News . . . . . . . . . . . . . . . . . . . . . . . 10
American Nurses Association

It's Time Bullying STOPS! . . . . . . . . . .9
Structure Change . . . . . . . . . . . . 8-9
of the October 2008 NDNA
Progress Report: Implementation
Nurses Week Celebration . . . . . . . . . . 6
Activities . . . . . . . . . . . . . . . . . . . . 5
Continuing Nursing Education
Click to Learn . . . . . . . . . . . . . . . . . . . 5
Nursing Awards Nominations . . . . . .4
Response from the Editor . . . . . . . . . .3

Recommended Reading:

The Hospital at the End of the World
Page 6

Health Care Reform More Important than Ever

This great nation cannot afford to allow its citizens to suffer needlessly from the lack of proper medical care.
President Harry S. Truman in his 1948 State of the Union address—
A deliberation that still resonates today.

June 24, 2009 I had the opportunity to join a group of 11 North Dakotans who went to Washington, D.C. for a rally on the National Mall in support of healthcare reform. Others at the rally included a contingent of ANA members urging congressional action this year on healthcare reform that will further ANA’s goal of guaranteed, affordable, high-quality health care for all. Rallying on the National Mall with so many people sharing the same desire to make “Health Care for All Americans Now” was exciting and invigorating. During our visit to Washington, D.C. we meet with Senators Dorgan and Conrad and Congressman Pomeroy. Several members of our delegation shared stories about how the current “health care system” caused them to incur overwhelming credit card debt because their insurance did not cover the cost of prescriptions and therapy to manage the care of chronic illnesses. Others shared how they paid insurance premiums for years and when diagnosed with a terminal illness learned their insurance did not cover the needed care to manage the disease process during the end of life care. Our health care system is in a crisis and it is time for it to be fixed.

I had the opportunity to discuss how important it is to include wellness and prevention, health education, chronic disease management, coordination of care, and the provision of community based primary care in healthcare reform. All of these are services and skills that registered nurses bring to patient care. I described how patients too often misunderstand directions given by doctors or how poor adherence to treatment can have expensive consequences for the patient’s health and the costs of care. Who but nurses, can provide the holistic care necessary to assist patients to take control of their condition to mitigate health problems and allow them to live a healthy productive life. The benefits of chronic disease management are obvious: If we keep a patient’s within certain parameters, then the complications go away or become much less significant, and patients are less likely to need doctor visits or hospital admissions.

I also shared the need to expand the research base on best practices in chronic disease prevention and early intervention by citing the Institute of Medicine who has estimated that the number of preventable deaths in our health care system is the equivalent of a jumbo jet crashing several times a week, with everyone aboard dying. We would never stand for that kind of safety record in the airline industry, but for years we have tolerated unnecessary death and morbidity in health care.

Evidence-based clinical guidelines are equivalent to aviation protocols: Properly applied, they allow healthcare providers a road map to provide the best care while reducing the chance of under treatment, overtreatment, and mistreatment.

Healthcare reform is one of our most urgent domestic challenges we have today. The payoff for doing it right is huge. The penalty for failure will be a financial burden for generations to come. Nurses have an important role to play during this decision making process. Nurses must help answer the following questions:

➢ Where will be the nursing work environment of the future?
➢ How can nurses be recognized as the major contributor in wellness and prevention work?
➢ Who should pay for health care?
➢ Why is the cost of health care so high?
➢ What role can nurses play in health care reform?

Every day, nurses hear stories from patients hurting for access to care and of others suffering to afford any level of private health insurance coverage. Families tell of premiums topping $1,200 every month—or more—and share fear about
President’s Message continued from page 1

hanging on to their homes as health costs and job losses gobble more of their income.
As Congress considers many versions of health care reform it is important for nurses to be involved in the discussion.
Your voice, as a member of this nation’s treasured nursing community, is more important than ever. Don’t miss this chance to share your
compassion, and your idea.
As a nurse, you have much to contribute to this national dialogue—your skill, your experience, and your idea. Don’t miss your chance! Call or e-mail your Congressman, participate in health care forums in your community, and talk with colleagues and the public about health care reform.
The American people want health-care reform and the American people trust nurses to be advocates for them in developing health-care reform. ANA is committed to the principle health care is a basic human right and that all persons are entitled to ready access to affordable, quality health care services. This is the Voice of Nursing working for you.

