a commodity. Early in his career, Dr. Scribner's work was greeted with skepticism. However, he persisted with courage and commitment in pursuing his vision for better care and improved quality of life for people with kidney failure. He greatly influenced the areas of kidney dialysis, bioethics, Medicare coverage of end-stage renal disease, and other areas of thought and practice. Dr. Scribner's work exemplifies the superior contribution to health care envisioned by the Scribner Courage in Health Care Award program.

Past Awardee: Dr. Alvin Thompson, University of Washington Clinical Professor of Medicine and Past President of the Washington State Medical Association, received the first Scribner Courage in Health Care Award in 2004. Dr. Thompson demonstrated great professional courage while enhancing health care for

underserved communities in our state. His community service and professional advocacy have provided inspiration and mentorship to the medical community and aspiring health care professionals.

Presentation of the Award: The Scribner Courage in Health Care Award will be presented at a community event to be held in the fall of 2006. Proceeds from this event will benefit the Northwest Kidney Centers, which Dr. Scribner helped found in 1962. Event date and keynote speaker will be announced late-Spring 2006.

Nomination Process: Please send a statement describing why the nominee deserves the Scribner Courage in Health Care Award, as well as contact information for the nominator and nominee. Further information will be requested about those individuals who are selected as finalist nominees.

The deadline for nominations is June 20, 2006. Send nominations to: First Choice Health, Attn: Dr. Ze'ev Young, 600 University Street #1400, Seattle, WA 98101. [www](#)

For more information, please call (206)-268-2430 or e-mail brenolds@fchn.com.

Continuing Education Calendar

Note: WSNA's CEARP (Continuing Education Approval & Recognition Program) is accredited as an approver by the American Nurses Credentialing Center's (ANCC) Commission on Accreditation until August 31, 2011. If you wish to apply for WSNA/ANCC approved contact hours for your educational activities, please request the latest CEARP Guidelines Packet (\$30) from WSNA's Communication Processor at 206/575-7979, Ext. 3011.

April 2006

Foundations in Chemotherapy Practice;

University of Washington Medical Center; Shoreline Conference Center, Seattle, WA; April 10-11; Fee: \$295/\$275; Contact Hours: 16.5; Contact: C

Transplant Update 2006;

Virginia Mason Medical Center; Lindeman Pav, Seattle, WA; April 18; Fee: \$90; Contact Hours: TBA; Contact: F

Forensics and Health Care 2006: Collaborating for Justice;

University of Washington Medical Center; Shoreline Conference Center, Seattle, WA; April 20-21; Fee: \$295/\$275 or single day \$195/\$175; Contact Hours: 14.7; Contact: C

Spanish for Health Care Providers; Pacific Lutheran University; Tacoma, WA; April 20 & May 4, 8:30 am – 4:30 pm; Fee: \$179.00; Contact Hours: 15.0; Contact: A

Basic Preparation Course for Parish Nurses; Pacific Lutheran University; Tacoma, WA; April 25, 26, 27, May 23 & 24, 8:00 am – 5:00 pm; Fee: \$445.00; Contact Hours: 30.0; Contact: A

17th Annual Ambulatory Care Nursing Conference: 2006 Nursing Update; University of Washington Medical Center; Shoreline Conference Center, Seattle, WA; April 26-27; Fee: \$295/\$275, Single day \$195/\$175; Contact Hours: 14.6; Contact: C

Stress and Adaptation in an Uncertain World (Thirteenth Annual AAPPN Spring Conference);

Association of Advanced Practice Psychiatric Nurses, Seattle, WA; April 28 & 29; Fee: \$350/\$375/\$125; Contact Hours: 15.2; Contact: By Phone (206) 524-4090 (toll-free 888-308-7336)

May 2006

Practical Approaches to Treating Rheumatic Diseases 2006;

University of Washington Medical Center; Shoreline Conference Center, Seattle, WA; May 10; Fee: \$195/\$175; Contact Hours: 7.7; Contact: C

Women's Health Drug Therapy Clinical Pharmacology Series;

University of Washington Medical Center; Shoreline Conference Center, Seattle, WA; May 11; Fee: \$195/\$175; Contact Hours: 8.0; Contact: C

Foot Care Skills for Nurses;

Pacific Lutheran University; Tacoma, WA; May 11, 8:30 am – 4:30 pm; Fee: \$99.00; Contact Hours: 7.5; Contact: A

Wound Management Education Program;

University of Washington Medical Center; Seattle, WA; May 13-June 22, 2006; Fee: \$3,495; Contact Hours: 130; Contact: Nole Ann at noleannh@u.washington.edu or (206) 221-2351.

