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Transforming a RN to BSN Program to an On-line Delivery Format

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Constituent of the American Nurses Association

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**District 2
Update
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**Can One Nurse, A Dream,
and Two Cans of Green
Beans Make a Difference
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One RN Makes A Difference

It's as simple as . . .

Every RN must decide for her/himself that being a professional means being informed and making your voice heard when issues affect patients. This is true regardless of where you work, what your specialty is, what level of preparation you've received, or whether you are an advanced practitioner, staff nurse, public health nurses, nursing executive, or educator. If a law, regulation, or policy is being created that affects patients anywhere, it is your responsibility as a professional nurse to learn about it, have an opinion about it, and express your opinion.

It is not unusual for nurses of all varieties to overlook their own extraordinary level of expertise and qualification. Most nurses do not recognize that they are more qualified to comment on matters concerning healthcare than most policy makers and, furthermore, that policy makers want the input of nurses. Nursing is the most trusted and respected profession in the country and is recognized by policy makers as the backbone of the healthcare delivery system.

When nurses speak, people listen. When nurses speak, patients benefit. When nurses speak, healthcare improves. If only nurses would speak.

In the 2012 Kentucky General Assembly, we are sure to see legislation that affects advanced practitioners, nursing education, and possibly other health professions that seek to perform nursing functions. Many RNs will glance at those issues and determine that they do not directly affect them or their personal practice. That will be tragic for patients and the nursing community. All of those issues have an impact on patients, even if they are not your patients. Patients anywhere are patients and nurses anywhere have a professional duty to what they can to protect them.

If RNs from all areas do not make their voices heard on these issues, other voices will drown out nursing professionals and render nursing irrelevant, risking the welfare of patients. The relevance of nursing is built and preserved by the strength of nursing's professional association voice AND by the numbers of RNs who join the effort individually. Every Registered Nurse, no matter the nature of her/his practice, shares with every other Registered Nurse a cherished common membership in the community of professional RNs. RNs of all varieties share a rare combination of expertise, perspective and dedication to patients that is unique to professional nursing. There is far more that bonds RNs than there is that separates and it is incumbent upon the nursing community as a whole, and as individuals, to recognize and respond to the imperative that nursing learns to speak with a unified voice, as it did many years ago.

The polarization of the nursing community into sub groups based on varying educational preparation, varying specialties, varying job descriptions, workplaces or any other identifiers has weakened the voice of the nursing profession on the whole. While the diversity of nursing is a great strength for the profession and for patient

care in most cases, it has become an obstacle to sharing a unified voice, even when the profession is unified on an issue.

In this age of health care reform, changes in Medicare and Medicaid, an aging patient population and other issues that make health care a key issue for our country, nurses must decide if they want to be a part of the decision making process or if they prefer to allow other professions to make decisions for them. If nurses wish to assert their voice, it must be the voice of nearly 70,000 RNs in Kentucky, and not just the voices of smaller groups who are distinguished from the rest of the nursing community by their type of practice. It must be all for one, and one for all. There is a home for that community voice where all of nursing can come together and raise a unified and loud voice . . . that is the Kentucky Nurses Association. The KNA is home to all RNs, regardless of educational preparation, specialty, membership in specialty organizations, or job description. Every individual RN who becomes a member of the KNA increases the size of the voice of the entire community of nursing and makes a contribution by adding their name.

RNs of all types—take the time to know what is happening that affects the delivery of health care, your practice and patients everywhere. Take a minute to share your voice as a uniquely and highly qualified opinion, capable of educating policymakers with a simple voicemail or e-mail. And invest in yourself and your professional by adding your name to the collective voice of the larger nursing community.

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- Research/scholarship/clinical/professional issue (Classic Peer Review)
- Research Review (Editorial Review)
- All articles, except research abstracts, must be accompanied by a signed **Kentucky Nurse** transfer of copyright form (available from KNA office) when submitted for review.
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Department of Baccalaureate and Graduate Nursing

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The post-MSN **Doctor of Nursing Practice** at Eastern Kentucky University is a 36 to 39 credit hour program. Coursework and immersion experiences focus on organizational leadership. In addition, knowledge and competencies for evidenced-based practice to identify innovative and creative approaches for the improvement of healthcare will be explored. Full Time and Part-time options available. Most courses are web enhanced with majority online. Application deadline: January 15.

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Contact Angie Wheeler at 859-622-1838 or email angie.wheeler@eku.edu or visit our web page at <http://www.bsn-gn.eku.edu>



Accent On Research

DATA BITS Put More Pep in Your Step

Work related injuries can create hardships for both employees and employers. It is estimated that \$215 billion is spent each year on work related injuries, exclusive of the pain, suffering, and decreased quality of life experienced by the injured worker. Could some of these problems be prevented with simple stretching exercises prior to beginning work?

Heavy loads and repetitive movement can result in tissue overload and subsequent soft-tissue injuries. Studies show that stretching increases flexibility, improves range of motion, and promotes correct form and function, resulting in decreased injuries. Two nurse researchers in West Virginia decided to implement a 90-day pilot pre-shift program on stretching in an attempt to reduce work-related musculoskeletal injuries.

The study used a nonrandomized, descriptive, pre-post intervention design. The study was conducted with manual laborers at two industrial sites, a beverage company and a tin mill plant. The independent variable was pre-shift stretching and the dependent variable was the number of work-related musculoskeletal injuries incurred between December 2009 and March 2010. The injury rate during the intervention period was compared to injury rates for all eligible employees between December 2008 and March 2009, as well as to the injury rates for all eligible employees during the study period.