Finding Common Ground: Communicating Effectively with Diverse Patients and Co-Workers;

University of Washington Medical Center; Shoreline Conference Center, Seattle, WA; May 16; Fee: \$195/\$175; Contact Hours: 7.7; Contact: C

Adult Drug Therapy/Clinical Pharmacology Series;

University of Washington Medical Center;

Shoreline Conference Center, Seattle, WA; May 17; Fee: \$195/\$175; Contact Hours: 8.0; Contact: C

June 2006

Neuropsychotropic Drug Therapy/Clinical Pharmacology Series;

University of Washington Medical Center; Shoreline Conference Center, Seattle, WA; June 9; Fee: \$195/\$175; Contact Hours: 8.0; Contact: C

Fast Track Conference;

Pacific Lutheran University; Tacoma, WA; June 15, Contact: Deborah Baker at (253) 798-2812

July 2006

Introduction to School Nursing (NURS 501D);

Pacific Lutheran University; Tacoma, WA; July 11-14, 8:00 am – 4:30 pm; Fee: \$445.00; Contact Hours: 30.0; Contact: A

Keeping Kids in the Classroom 2005;

Pacific Lutheran University; Tacoma, WA; July 17 & 18, 8:30 am – 4:30 pm; Fee: \$189.00; Contact Hours: 15.0; Contact: A

INDEPENDENT SELF STUDY COURSES

AIDS: Essential

Information for the Health Care Professional; Contact Hours: 7.0; Fees: \$55; Contact: D.

Animal Assisted Therapy; Bellevue Community College; October 20; Fee: \$49; Contact: B

Assessing Lung Sounds; Contact Hours: 2.0; Fee \$10; Contact: E

Asthma Management; Contact Hours: 8.0; Fee: \$30; Contact: E

Breaking the Cycle of Depression: A New

Collaborative Model for Effectively Managing Depression;

Contact Hours: 14.0; Contact C

Clinical Assessment

Pulmonary Patient; Contact Hours: 4.0; Fee: \$20; Contact: E

Congestive Heart Failure-Diagnosis & Treatment;

Contact Hours: 6.0; Fee: \$25; Contact: E

Ethics Related to Nursing Practice; Contact Hours: 9; Fees: \$200; Contact: D.

Frequent Heartburn;

Contact Hours: 1.0; Fee: No Fee; Contact: FnP Associates

Health Assessment and Documentation;

Contact Hours: 20; Fees: \$150; Contact: D.

HIV/AIDS Basic Education;

Fee: Various; Contact B

Indoor Air Quality's

Impact; Contact Hours: 7.0; Fees: \$34.95; Contact: American Institute of Respiratory Education (209) 572-4172

Legal Issues in Nursing;

Contact Hours: 4.0; Fees: \$120; Contact: D.

Lung Volume Reduction

Surgery; Contact Hours: 2.0; Fee: \$10; Contact E

Metered Dose Inhaler Use;

Contact Hours: 3.0; Fee: \$15; Contact E

Pain: Current Understanding of

Assessment, Management & Treatment; Contact Hours: 6.0; Fee: No Fee; Contact: FnP Associates

Pulmonary Hygiene

Techniques; Contact Hours: 6.0; Fee: \$25; Contact E

RN Refresher Course;
Contact Hours: None;
Fees: Theory: \$500; Health
Assessment and Skills
Review: \$500; Clinical
Placement for Precepted
Clinical Experience: \$400;
 Contact: D.

Sleep Disorders: Contact
 Hours: 8.0; Fee: \$30; Contact E

Smoking Cessation:
 Contact Hours: 12.0; Fee \$35;
 Contact E

Treating the Common Cold;
 Contact Hours: 1.8; Fee: No
 Fee; Contact: Fnp Associates

University of Washington
Medical Center; Offers over
 30 self-study courses; Contact C

Contact the following Independent Study providers for specific course offerings:

Wild Iris Medical Education
 PO Box 527
 Comptche, CA 95427
 (707) 937-0518
 nurses@nursesceu.com
 www.nursingceu.com

Fnp Associates
 Fiona Shannon
 21140 President Point Rd. NE
 Kingston, WA 98346
 (425) 861-0911
 fiona@fnpassociates.com

Contacts

A. Pacific Lutheran
University School of
Nursing
 Continuing Nursing
 Education
 Terry Bennett, Program
 Specialist
 Tacoma, WA 98447

253-535-7683
 www.plu.edu/~ccnl/

B. Bellevue Community
College
 Continuing Nursing
 Education
 Health Sciences Education
 & Wellness Institute
 3000 Landerholm Circle SE
 Bellevue, WA 98007
 (425) 564-2012
 www.bcc.ctc.edu

C. University of
Washington School of
Nursing
 Continuing Nursing
 Education
 Box 358738
 Seattle, WA 98195-8738
 206-543-1047
 206-543-6953 FAX
 cne@u.washington.edu

D. Intercollegiate College
of Nursing
 Washington State University
 College of Nursing
 Professional Development

2917 W. Fort George
 Wright Drive
 Spokane, WA 99224-5291
 509-324-7321
 or 800-281-2589
 www.icne.wsu.edu

E. AdvanceMed
Educational Services
 2777 Yulupa Ave., #213
 Santa Rosa, CA 95405
 1-800-526-7046
 www.advancemed.com

F. Virginia Mason
Medical Center
 Clinical Education
 Department
 Barb Van Cisllo, CNE
 Coordinator
 Education Resources,
 G2-ED
 1100 9th Avenue
 Seattle, WA 98111
 (206) 341-0122
 (206) 625-7279 fax
 Cheryl.hauskins@vmmc.org

New Members

Whatcom County DISTRICT 01

Kathleen Brown
 Barbara Clark
 Arlene Dimalla
 Michael Gentry
 Cheryl Greathouse
 Patricia Hackett
 Richard Harrar
 Maria Elisa Hernandez
 Tiera Jacobs
 Grace Kolodychuk
 Tara Nyland
 Katrina Parrish
 Carmen Lynn Robinson
 Kimberley Schlenker
 David St. Marie
 Marie Storms
 Michael Stratman
 Karen Turner
 Wilarwun Wrona

King County DISTRICT 02

Arlyn Alm
 Teresa Andaya
 Teresa Andaya
 Michelle Asplin
 Gabriela Baska
 Steven Bentley
 Maribth Bihis
 Olwen Bode
 Allison Bolander
 Karen Bowman
 Tamara Boyer
 Remedios Braganza
 Gemyma Cabatbat

Valentina Calabia
 Jean Carmona
 Huimin Chen
 Mary Ellen Dean
 Deborah Deese
 Rebecca Delmedico
 Maxine Edwards
 Miriam Epstein-Stiles
 Scott Etter
 Amelita Evangelista
 Brian Fialdini
 Aileen Fink
 Carlin Froisland
 Megan Fulkerson
 Catherine Funkhouser
 Melanie Gamble
 Diana Garde
 Hallie Gentry
 Janice Gibson
 Michelle Gooden
 Christine Gray-Scott
 Laura Hamilton-Gordon
 Shannon Harkins
 Catherine Hatch
 Brad Hesselgrave
 Lori Hidalgo
 Kathryn Higgins
 Patricia Hoffer
 Tamara Hooper
 Jason Hopper Cruz
 Deborah Isley
 Summer Ives
 Monica Jackins
 Elena Jenkins
 Elena Jenkins
 Christine Jones
 Elinor Jones

Suja Joseph
 Rachel Karwick
 Bethany Kennedy
 Peggy King
 Dawn Kjos
 Inja Ko
 Mary Lou Kopas
 Janet Krueger
 Jean Kruse
 Minda Kudlacz
 Genesis Marie Kuhlman
 Heidi Jean Lauinger
 La Vera Light
 Flora Lim
 Ichiko Lisbin
 Denise Logan
 Katherine Longinotti
 Christine Marshall
 Meredith Maruyama
 Emily McChesney
 Margaret Meadows
 Cynthia Meinecke
 Marianne Miller
 Jennifer Hyun Min
 Peter Mullin
 Una Murphy
 Veronika Nagy
 Veronika Nagy
 Sheila Navaluna
 Jui-Ting Peng
 Elizabeth Plumley
 Janath Ramage
 Angela Ramirez Wood
 Darcie Raschke
 Chrissie Russell
 Fam Nyan Saeteurn
 Kathryn Samson

Katherine Sands
 Dennis Scherting
 Kimberly Shaw
 Robin Sheaffer
 Aleah Siebert
 Sharon Sim
 Lorol Simmons
 Patricia Sisson
 Amy Skjonsberg
 Erin Stroud
 Hedda Sullenger
 Irene Swanberg
 Robin Swett Newberg
 Therese Thomas
 Zachary Thompson
 Eric Timm
 Kjelsi Tootell
 Heather Trees
 Elise Vattenky
 Sally Wear
 Miranda Webb
 Audrey Wilde
 Geoffrey Wolf
 Michael Wolf
 Cindy Wong
 Maryka Yamada
 Julie Yates
 Betsy Zoladz

Pierce County DISTRICT 03

Janet Allen
 Sarah Bain
 Marianne Becker
 Carlos Belis
 Debra Bennett
 Lisa Benton

Erin Brintzenhoff
Clea Brooks
Michael Burke
Nicole Buttke
Loretta Carroll-Street
Kathleen Carver
Eric Chavez
Stephanie Colovos
Dylan Craig
Nancy Curtis
Pauleen De Dios
Melissa Dingfield
Edwin Fancher
Antonio Foglia
Karyn Forrest
Tilliesia Fredrickson
Travis Friedman
Mary Gabrio
Dorothy Gagnon
Luzchiela Garay
Jeannie Gerstemeier
Sally Gobina
Cherryl Grant
Lynne Grier-McKnight
Lisa Grubenhoff
Katherine Hambrecht
Cynthia Hamilton
Michael Hayward
Yolanda Heitman
William Hilsendeger
Evelyn Hom
Byron Howell
Bonnie Keeling
Inyoung Kim
Elizabeth Knutson
Ralph Luellen
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Jonathan Magnuson
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Stephanie Marotta
Erin Marti
Cara Mason
Dawn Mason-Dunkle
Therese Mcdermott
Chenda Minn
Deborah Morgan-Stricklett
Mary Myers
Jessica Noeldner
Imelda Ocbian
Mary O'Hearne
Patricia Owen
Geerhine Poniente
Andrew Potts
Michelle Reif
Julia Rock
Donna Ryan
Erin Saint
Chrystina Schliemann
Roselyn Sheline
Lupe Shelton
Lynette Sieverson
Dana Smick
Bonnie Smith
Layne Stambaugh
Sophia Stanford
Lisa Startzman
Jane Stavish
Tracy Tanner
Lisa Todaro
Layne Tresvalles