The volunteer sample (total of 79 participants) consisted of 37 warehouse loaders and 18 delivery drivers engaged in manual labor at the beverage company. Warehouse loaders lifted 35 to 50 pounds per carry hundreds of times during an 8-hour day, while delivery drivers handled products between the warehouse and customer locations and routinely handled 16,000 to 24,000 pounds daily. The 24

tin mill volunteers engaged in lifting, carrying, pushing, and pulling up to 100 pounds per task. The breakdown of the three groups was 47% warehouse workers, 23% were delivery drivers, and 30% were tin mill laborers. All but one of the participants were male, with an average age of 50.4 years. All were full-time workers who had not experienced a previous work-related musculoskeletal injury.

The program consisted of nine stretches targeting the neck, shoulders, upper and lower back, quadriceps, hamstrings, arms, and ankles. Each stretch was held for 10 to 15 seconds. All stretching was done in a standing position without the use of props. These stretches were first discussed with a chiropractor specializing in stretching protocols. To help the volunteers in learning proper stretching techniques, wall-sized posters of the stretches were hung in the stretching areas. Management was also taught the techniques so they could be used as a resource to help lead the program. To ensure proper tracking of volunteer participation, a daily compliance roster was given to each shift leader to maintain. To help with buy-in, the companies provided gift cards to those who participated and completed the program.

According to attendance records, 100% of eligible participants completed the study. The results showed that the 24 tin mill participants who completed the protocol were injury-free, while of the 55 beverage company participants, only one experienced an injury (1 of 79, or 1.3%). No employee reported any adverse events due to the stretching protocol. The injury rate prior to program implementation was 6.5% (51 of 785). The relative risk of non-stretchers being injured was 5.13 and the risk of injury for stretchers was 0.19. The odds of experiencing a work-related musculoskeletal injury were 5.41 times

higher for non-stretchers. Injury rates also differed significantly between the stretching group and the eligible population. The relative risk of incurring an injury was 6.70 for non-stretchers, compared to 0.14 for those who did stretch.

This project suggests that a brief, inexpensive stretching protocol is feasible in a manual labor environment and associated with short-term positive results. So nurses, what do you think about stretching before you start your shift? It could be worth the effort. The American Hospital Association has stated that work-related musculoskeletal disorders account for the largest proportion of Workers Compensation costs in hospitals and long-term nursing home facilities nationwide. The American Nurses Association reports that ergonomic injuries occur in nurses at a rate that is twice that found in the general working population. If effective stretching can help to eliminate musculoskeletal disorders and help to keep healthcare workers strong and healthy, maybe we should stretch before we go out and fetch!

Source: Gartley, R. M., & Prosser, J. L. (2011, June). Stretching to Prevent Musculoskeletal Injuries. *AAOHN Journal*, 59, 247-252.

Submitted by: Sally Beckham, RN, Mary Cox, RN, and Diana Wetterer, RN, BSN students at Bellarmine University, Louisville, KY.

Data Bits is a regular feature of *Kentucky Nurse*. Sherill Nones Cronin, PhD, RN, BC is the editor of the **Accent on Research** column and welcomes manuscripts for publication consideration. Manuscripts for this column may be submitted directly to her at: Bellarmine University, 2001 Newburg Rd., Louisville, KY 40205.



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RN-BSN Program



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For a complete job listing, please visit our website at: www.lexingtonclinic.com
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DISTRICT 2 UPDATE

District 2 held a meeting in September. Mollie Abshire is the winner of the door prize and is shown with President Mary Whitaker. Congratulations Mollie!

Common Questions about Lactose Sensitivity

What is lactose sensitivity?

People who are lactose sensitive have a hard time digesting the sugar (called lactose) that is naturally found in milk and may experience discomfort after consuming dairy foods.

How do I know if I'm lactose sensitive?

Stomach aches, bloating or gassiness can have many different causes. Your doctor can help you find out if you are lactose sensitive if your digestive discomfort is caused by something else.

I used to drink milk all the time when I was a child. Why am I more sensitive to dairy now?

Your body makes an enzyme called lactase to help digest the lactose in milk. As an adult, your body may be making less of this enzyme than when you were younger. This may make it more difficult to tolerate dairy.

If I am lactose sensitive, do I avoid all dairy foods?

Lactose sensitivity is a very individual condition. Most people can continue to enjoy low-fat and fat-free dairy foods by drinking low-lactose or lactose-free milk, having small amounts of milk with meals or including natural cheeses or yogurt in their diet.

Is lactose sensitivity the same thing as a milk allergy?

No, being lactose sensitive is not the same as having a milk allergy. A milk allergy is caused by a reaction to the protein in milk. This is different from lactose intolerance, which occurs when your body has a hard time digesting the natural sugar (or carbohydrate) in milk. While people with milk allergies must avoid dairy, avoidance is not necessary for those who are lactose sensitivity.

Can I get the nutrients I need without dairy foods in my diet?

Nutrition experts advise that you still try to eat dairy foods to best meet your nutrient recommendations. The dairy food group (milk, cheese and yogurt) provides key nutrients such as calcium, potassium and vitamin D. It's difficult to get enough of these nutrients without dairy foods in your diet.

Can children be lactose sensitive?

Lactose sensitivity is less common in young children. If you think your child is lactose sensitive, talk to your family doctor, pediatrician or a dietitian.



FAST FACTS ABOUT LACTOSE-FREE MILK AND MILK PRODUCTS

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Transforming a RN to BSN Program to an On-line Delivery Format

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Requiring the Bachelor of Science in Nursing (BSN) as the entry level for professional nursing practice is supported by many including the American Nurses Association and the American Association of Colleges of Nurses (Benner, Sutphen, Leonard, & Day; 2010; Smith, 2009). Even though dialogue continues about the BSN as the degree needed for entry into nursing practice, the first degree obtained by nurses is often an Associate Degree in Nursing (ADN). According to the National Council of State Boards of Nursing, of the total 134,708 first-time, US educated candidates for licensure, 78,665 held an ADN (2009). Many of the individuals who hold an ADN have a desire to obtain a BSN or higher degree, but may not be able to meet the demands of a traditional BSN program due to family and job responsibilities. Currently, nurses are experiencing added demands at work including mandated over-time due to staffing challenges related to the existing nursing shortage (Legg, Adelman, Mueller, & Levitt, 2009).