Contessa Valdez
Amy Van Horne
Shelly Warner
Kathryn Westlund
Laurie White
Karen Williams
Patricia Young

**Spokane/Adams/
Lincoln/Pend Oreille
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Jennifer Ball
Melody Bartlett
Laura Berry
Chad Boesl
Edward Boltik
Lynette Brown
Rebecca Casto
Sharon Constantine
Joy Culberson
Carolyn Eaton
Beth Ehring
Mary Engstrom
Elizabeth Fehringer
Gayle Freeman
Cindy Hale
Nancy Harris
Anne Helt
Linda Hess
Nancy Hesterly
Arlene Hutchings
Lisa Iacovino
Desiree Inks
Vera Kaprian
Natasha Kinney
Ranmyoung Lee
Alison Long
Janet Mackey
Dianna McMullan
Jai Nelson
Kimberly Neumiller
Jaime Olson
Lisa Onstot
Karen Paukstis
Herbert Pryor
Janine Rasmussen
Alicia Reid
Lisa Rupp
Jennifer Sells
Julie Waters
Gregory White
Kathleen Wieber

**Yakima City/N. Yakima
DISTRICT 06**

Kelli Jackson
Greig Presnell
Linda Shelton
Desiree Sparling

**Chelan/Douglas/Grant
DISTRICT 07**

Jaci Babette Camacho
Amanda Cortes
Ashley Craig
Geneva Grubb
Jadie Hamm
Rebecca Heffernan
Theresa Kunz
Julie McKillip
Heather Smith
Lisa Sokolowski
Linda Stuart

**Grays Harbor
DISTRICT 08**

Tara Collins
Melanie Fenn
Anna Foster
Karen Mirante

**Snohomish County
DISTRICT 09**

Rolanda Blacker
Alison Lorenz
Mary Merrell
Betty Miller-Clark

**Wakiaum/Cowlitz
DISTRICT 10**

Tracey Clemence
Andrea Daniels
Deidre Dillon
Jillene Filla
Jeanne Hamer
Michelle Hendershot
Rebecca Holcomb
Christina Kafel
William Koenig
D Rosalie Love
Krystal Mishler
Kimberly Pearson
Olivia Peterson
Tami Ruppenthal
Jennifer Stevens
Rebecca Storm
Jennifer Walling
Nicole Whitmire

**Clark/Skamania
DISTRICT 11**

Marila Alvares
Travis Elmore
Timothy Farward
Monica Jones
Albert Marshall
Michelle McGilvery
Jeri Miller
Robert Watzet

**Whitman County
DISTRICT 14**

Michael Ayres
Kimberly Heroff
Angela Kaschmitter
Tiffany Mickelson

**Benton/Franklin
DISTRICT 15**

Shelly Anderson
Loma Bradshaw
Nancy Bray
Melanie Crain
Merina Gilbride
Samantha Gohman
Lyne LaFerriere
Lisa Lakey
Piper Levin
Christina MacKey
Debra Martin
Shereece Shriver
Kristi Underhill
Forrest Whitson
Kyle Williams

**Skagit/Island/San Juan
DISTRICT 16**

Katherine Anderson
Kandy Brooke
Shannon Brown
Holly Dirk-Layport
Donna Elgar
Rachael Ericson
Kara Evans
Jackie Ferrier
Lori Hillard
Christy Hovik
Tori Jackson
Paul Koelblinger
Lorraine Landstrom
Nancy Manjikian
Kristal Martin
Gale Martinez
Susan Martinez
Rachel Matsuyama
Catherine Mays
Julie McCauley
Debra Reimer
LauraLee Riske
Carisa Rodenhizer
Jennifer Smith
Marisol Smith
Stephene Swift
Jessica Taylor
Zak Thatcher
Susan Thomas
Sophie Watts-Strieck
Courtney Woehle
Tammy Womac

**Kittitas County
DISTRICT 18**

Charlet Frederickson
Jane Leet

**All Other Counties
DISTRICT 98**

Cindy Bradshaw
Christina Glockner
Patricia Haysom
Denelle Lind
Rebekah Mayfield
Karen Minow-Tavary
Kenneth Mortland
Patricia Nailon
Rhonda Rickey
Stephanie Sanchez
Karen Simmons
Jennifer Torrey
Norma Van Beek
Linda Welker

Nursing and Other News Briefs

Dorothy Detlor to Retire as Dean of WSU/ICN

Dorothy Detlor, PhD, RN will retire from her present position as Dean of the Washington State University Intercollegiate College of Nursing on September 1, 2006. Dr. Detlor has served in that capacity for the last eight and one-half years.

Dr. Detlor holds a baccalaureate degree in nursing from Whitworth College, a Master of Science degree in nursing from the University of Maryland, and a PhD in Educational Leadership from Gonzaga University. She has also participated in the Management Development Program at Harvard University Graduate School of Education.

Prior to her present position, Dr. Detlor held the position of dean of the school of nursing at Pacific Lutheran University in Tacoma Washington. She has an extensive background in both nursing education and practice in Washington State and in other parts of the country. She is a founding member and Past President of the Washington Center for Nursing Board of Directors and is presently its secretary-treasurer. She is actively involved in the American Association of Colleges of Nursing (AACN), an accreditation site visitor for both the Northwest Association of Schools and Colleges and the Commission on Collegiate Nursing Education (CCNE), has served in the past as president and is a member of the executive committee of the Council for Nursing Education in Washington State (CNEWS), the state organization of nursing program deans and directors. Along with her efforts on behalf of the College of Nursing, Dr. Detlor is currently focusing much of her time and effort on the nursing workforce shortages and related educational issues.