Rural nurses living and practicing in remote areas have additional challenges curtailing their educational mobility. They may be place bound and unable to relocate to geographic sites where traditional BSN programs are offered leaving them with the challenges of travel time and distance to a college or university (McCoy, 2009). Nurses practicing in rural areas may also encounter less support within their communities for continuing their education because the associate degree and nursing diploma have long been the education norms for nurses in their communities (McCoy, 2009). Without community and/or institutional support for continuing education, the nurses may feel isolated and alone even though they desire to complete the BSN for self-fulfillment.

As noted by Benner et al. (2010), change in nursing education is needed to enhance a smooth transition from the ADN to BSN degree. Faculty of the RN to BSN program at Western Kentucky University (WKU) believed that transition to an on-line program would be one way to support the educational mobility of rural ADN nurses desiring a BSN. This transition would require a change for faculty and students as the program moved from the current delivery method of Interactive Video System (IVS) blended with on-line.

As the faculty of the RN to BSN program contemplated the change to an on-line format, it was determined that the blended method in place enhanced the availability of resources to implement the change in a short-period of time. Faculty and students were familiar with Blackboard® and some of the on-line teaching strategies that would be used. Enhancing the already familiar strategies while maintaining academic rigor and student satisfaction were two challenges faculty would face. As noted by Legg et al (2009), application of theory is critical when implementing online education. Embarking on the transformation of a RN to BSN program from a blended delivery method to an on-line delivery method, faculty recognized the need to use a change theory supported by research to enhance the success of the program.

Lewin's Change theory served as the theoretical framework for the transition. Lewin's theory has three stages: *unfreezing*, *moving*, and *refreezing*. In the *unfreezing stage*, it is recognized that the current process or way of doing something needs to be changed. In the *moving stage*, the new process or innovation is introduced. This includes discussion of the advantages and disadvantages of the proposed change. In the *refreezing stage*, the new system is accepted and becomes the routine practice (Kelly, 2008; Yoder-Wise, 2011). Faculty followed the three steps of Lewin's theory as they proceeded with the transformation of the RN to BSN to an on-line delivery format.

In the *unfreezing stage*, discussion began with faculty and students to educate them about the proposed change. Most of the RN to BSN faculty involved had used a blended method of delivery prior

to moving to this completely on-line delivery, but a learning curve remained. Faculty had to be willing to incorporate new strategies to facilitate learning. The faculty immediately began to take advantage of opportunities to gain knowledge about the change in technology and pedagogy required for web-based classes.

As faculty entered the *moving stage*, they utilized technology in a variety of ways. Classes were delivered via Blackboard®. This allowed the use of web pages, tegrity video, talking power point, podcasts, wikis, and discussion board. To support an ongoing personal connection throughout the program, students were required to complete web pages in each nursing course. Students were asked to include a picture and information about experiences related to the specific course content. For example, in the transcultural nursing course, students were asked to include experience they had working with patients from cultures different from their own. This teaching strategy also supported a way for peer networking, advocated by Nelson (2007). In addition to providing lecture material, tegrity videos, and podcasts were incorporated to provide information to students about assignments, syllabi, and grading rubrics. Tegrity is a program that allows faculty to record lectures that students may view at anytime or anywhere they have internet access. Wikis allowed opportunities for group work with faculty supervision of group interaction. Discussion boards were used to exchange ideas and comments about various topics. This supported peer interaction and networking. Additionally, discussion boards were used to incorporate poster presentations on-line.

Currently, faculty believe they are still in the *moving stage*. As faculty reflect on the first semester of the program change, they note an increase in interest in the program by prospective students as well as leaders/managers of area health care facilities. Faculty and students have utilized the support of the University instructional technology department to view on-line videos regarding various topics related to Blackboard®. For example, many students view a video demonstrating submission of assignments. As students' knowledge level with technology and individual schedule varies, the continuous availability of these tutorials is valuable to success of students.

Faculty have learned much throughout the process. First, they suggest spending more time in the *unfreezing stage* for planning. This would include planning for faculty development, course development, additional support staff, and marketing. Secondly, they recognized that for on-line classes much more time is required for grading and providing feedback to students. To facilitate the on-line process for students, faculty communicate frequently about policies, course work, evaluation methods, and assignments. Faculty have attempted to be consistent in timeframes for assignments and availability of lectures. Again, recognizing that the RN to BSN students have varied work schedules, faculty include weekend days and traditional work week days in the timeframes. When developing assignments and evaluation methods, faculty assured different experiences were offered throughout the curriculum to ensure program outcomes were met. Additionally, the different experiences allowed students the opportunity to gain technological skills that would be beneficial to them both in the workplace and graduate school. A challenge that has been addressed and continues to be discussed is how to best evaluate the fit of student work load for an individual course and the credit hours awarded for that course.

The RN to BSN faculty perceive the on-line

program as essential for the seamless transition toward a higher academic degree. They are committed to offering this program as a means for nurses who are place bound to achieve the BSN.

In the *refreezing stage*, the change will become the routine (Kelly, 2008) Faculty look forward to this stage. However, the faculty understand that ongoing evaluation and improvement of the program will be necessary. Faculty are in the process of evaluating the program utilizing *The Essentials of Baccalaureate Education for Professional Nursing Practice* (American Association of Colleges of Nursing, 2008), *The Scope and Standards of Nursing Practice* (American Nurses Association), and recommendations from Benner et al (2010). They recognize that some change in their admission guidelines and curriculum will be needed. They will again utilize Lewin's Change Theory to promote a successful transition from the old to the new.

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Community Cardiovascular Care: A Service Learning Project Designed to Reduce Risk for Cardiovascular Disease

Vanessa Sammons, MSN, RN, PHCNS-BC, CNE
Assistant Professor of Nursing
and
Suzanne White, MSN, RN, PHCNS-BC
Assistant Professor of Nursing
Morehead State University
Morehead, KY

Cardiovascular diseases (CVD) remain the leading cause of death in the nation and the state of Kentucky. Kentucky ranks sixth in the nation for the number of deaths due to heart disease (Kentucky Department for Public Health, 2009). The US Department of Health and Human Services document, Healthy People (2020), described the importance of identifying preventable threats to health in order to increase the length and quality of our lives. The profession of nursing has long been associated with the sacrifice of personal health. Research indicates that nursing students experience higher levels of stress than non nursing students and

some report stress severe enough to induce anxiety and depression (Beck & Srivastava, 1991; Shiver & Scott-Stiles, 2000). A service learning project was developed in partnership with the Gateway Cardiovascular Coalition as a strategy developed from evidence based practice which provides additional support to nursing students as they learn to provide care for others (Stark, Manning-Walsh & Vliem, 2005).

In recognition of how poor cardiovascular health severely impacts Eastern Kentucky residents, a service learning project was implemented by third semester Associate Degree Nursing Students and sophomore level Baccalaureate Nursing Students. The screening service learning project was conducted at the Center for Health Education and Research (CHER) campus and the Clay Center campus of Morehead State University. One hundred percent of participants received education on the importance of cardiovascular health, the effect of sodium, of blood pressure, and the importance of exercise.

Findings from the screening: total of 109 screenings were provided to 79 females and 30 males; 64 of 79 females returned for follow up (81%); 11 of 79 females received referrals (14%). Of the 11 receiving referrals 2 started medication (18%), 4 were normal at follow up (36%), and five did not return (45%).

As students provided the screenings they became interested in their own blood pressure readings and 100% participated in the screening process. There is evidence that as students practice and encourage self-care among peers, health habits are likely to improve. Additionally it serves as further support as they learn to provide care for others. This service learning project impacted participants thus impacting the future of nursing and the many patients who will be served.

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10:00 – 10:15am	BREAK
10:15 – 11:30AM	COMMUNICATION: Delivering information to patients & families
11:30am – 12:15pm	LUNCH
12:15pm – 1:30pm	LEGAL/KBN: The Nurse Practice Act & the KY Board of Nursing
1:30pm – 1:45pm	BREAK
1:45pm – 3:00pm	RESUMES & INTERVIEWS
3:00pm – 3:15pm	PROGRAM EVALUATIONS

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KNA Members on the Move

Judith Beckham, MSN, RN, University of Louisville School of Nursing, received a certification in Nursing Professional Development through American Nurses Credentialing Center.

UK Alumni Professor **Ellen Hahn, PhD, RN, FAAN**, University of Kentucky Colleges of Nursing and Public Health, was inducted in October 2011 as a fellow in the American Academy of Nursing. She is one of seven members of the UK College of Nursing to become a fellow in the Academy. Dr. Hahn is also a faculty associate at the UK Markey Cancer Center, directs the Clean Indoor Air Partnership and the Kentucky Center for Smoke-Free Policy in the College of Nursing, and is the assistant director of the Center for Biobehavioral Research in Self-Management in the College of Nursing. Through the Kentucky Center for Smoke-Free Policy, she and her colleagues have assisted many of Kentucky's 30 communities which have gone smoke-free.

Cynthia Logsdon, PhD, WHNP-BC, FAAN, University of Louisville School of Nursing, received the Research Podium Award for her presentation at the Nurse Practitioner in Women's Health Conference in Austin, TX. Her colleagues at University of Louisville Hospital, **Roselyn Tomasulo, RN, MSN** and **Diane Eckert, RN, BSN**, were co-investigators on the study, "Use of Social Media by Adolescent Mothers."

Suzanne Prevost, PhD, RN, COI, associate dean for practice and engagement at the University of Kentucky College of Nursing, was inducted in November 2011 as the 29th president of the Honor Society of Nursing, Sigma Theta Tau International (STTI). Dr. Prevost will lead the 125,000-member global organization for the next two years. The four areas she addressed in her Presidential Call to Action included: creating a legacy of professional impact; engaging in collaboration in the global community; responding to vulnerable populations; and embracing technology.

Kathy Wheeler, PhD, FNP-BC, APRN, FAAN, assistant professor, University of Kentucky College of Nursing, was one of 27 distinguished nurse leaders from across the globe to graduate from the International Council of Nurses (ICN) Global Nursing Leadership Institute (GNLI). Established in 2009, the GNLI offers an advanced leadership program for nurses in senior and executive level positions in developed and developing countries.

In October 2011, **Donna Blackburn, PhD, RN**, Professor of Nursing at Western Kentucky University, received the American Cancer Society Mid-South Division Terese Lasser Award in recognition of her exceptional volunteer service with the Reach to Recovery program. This award honors Terese Lasser who began the program following her personal experience with breast cancer in 1952. The Reach to Recovery program was implemented by the American Cancer Society in 1969.

Deborah Whitehouse, DSN, BSN, APRN-S, who had been serving as associate dean of the College of Health Sciences at Eastern Kentucky University, will serve as interim dean upon the retirement of Dr. David Gale. Whitehouse, who joined ECU in 1984, earned her bachelor's degree from the University of Kentucky, her master's degree from the University of North Carolina and her doctoral degree from the University of Alabama at Birmingham.