WSNA Member Receives 2006 Oncology Nursing Society Excellence in Nursing Informatics Award

Donna L. Berry, RN, PhD, FAAN, AOCN(r) is a professor and clinical nurse researcher at the University of Washington & Seattle Cancer Care

Alliance. She is also a Fellow in the American Academy of Nursing. This award recognizes her expertise in information systems to enhance the clinical practice, administrative, research, and education initiatives of oncology nurses. IMPAC Medical Systems, Inc. supports this award.

Berry received her bachelor of science in nursing degree from Baylor University in Waco, TX, her master of science in nursing degree from the University of Texas Health Science Center at Houston, and her doctorate degree from the University of Washington in Seattle.

She is an active member of ONS and the ONS Advanced Nursing Research special interest group, the Puget Sound Chapter of ONS, and the American Medical Informatics Association.

ONS is a national organization of more than 33,000 oncology nurses and other healthcare professionals dedicated to excellence in patient care, education, research, and administration in oncology nursing. The largest professional oncology association in the world, ONS maintains a Web site at www.ons.org

Holy Family Nurse Wins National Award

Kari Moore, RN, WSNA Member who is employed at Holy Family Hospital, Spokane, recently received the national Cherokee Inspired Comfort Award for 2005. The award, granted by Cherokee Uniforms, a manufacturer of health care apparel, recognizes non-physician health care professionals who demonstrate exceptional service, sacrifice and innovation. Moore was chosen as the national winner in the Registered Nurse category by a panel of nursing professionals and Cherokee representatives. "It's an honor," says Moore. "Everyone I work with deserves this award. It is an inspiration for the whole floor (Family Maternity



Center).” Since the award’s inception in 2003, more than 3,400 health care professionals have been nominated.

Gonzaga University Expands Nursing Program

Gonzaga University, has expanded its nursing programs to include a new bachelor’s degree program to help meet the growing nursing shortage in Washington State. Last year, Gonzaga’s Board of Trustees approved adding the pre-licensure, upper-division nursing core curriculum to the university’s existing undergraduate pre-nursing curriculum. Gonzaga’s first class of 18 nursing students, enrolled in the program in spring semester 2006. Six of the 18 students in this new program are either of ethnic or gender minority. The students who complete the new undergraduate nursing curriculum will earn the first bachelor of science in nursing from GU, qualifying them to take the NCLEX exam to become licensed Registered Nurses. Gonzaga’s new program has been approved by the Washington State Nursing Care Quality Assurance Commission and the Northwest Commission on Colleges and Universities.

Gonzaga officials emphasize that the university’s new program will help address the nursing shortage. The current capacity of existing nursing programs statewide is inadequate to provide the number of BSN-prepared nurses to replace anticipated vacancies and respond to new needs. According to the American Association of Colleges of Nursing, “Despite a significant gain [in nursing school enrollments], more than 32,000 qualified applicants were turned away from baccalaureate and graduate nursing programs last year, including almost 3,000 students who could potentially fill faculty roles” (www.aacn.nche.edu). These facts also provided some impetus for Gonzaga’s proposal to develop a Bachelor of Science in Nursing program to prepare new nurses. For more information, please call GU nursing Professor Mary Sue Gorski at (509) 323-3587 or Dean of the School of Professional Studies Mary McFarland at 323-3569.

SAVE THE DATE: Mary Mahoney Professional Nurses Organization Annual Scholarship Luncheon

April 8, 2006

Mark your calendar, save the date, and plan to attend the annual Mary Mahoney Scholarship Luncheon.

Date: Saturday, April 8, 2006

Time: 1:00 - 4:00pm

Location: The Atrium at the Seattle Design Center
5701 6th Ave S, Seattle

Cost: \$40.00 per ticket

For more information, please contact Lois Price Spratlen, Ph.D., ARNP at (206) 543-0283.

The "Promise of Nursing for Washington" Gala to be held March 29

WSNA and WSNF are working as part of the steering committee for the "Promise of Nursing for Washington" gala sponsored by Johnson & Johnson on March 29, 2006. The Washington Center for Nursing is coordinating the event with J&J. Designed to honor nurses across Washington State with an evening of celebration, this event is underwritten by J&J as part of its \$30M investment in nursing nationally, and is the first gala to be held in the Northwest. The prior 15 events have raised millions of dollars for nursing in the states holding galas.

Table sponsorships allow 10 nurses to attend the evening event, and sponsorship money funds nursing student scholarships to WA schools, fellowships for WA nurses to become nursing faculty to teach in WA, and grants to nursing schools to expand capacity and accept more students. Because of the underwriting by J&J, 100% of the \$7,500 table sponsorships goes to these three funds within WA.