Student Spotlight is a regular feature of the *Kentucky Nurse*. Donna Blackburn PhD, RN who is the editor of this column welcomes manuscripts for publication consideration. Manuscripts may be submitted electronically to her at: donna.blackburn@wku.edu.



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UofL School of Nursing Partners with University Hospital and Jewish Hospital & St. Mary's HealthCare to Develop Acute Care Nurse Practitioner Program

LOUISVILLE, KY—In an effort to meet the growing local demand for acute care nurse practitioners (ACNPs) in the hospital setting, the University of Louisville School of Nursing will add the acute care NP major to its list of master's level programs. University of Louisville Hospital (ULH) and Jewish Hospital & St. Mary's HealthCare (JHSMH) are helping in the initial funding to hire faculty that will develop the curriculum and teach the courses beginning in Fall 2012.

"Although the UofL School of Nursing has a strong history in offering master's nurse practitioner majors in primary care, the need for hospital acute care NPs is crucial with so many patients who are acutely ill with complex diseases and conditions," said Marcia Hern, EdD, CNS, RN, dean, UofL School of Nursing. "Working as a full partner with physicians, NPs are a valuable asset in health care."

"Our physician colleagues are asking for these positions," said Cheryl Fugatte, chief nursing officer, JHSMH. "Acute care nurse practitioners are desperately needed and I thank Marcia Hern for coming to the table to see how we could partner together to make this program possible."

"Nurse practitioners are now an integral part of our acute care surgical teams, from trauma to general surgery and surgical specialties. Nurse practitioners greatly improve the quality of health care, facilitating better communication with patients and families, rapid response to patient needs,

and coordinating post-hospital care," said Kelly McMasters, MD, PhD, chair, UofL School of Medicine Department of Surgery.

According to University of Louisville Hospital Chief Nursing Officer Mary Jane Adams, there are too few local advanced practice registered nurses trained in acute care. Many are primary care NPs who have received on-the-job-training in the hospital setting or critical area. Acute nurse practitioners are essential for a level I trauma center at ULH and complicated cardio thoracic surgeries at JHSMH, she said.

"We wanted to partner with UofL in order to have a pipeline to train nurses interested in an advanced degree, and then recruit them to meet a need in the hospital. Many of our nurses are eager to advance their careers with this major," Adams said.

Jodie Hignite, MSN, APRN, ACNP, was recently hired to begin developing the curriculum for the program. She will serve as the track coordinator for the new major. Hignite also works as an acute care nurse practitioner for the Department of Pediatrics in the Division of Pediatric Critical Care at Kosair Children's Hospital, and she agrees with Adams.

"It is very important for advanced practice registered nurses to work the clinical portion of their program in the area where they want to specialize. Otherwise, it can be a very difficult transition with a significant learning curve if nurses seeking advanced degrees focus their clinical effort outside a hospital, then decide to pursue work in acute care," Hignite said.

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We value the input of our readers. We are committed to meeting your needs in future publications. Therefore, we are asking for your input and suggestions by completing the survey. Survey can also be completed online at www.surveymonkey.com/s/FFWVZ7N.

1. How frequently do you read the **Kentucky Nurse**?
 - a. All of the time
 - b. Most of the time
 - c. Some of the time
 - d. Seldom
 - e. Never
2. If you read the **Kentucky Nurse**, do you read the entire publication?
 - a. Yes
 - b. No
3. Which sections in the **Kentucky Nurse** do you find most helpful? (Circle All that Apply)
 - a. President's Pen
 - b. Welcome New Members
 - c. KNA Calendar of Events
 - d. District News
 - e. Cabinet News
 - f. Committee News
 - g. KNF News
 - h. KNA Members on the Move
 - i. Home Study/Continuing Education Offerings
 - j. Focus on Diversity
 - k. KBN/Practice Corner
 - l. Advance Practice
 - m. Workplace Advocacy
 - n. Accent on Research & DataBits
 - o. Student Spotlight
 - p. News From ANA
4. Which sections in the **Kentucky Nurse** do you find least helpful? (Circle All That Apply)
 - a. President's Pen
 - b. Welcome New Members
 - c. KNA Calendar of Events
 - d. District News
 - e. Cabinet News
 - f. Committee News
 - g. KNF News
 - h. KNA Members on the Move
 - i. Home Study/Continuing Education Offerings
 - j. Focus on Diversity
 - k. KBN/Practice Corner
 - l. Advance Practice
 - m. Workplace Advocacy
 - n. Accent on Research & DataBits
 - o. Student Spotlight
 - p. News From ANA
5. Have you been able to use content from the **Kentucky Nurse** in your practice setting or educational program?
 - a. Yes
 - b. No
6. What could we do to improve the **Kentucky Nurse**?

7. Additional Comments:

Demographics

8. Are you a KNA member?
 - a. Yes
 - b. No

9. What is your age (in years)?
10. What is your highest degree:
 - a. Doctorate in Nursing
 - b. Doctorate in Related Field
 - c. Masters in Nursing
 - d. Masters in Related Field
 - e. Baccalaureate in Nursing
 - f. Baccalaureate in Related Field
 - g. Associate in Nursing
 - h. Other (please specify)
11. How many years have you been in nursing practice?
12. What is your employment status:
 - a. Full-time in Nursing
 - b. Part-time in Nursing
 - c. Not Practicing in Nursing
 - d. Retired
 - e. Nursing Student (Pre-Licensure)
13. Primary Area of Practice
 - a. Private Practice
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Can One Nurse, a Dream, and Two Cans of Green Beans Make a Difference?

It was during a recent District 10 Kentucky Nurses Association (KNA) meeting at St. Claire Regional (SCR) Medical Center that current KNA President Mattie Burton, discussed service to others. Nurses, now more than ever, are needed to heed the call of service not only the patients in hospitals and clinics, but to reach even farther into the community to extend service to those in need. Those attending the meeting were bouncing ideas off of one another about community service when one nurse, Lula Pecco, an RN at SCR for twenty-five years, stated she had a life-long dream of starting a soup kitchen in Morehead. Living in the heart of Appalachia, she had first hand knowledge of the poor and the hungry.



**Lula Pecco, RN,
St. Claire Regional
Medical Center**

Lula's dream was to start a soup kitchen to feed the hungry. Something about the way she said it and the manner in which she spoke, made all of those in attendance take notice. Her entire face lit up just talking

about serving the poor. Lula had never attended a KNA meeting and she had been wondering why was she attending this one? Lula's nurse manager had asked her to attend in her place since she was going to be late. Accidents of this magnitude don't just happen...

Once Lula shared her thoughts and ideas with district members, Mattie outlined steps that would help Lula get started. Lula's family had a building that she could use to get started. Mattie provided a networking plan that would assist Lula in garnering the support she would need to begin, maintain and sustain such a worthwhile venture. The entire department of nursing wanted to support Lula's dream, which in reality would only further the mission of St. Claire Regional, "To Proclaim God's goodness through a healing ministry to the people of Eastern Kentucky."

Lula's dream came true on September 16, 2011 in Rowan County. At first she, her family, church and hospital volunteers, were serving around 30 people per day. It quickly grew to 70 per day and is now over a



120 each day. One of the most touching stories shared by Lula was a story about a young man who had been coming to eat at the soup kitchen. He told Lula he had been out of work for a while. He shared with Lula, he would have been hungry had it not been for eating at the soup kitchen. He was so grateful that she opened the kitchen and was taking it upon herself to feed the hungry. Jobless and looking for employment, he handed her 2 cans of green beans and asked if he could donate them to help feed others.

Nurses have always been a shining example of compassion and servitude throughout history. One nurse's dream to feed the poor in conjunction with a hospital's mission to serve the people of Northeastern Kentucky is proving that caring and service to others is alive and well in Morehead, Kentucky.

On October 31st the hospital hosted a benefit fund raiser to the theme of MASH: "Help Fight the War Against Hunger." The event raised nearly \$3,000 dollars to support the Community Soup Kitchen. MASH themed look-alikes were in full costume, such as Radar, Hot Lips, Father Mulcahy, Klinger and Hawkeye! Every hospital department participated in some way to support this worthy cause.

May God Bless everyone during this season of giving we are approaching.

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Welcome New Members

The Kentucky Nurses Association welcomes the following new and/or reinstated members since the October/November/December 2011 issue of the **KENTUCKY NURSE**.

- | | | | |
|---|--|--|--|
| <p>District #1
 Laura G. Flamini
 Claire M. Gaffney
 Semon Haines
 Karen Lynne Morrow
 Beverly Kay Valentine
 Annette Whitehouse
 Beverly J. Zanewicz</p> <p>District #2
 Sharon Brock
 Norma J. Christman
 Ellen Hahn
 Jennifer Marie Kelley
 Barbara R. Kitchen
 Felicia McAllister
 Roger H. McBride</p> | <p>Jennifer Denise Murphy
 Evelyn M. Parrish
 Lynn C. Parsons
 Patricia "Dee Dee" Pennington</p> <p>District #3
 Jackie Dianne Miles
 Patti Rhodes
 William D. Thomas
 Karen Marie Wigger</p> <p>District #4
 Rebecca L. Bell
 Adam W. Ogle</p> <p>District #5
 Kimberly Elaine Bradley</p> | <p>District #7
 Vickie Shoumake
 Nicole D. Swindle</p> <p>District #8
 Carole Nadine Mattingly
 (<i>Recruited by</i> Carol Murch)</p> <p>District #9
 Tammie Jean Bertram
 Ruth Yvonne Walker</p> <p>District #10
 Kathy Lynn Blair
 Jessica Jo Blakenship
 Linda M. Conyers</p> | <p>Sharon Kathy Fairchild
 (<i>Recruited by</i> Mattie Burton)
 Mary J. Hammack
 Courtney L. Hollingsworth
 Sandra J. Johnson
 Nancy J. Maggard
 Pamela Sue Stevens
 Mary Suzanne White
 Lanetta Dawn Winkleman</p> <p>District #11
 Lori L. Legaspi
 Abby Noisworthy
 Cagney Anne Skipworth
 Kevin P. Weaver</p> |
|---|--|--|--|



KENTUCKY NURSES ASSOCIATION CALENDAR OF EVENTS 2012

January 2012

- 1 New Year's Day
- 2 New Year's Day Observed – KNA Office is Closed
- 11 1:00 PM Governmental Affairs Cabinet, KNA Office
- 16 Martin Luther King Jr.'s Birthday – KNA Office is Closed
- 19 10:00 AM Kentucky Nurses Foundation, KNA Office

February 2012

- 13 Materials Due for April/May/June 2012 Issue of *Kentucky Nurse*
- 20 President's Day Holiday
- 21 District 7 Meeting, TBA
- 28 Surviving Your First Year – Registration Closed

March 2012

- 2 **Surviving Your First Year 2012, Carroll Knicely Conference Center, 2355 Nashville Road, Bowling Green, KY 42104**

April 2012

- 17 District 7 Meeting, TBA

May 2012

- 14 Materials Due for July/August/September 2012 Issue of *Kentucky Nurse*
- 28 Memorial Day Holiday – KNA Office is Closed