WSNA, KCNA and WSNF, along Districts #3 (Pierce County), #4 (Inland Empire), #6 (Yakima County), and #16 (Skagit, Island and San Juan

Counties) are sponsoring total of three tables for WSNA nurses. Two additional tables for WSNA nurses have been purchased by Nurses Service Organization, the vendor of the WSNA Nurses Liability Insurance program, and by the Washington State Trial Lawyers Association. Other health care organizations, hospitals, schools of nursing and other businesses have sponsored an additional 60 tables so far.

"We're thrilled that J&J came to us with this offer, and want to be the first state to raise \$1M for nursing," said WCN Executive Director Linda Tieman. "This is an important opportunity for businesses in our state, all of which are directly impacted by the need for nurses, to invest in nursing in Washington."

For more information on sponsorships, contact the WA Center for Nursing at 206-281-2978 or tiemal@spu.edu

The 2nd National HealthCare Ergonomics Conference June 26-29, 2006 Oregon Convention Center, Portland, Oregon

The goal of the conference is to facilitate the sharing of the information and best practices from throughout the U.S. and other countries. 250 people from a wide variety of healthcare organizations throughout the USA, Canadian, Europe and Australia attended the first HealthCare Ergonomics Conference that was held in Portland in 2004. We anticipate greater attendance at the 2006 conference and are offering a wide variety of exhibits

Participants will learn to address employee and patient safety issues related to healthcare ergonomics, in a cost-effective and practical manner.

The Conference offers workshops and sessions on a variety of topics applicable to any healthcare environment, including, hospitals, long term and skilled nursing care, nursing homes, rehabilitation, clinics, home health, mental health facilities,

R E M I N D E R

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 which may include, but is not limited to: **name, address, phone number, FTE increase or decrease, leave of absence, medical leave, maternity leave, 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 (E&GW) policy states: When a nurse is on an unpaid leave of absence, the dues are adjusted to the Reduced Membership Category during the unpaid Leave of Absence period. The accumulated dues payment is to begin within 90 days of return to work. The nurse will have up to twelve months to complete payment of these dues. *It is the responsibility of the nurse to notify WSNA of this change in work status.*

emergency medical services, and healthcare educational institutions.

The Target Audience includes:

- Administrators, directors and managers
- Employees (RN's LPNs, CNA's etc)
- Safety, health, and ergonomics committee members
- Ergonomists
- Safety and health specialists
- Risk managers
- Nursing educators
- Physical and occupational therapists
- Occupational health professionals
- Emergency medical personnel

CEU's will be available for RNs and other health care professionals The

OCHE is a voluntary organization and the ONF is a non-profit organization. Oregon OSHA conference section is also partnering with us to help with conference planning and coordination.

For more information go to www.orosha.org/conferences/OSHA_conference/Health_ergo.html or contact Lynda Enos at hcergo2006@aol.com or call the Conference Section at (503) 378-3272

What is 2-1-1?

As of March 2006, 2-1-1, an easy-to-remember phone



number for people to call for health and human service information, referrals and other assistance, is projected to reach 160 million people in 36 states – over 53 percent of the population. In many communities the information about services is also available through a searchable online database.

The Washington Information Network 2-1-1 (WIN 211) is coordinating the implementation of a statewide 2-1-1 system. Four call centers launched the 2-1-1 service on February 22, in twelve counties (King, Clark, Snohomish, Skagit, Whatcom, Island, San Juan, Benton, Franklin, Kittitas, Yakima and Walla Walla). Currently, the service reaches 65 percent of the state's population. With adequate funding, the network will expand to every county in Washington by the end of 2006. "We're delighted that the team of people working on 2-1-1 in Washington State has brought this great new service," says Tom Page, Executive Director of WIN 211. "With the launch of Washington State, now over half the people in America have access to information about services and volunteer opportunities on 2-1-1."

For more information on 2-1-1 in Washington State, visit www.win211.org or contact Tom at 206-461-8505, e-mail tompge@win211.org.

Qualis Health Seeks Nominees for Annual Awards of Excellence in Healthcare Quality

Each year, healthcare organizations across the state put their commitment to improving the quality of healthcare into action. These diverse organizations – home health agencies, nursing homes, physician practices and hospitals throughout Washington state -- demonstrate leadership by making measurable improvements in such areas as wound care, quality of life, management of congestive heart failure, implementation of electronic medical records and more. Thousands of patients each year benefit from these improvements.

If you know of a member organization that has made quantifiable healthcare delivery improvements during 2005, now is your opportunity to recognize them. Qualis Health, a Seattle-based healthcare quality improvement organization with offices in Washington, Idaho and Alaska, is interested in accepting nomination forms for qualifying entities.

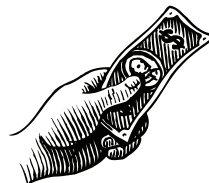
Award winners will be presented with the 2005 Award of Excellence in Healthcare Quality during the annual Qualis Health Washington Quality Conference, June 2006. Organizations across six categories will be recognized: hospital (large/urban); hospital (critical access/rural); long-term care (nursing home, home health); physician office/clinic; other (health plans, community agencies); information technology. Forms should be submitted to Qualis Health, care of Mimi Royston by April 28, 2006, via mail: P.O. Box 33400, Seattle, WA 98133-0400, or email: mimir@qualishealth.org.