June 2012

- 1 Materials Due for **Call to Convention 2012**

July 2012

- 4 Fourth of July Holiday – KNA Office is Closed

August 2012

- 13 Materials Due for the October/November/December 2012 Issue of *Kentucky Nurse*

September 2012

- 3 Labor Day Holiday – KNA Office is Closed

October 2012

- 24 **5:00 PM KNA Board of Directors Pre-Convention Board Meeting, Holiday Inn Hurstbourne, 1325 South Hurstbourne Parkway, Louisville, KY 40222**
- 25-26 **KNA Convention 2012, Holiday Inn Hurstbourne, 1325 South Hurstbourne Parkway, Louisville, KY 40222**

November 2012

- 12 Materials Due for the January/February/March 2013 Issue of *Kentucky Nurse*
- 22-23 Thanksgiving Day Holiday – KNA Office is Closed

December 2012

- 17-31 Christmas Holiday – KNA Office Closed

*All members are invited to attend KNA Quarterly Board of Directors meetings (please call KNA first to assure seating, meeting location, time and date)

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Review of applications will begin immediately and continue until the positions are filled. Send a letter of application, curriculum vitae, unofficial transcripts and names, addresses and phone numbers of at least three references to Anne Cockley, SPHR, Director of Human Resources, Midway College, 512 East Stephens St., Midway, KY 40347-1120. Visit Midway College at www.midway.edu.

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Midway College does not discriminate on the basis of race, color, religion, national or ethnic origin, marital status, age, or disability in administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other College-administered programs or in its employment practices. In conformity with Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 and its implementing regulation at C.F.R. Part 106, it is also the policy of Midway College not to discriminate on the basis of sex in its educational programs, activities or employment practices. The admission of women only in the Traditional Day Programs is in conformity with a provision of the Act. For additional information, contact the College's Title IX Coordinator, Anne Cockley, Director of Human Resources, 11 Pinkerton Hall, 512 E. Stephens St, Midway, KY 40347, 859.846.5408.

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(502) 637-2546

For more information, contact KNA at (502) 637-2546 ext. 2.

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by
Scott Gilbertson
Folio Studio, Louisville, Kentucky

Photo submitted by the Kentucky Nurses Association, July 2005 to the Citizens Stamp Advisory Committee requesting that a first class stamp be issued honoring the nursing profession. (Request Pending)

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Division of Continuing Education & Development

The following programs are made possible by partnerships with health care agencies, professional organizations and other academic institutions. For more details about the listed programs and information about **Online Programs** offered, refer to the web site www.ced.eku.edu after January 20, 2012 or contact, Denise Humphreys at alice.humphreys@eku.edu or 859.622.2143.

February 23	Meeting the Challenges to Improve Cardiovascular Outcomes In Collaboration with Southern KY AHEC and Baptist Regional Medical Center Corbin, KY	2.25 ANCC
February 24		2.7 KBN 7.25 ANCC 8.7 KBN
March 1-3 (W/E 1)	Faith Community Nursing “Empowering Others Through Faith & Wellness” In Collaboration with Ephraim McDowell Health Services Gilcher Building, Danville, KY	38.25 ANCC 45.9 KBN
April 12-14 (W/E 2)		
March 30	An Invitation to the 17th Annual Medical/Surgical Symposium: Nurses Applying Evidence: Making a Difference In Collaboration with Central Baptist Hospital Lexington, KY	5.75 ANCC 6.9 KBN
April 3	Common Orthopedic Injuries Encountered in Primary Care In Collaboration with EKU’s Baccalaureate & Graduate Nursing Program EKU Campus, Perkins Building, Quads A & B Morning or Afternoon Session (Please specify)	5.0 ANCC 6.0 KBN
April 27	Education and Practice: Using Tried and New Technologies to Demonstrate Competence in Tomorrow’s Nursing Leaders In Collaboration with Central KY Staff Development Group Via ITV @ EKU Campus, Richmond, Corbin, Danville, Hazard, Manchester, Somerset. (Must specify location)	5.5 ANCC 6.6 KBN



Eastern Kentucky University, The Division of Continuing Education and Development, is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s COA.

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To learn more, go online at <https://khelps.chfs.ky.gov> or contact your local health department.



**KENTUCKY NURSES ASSOCIATION
MEMBERSHIP APPLICATION FORM**

How Did You Hear About KNA? _____

Mrs. Ms. Miss Mr.

Last Name: _____ All Credentials: _____

First Name: _____ Graduation Month & Year: _____

Middle Name: _____ Pre-Licensure Program: _____

Maiden Name: _____ Employer: _____

Nick Name: _____ Employer Address: _____

Mailing Address: _____ Employer City/State/Zip Code: _____

City/State/Zip Code: _____ Work Phone: _____

Home Phone: _____ Work Fax: _____

Home E-Mail: _____ Work E-Mail: _____

RN Licensure Number: _____

State of Licensure: _____

**I. MEMBERSHIP CATEGORIES
(choose one)**

FULL MEMBER (Select One)

- Full Membership/Full Time Employment
- Full Membership/Part Time Employment

**ASSOCIATE MEMBER
(Receives Full Benefits) (Select One)**

- 1) RN enrolled in at least half time study as defined in KNA policies*
* **School**

(KNA reserves the right to verify enrollment)

- 2) Graduate of prelicensure program within one year of graduation

(KNA reserves the right to verify enrollment)

- 3) Registered nurse not employed

SPECIAL MEMBER (select one)

- 1) Registered nurse who is retired and not actively employed in nursing
- 2) Registered nurse who is currently unemployed as nurse due to disability
- 3) Impaired registered nurse with limited membership

NOTE: Your dues include the following annual subscriptions: **The American Nurse, the American Nurse Today, and The Kentucky Nurse**

**Make Checks Payable to:
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MAIL CHECK AND APPLICATION TO:

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Work Phone: _____

Work Fax: _____

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State Nurses association dues are not deductible as charitable contributions for tax purposes, but may be deductible as a business expense. Consult your tax **advisor**.