To find out more or get a nomination form, visit www.qualishealth.org and click on "Upcoming Events."

Nurse Education Loan Repayment Program Applications Available, Deadline March 30

The Fiscal Year 2006 application for the Nurse Education Loan Repayment Program has been posted on the Health Resources and Services Administration, U.S. Department of Health and Human Services (HRSA/HHS) Web site.

This program repays up to 85% of an RN's outstanding student loans in return for full-time employment in a facility determined to have a critical nursing shortage. Such facilities include nursing homes, hospitals, departments of public health, etc. Apply by March 30. For details or to download an application, see:



bhpr.hrsa.gov/nursing/loanrepay.htm

Health Tip: Clean Hands Prevent Disease

Clean hands are one of the most effective ways to avoid disease or infection, the U.S. Centers for Disease Control and Prevention says. When washing hands:

- Wet hands with clean running water and use soap.
- Rub hands together to make a lather.
- Scrub all surfaces.
- Continue rubbing for 20 seconds - or until you've sung "Happy Birthday" twice.
- Dry your hands with a paper towel and use it to turn off the faucet.
- If soap and water are not available, use an alcohol-based hand sanitizer. 

U.S. Nursing Population Grows to Nearly 3 Million

A new survey released this month reveals that the number of licensed registered nurses (RNs) living and working in the United States increased nearly 8 percent to more than 2.9 million between 2000 and 2004. The statistics are part of the National Sample Survey of Registered Nurses (NSSRN), the nation's most extensive and comprehensive source of statistics on RNs, which is released every four years by the Health Resources and Services Administration (HRSA).

Among other findings from the survey:

- Of the total estimated population of nurses in 2004, 58.3 percent (1,696,916) were working full-time, almost 25 percent (724,544) were working part-time, and 16.8 percent were not employed in nursing.
- The aging of nurses as a demographic continued. In March 2004, the average age of the RN population was estimated to be 46.8 years of age, more than a year older than the average age of 45.2 years estimated in 2000 and more than four years older than in 1996, when the average age was 42.3 years.
- The actual average annual salary of an RN employed full-time in 2004 was \$56,784, which is more than \$10,000 more than the average \$46,782 salary in 2000.
- The number of advanced practice nurses has increased. In March 2004, the number of RNs prepared in at least one advanced practice role was estimated to be 240,461, or 8.3 percent, compared to an estimated 196,000, or 7.3 percent, estimated in 2000.

The survey can be found at:
<http://bhpr.hrsa.gov/healthworkforce/reports/rnpopulation/preliminaryfindings.htm>

Nurses Again Top List in Gallup Honesty, Ethics Poll

Nurses have again been ranked number one in the Gallup Organization's annual poll on professional honesty and ethical standards. The 2005 poll asked Americans to rate the honesty and ethical standards of members of professions on a five-point scale that ranges from "very high" to "very low." Of the 21 professions included this year, six have majority "high" ethical ratings – nurses (82 percent), pharmacists (67 percent), medical doctors (65 percent), high school teachers (64 percent), policemen (61 percent) and clergy (54 percent).

"The rating of nurses by the public again as number one in 'honesty and ethics' reveals just how much trust the public places in the nursing profession," said ANA President Barbara Blakeney. "It is my hope that this continuing affirmation of the public's respect and trust will prompt Congress and the health care industry to support nursing education and improve the work environment for nurses. What we need, in short, is the public's support on such issues, along with policy makers' readiness and willingness to act."

The latest poll shows that Americans in general continue to give high ratings to professionals in public service and public protection, including members of the health care professions.

Nurses have been the highest rated profession since first being included in Gallup's "Honesty and Integrity" survey in 1999, except in 2001, when firefighters outranked them in wake of the Sept. 11 terrorist attacks. (Firefighters were not included in this year's poll.)

For poll details, see
<http://poll.gallup.com/>

ANA Introduces New Principles for Practice Package for RNs and Nursing Students

Nursesbooks.org has developed three easy-to-read resource guides containing practical information for education and professional practice and development in the areas of staffing, delegation and documentation. Part of ANA's Principles for Practice Package, each guidebook covers the essential principles of practice in its subject area and contains policy statements, recommendations and references.

This valuable \$10 package is available by calling 1-800-637-0323 or ordering via the Web at www.nursesbooks.org. All three publications are packaged as a set and are not available for sale separately. Bulk orders of 20 or more packages are available at a discounted rate.

Tobacco Free Nursing Campaign Helps Nurses, Patients Stick to 'Quit Smoking' Resolutions in 2006

Resolve to help yourself or a nursing colleague quit smoking in 2006. Visit <http://nurses.quitnet.com> and get \$100 worth of online smoking cessation services – free. Or, alternately, surf on over to www.tobaccofreenurses.org, the first national program focused on helping nurses and student nurses stop smoking.

The Tobacco Free Nurses Web site offers posters for break rooms, and it has an extensive section of resources for health professionals, including smoking cessation information, research, international links and



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information about trying to quit.

Also available is Helping Smokers Quit: A Guide for Nurses. This pocket guide is based on the "5 A's" approach to cessation intervention: Ask, Advise, Assess, Assist and Arrange, and offers other helpful resources including information regarding pharmacotherapies.

Nurses QuitNet services are funded by the Robert Wood Johnson Foundation through the Tobacco Free Nurses Initiative. ANA and the American Nurses Foundation (ANF) are partners with Tobacco Free Nurses. Copies of the pocket guide are available through ANF. [www](#)

District 2 King County Nurses Association (KCNA)

KCNA Spring Banquet and Annual Meeting is scheduled for May 3rd at 6 pm at the Burke Museum on the University of Washington campus. To encourage participation, the first 75 registrant will attend for free! The 2006, "Starry, Starry Night" banquet will have some traditional features although the setting will be new. In addition to a scrumptious catered buffet, participants can expect the annual KCNA auction; the KCNA scholarship awards – ten \$1,500 dollar scholarships will be awarded; the KCNA Star awards to honor nurses for excellence in their areas of expertise;

and the annual meeting will include proposed changes to the KCNA Bylaws. Cost of the banquet is \$30 for members; \$40 for non-members and \$25 for students. Contact KCNA for more information or send a check to KCNA, 4649 Sunnyside Ave No, Ste 224, Seattle WA, 98103.

District 4 Inland Empire Nurses Association (IENA)

The IENA finance committee is currently in the process of looking into new investment possibilities for IENA funds. We currently have some investments but think we can do better with further diversification. We had our legislative reception in October

of 2005. It was very successful. We have also donated funds to nurse's relief fund/hurricane Katrina. Additionally we have supported the WSNA Leadership Conference held in September of 2005, the "Promise of Nursing" Gala Event to be held in Seattle on March 29th, and provided assistance to students and nurses attending the 2006 Nurse Legislative Day.

We look forward to our annual gala event to be held in May during Nurse's Week; scholarships will be awarded and we will honor nurses who have maintained excellence in nursing in the areas of leadership, research, clinical practice and lifetime achievement award. [www](#)

In Memoriam Barbara Ann (Ritchie) Pederson, BSN, RN (1937 - 2006)

Barbara Ann (Ritchie) Pederson, BSN, RN, lifetime member of WSNA, was born on July 5, 1937 in Bellingham, Washington. She was raised in Northwest Washington, including many years on Waldron Island in the San Juan Islands. She graduated from Bellingham High School in 1954. She graduated from the University of Washington with a bachelors of science degree in nursing, and received her Nursing diploma from Virginia Mason Hospital in Seattle.

While attending the University of Washington School of Nursing, she met and married her husband Harlan 'Pete' Pederson in 1958 and raised two sons, Ritchie and Brian. The family moved to the Longview area in 1961 and after several years made their home on Pleasant Hill Road in 1972.

Barbara worked for 30 years as a Registered Nurse in a variety of settings. She was active in the Washington State Nurses Association since 1963, where she served as WSNA Treasurer (1979-1983) and a member of the WSNA Board of Directors (1983-1987). She was also a former President of the Lower Columbia Nurses Association (1975-1979). Barbara may best be remembered for the 10 years she spent as the supervisor of the surgical

floor at the Monticello Medical Center (1968-1978), and the 10 years she spent in the long term care industry as a Director of Nursing Services, Administrator and consultant, where she worked hard to raise the standards of nursing and to improve the quality of patient care. Barbara helped write language for legislators on Registered Nurses and Nurses Aid laws; she traveled to Philadelphia where she helped write questions for the Nurses Aid National Exams, and for her dedicated work, she was awarded the Washington State Nurses Association 'Search for Excellence' Award in 1990. In that same year, she retired from professional nursing, but never retired from nursing issues or patient care.

Barbara was a very active member of Gloria Dei Lutheran Church in Kelso where she became a member of the congregation in 1972. She taught bible studies and served on the church council and many church committees.

Barbara enjoyed traveling and took many trips across the country and overseas. Her most notable trip was one taken at the height of the cold War, when she traveled to the former Soviet Union. She loved the beach, reading, crossword puzzles, and spending time with her family, especially her grandchildren.

In 1998, after 39 years of marriage, her husband Pete passed away, and in 2001 Barbara moved into the Delaware Plaza assisted living facility where she lived until January 19, 2006 when she passed away at Hospice. Barbara is survived by her two sons, Ritchie (Gloria) Pederson of Kelso, and Brian (Leah) Pederson of Rudyard, Montana. Five grandchildren, Garth, Ann and Marty Pederson, Tina and Lisa Lessard, and two great-grandchildren Austin Smith and Morgan Harris. Two brothers, Dennis (Norma) Ritchie, of Vavenby, British Columbia, and Gary (Melanie) Ritchie, of Nanaimo, British Columbia, several nieces, nephews and cousins.

A memorial service for Barbara was held on Saturday, January 28, 2006 at St. Paul Lutheran Church in Castle Rock, Washington. Prior to the start of the memorial service, in recognition of her lifelong dedication and commitment to nursing, the 'Nightingale Tribute' was read by Barbara's classmate, colleague, and close friend Mary Lynne Short. All nurses in attendance were invited to participate.

Memorial contributions may be made in Barbara's name to Gloria Dei Lutheran Church, 402 Crawford, Kelso, WA 98626, or to the St. John's Dialysis Center in Longview. [www](#)

Save the date!

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