**II. PAYMENT OPTIONS
(Amount Includes ANA/KNA/District
Membership)**

FULL MEMBER

- Monthly—\$24.75—Withdrawal from your checking account. (Enclose check for 1st month payment. Signature is required below.* See **monthly bank draft** section)
- Annual—\$291.00—Enclose check or pay by credit card

ASSOCIATE MEMBER

- Monthly—\$12.63—Withdrawal from your checking account (Enclose check for 1st month payment. Signature is required below.* See **monthly bank draft** section.)
- Annual—\$145.50—Enclose check

SPECIAL MEMBER

- Monthly—\$6.56—Withdrawal from your checking account (Enclose check for 1st month payment. Signature is required below.* See **monthly bank draft** section)
- Annual—\$72.75—Enclose check

***MONTHLY BANK DRAFT**

In order to provide for convenient monthly payments to American Nurses Association, Inc (ANA), this is to authorize ANA to withdraw 1/12 of my annual dues from my checking account on the 15th of each month; ANA is authorized to change the amount by giving the undersigned thirty (30) days written notice; the undersigned may cancel this authorization upon written receipt by the 15th of each month

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THE PAINTING

"The Human Touch" is an original oil painting 12" x 16" on canvas which was the titled painting of Marge's first art exhibit honoring colleagues in nursing. Prompted by many requests from nurses and others, she published a limited edition of full color prints. These may be obtained from the Kentucky Nurses Association.

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The Human Touch

Her step is heavy
Her spirit is high
Her gait is slow
Her breath is quick
Her stature is small
Her heart is big.
She is an old woman
At the end of her life
She needs support and strength
From another.

The other woman offers her hand
She supports her arm
She walks at her pace
She listens intently
She looks at her face.
She is a young woman at the
Beginning of her life,
But she is already an expert in caring.

RN Poet
Beckie Stewart*

*I wrote this poem to describe the painting,
"The Human Touch" by Marge."
Edmonds, Washington 1994

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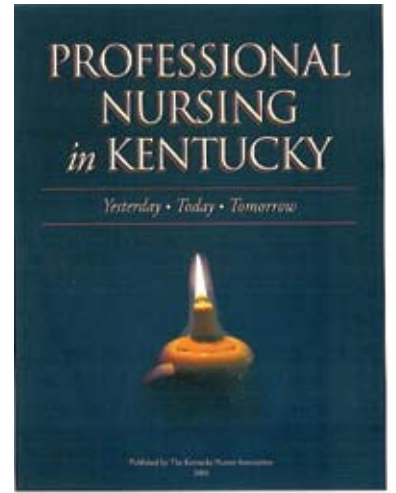
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KNA's limited edition was published in 2006. Graphics by Folio Studio, Louisville and printing by Merrick Printing Company, Louisville.

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Suzanne Hall Johnson, MN, RNC, CNS is the Director of Hall Johnson Consulting and the Editor of Nurse Author & Editor. She is a Clinical Nurse Specialist, UCLA graduate with honors, and a Distinguished Alumni from Duke University. (Copyright 2003 Suzanne Hall Johnson)

To order, please check the box in front of the Home Study or Audiotape Course(s) you want to purchase, complete the information below, and return with your check, money order or credit card information to:

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KNA Centennial Video Lest We Forget Kentucky's POW Nurses

This 45-minute video documentary is a KNA Centennial Program Planning Committee project and was premiered and applauded at the KNA 2005 Convention. "During the celebration of 100 years of nursing in Kentucky—Not To Remember The Four Army Nurses From Kentucky Who Were Japanese prisoners for 33 months in World War II, would be a tragedy. Their story is inspirational and it is hoped that it will be shown widespread in all districts and in schools throughout Kentucky.

POW NURSES

Earleen Allen Frances, Bardwell
Mary Jo Oberst, Owensboro
Sallie Phillips Durrett, Louisville
Edith Shacklette, Cedarflat

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Contact:
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**Dr. Paula Travis, Chair, School of Nursing
Spalding University, 845 S. Third Street
Louisville, KY 40203 • ptravis01@spalding.edu**

Screening of candidates will begin immediately and the positions will remain open until filled.

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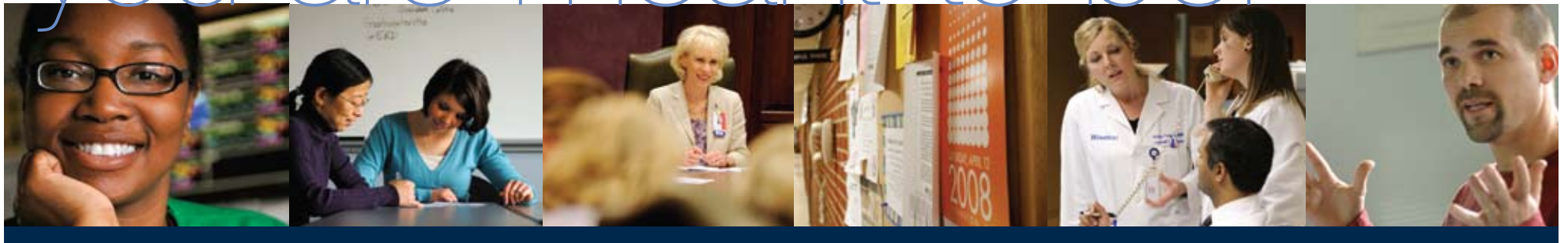
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