• How should health care be delivered and by whom?
• How should we pay for it? Who should pay and how much?
• What kinds of trade-offs are we willing to consider in terms of services or cost?

Full membership is just $20.50/month! Less than 70¢ a day!

The Mission of the North Dakota Nurses Association is to promote the professional development of nurses and enhance health care for all through practice, education, research and development of public policy.
In the last edition of the Prairie Rose, Wanda Rose, the President of the North Dakota Nurses Association wrote her President’s message about “standing together”. We received a variety of responses, some of you joined, some of you did nothing, and one person called the office and left a message about how she was inspired to join until she turned the page and found out membership cost $20.50 per month. She asked if we were “out of our minds!” I left the message on the answering machine for 2 weeks, listening to it several times a week. Pondering the reaction and wondering how many others think the membership dues are “crazy”.

So, I did a little detective work, and below are the membership dues you would pay to join other ANA/State Nurses Associations. As you can see the cost of NDNA membership is in line and in some cases far less than the dues of Associations from surrounding states.

Membership dues by surrounding states

<table>
<thead>
<tr>
<th>State</th>
<th>Monthly Dues</th>
<th>Annual Dues</th>
</tr>
</thead>
<tbody>
<tr>
<td>South Dakota</td>
<td>22.09</td>
<td>259.00</td>
</tr>
<tr>
<td>Montana</td>
<td>40.49</td>
<td>478.90</td>
</tr>
<tr>
<td>Minnesota</td>
<td>35.35</td>
<td>424.25</td>
</tr>
<tr>
<td>North Dakota</td>
<td>20.50</td>
<td>246.00</td>
</tr>
<tr>
<td>Nebraska</td>
<td>20.50</td>
<td>246.00</td>
</tr>
</tbody>
</table>

Now, you may wonder, what do we do with all that money? First the dues are dual membership dues, meaning the American Nurses Association (ANA) receives part of membership dollars. In fact they get over half. NDNA receives the majority of its operating income by providing the Refresher Courses, nursing continuing education activities (found at the website and in the Prairie Rose), by reviewing applications for contact hours, and by approving other organizations as approved providers of continuing nursing education. Even these efforts often fall short, leaving the organization as Wanda stated “threatened”. Over the last two (2) years NDNA has reduced expenses by 66%. The next step will be to close the physical office and move to a virtual office. With diminished resources it becomes more difficult to provide services; diminished services usually result in decreased membership, a vicious cycle that is difficult to break.

Today, NDNA has just over 300 members. There are however, over 9,000 RNs in the state of North Dakota. Some of you are members of your specialty organization, but many of you are not a member of any professional organization. ANA has estimated 80% of all nurses do not belong to any professional group. A variety of theories emerge about lack of membership.

In spite of this ANA/NDNA member benefits include reduced costs in national and local continuing nursing education activities, a subscription to the American Nurse today, reduced costs for personal, auto, liability insurances from a variety of sources. Reduced cost for items such as computers, shoes, uniforms, and now appliances. Membership brings free contact hour offerings (available through ANA and NDNA), reduced fees for credentialing exams, and the ability to participate in policy development. See http://www.nursingworld.org/MainMenuCategories/ANAMarketplace/Discounts_1/MemberBenefits/Benefits.aspx for a full listing.

In an effort to invite discussion that provides insight into the needs of members and potential members, NDNA is conducting an anonymous survey. The link is on the NDNA website at www.ndna.org I invite everyone, member and non-member, to share your ideas, concerns and responses to a variety of questions. In many cases the environment nurses enjoy today happened because an organized group of nurses took the time to seek changes. Today, change is happening in a very big way in health care. It is imperative that individual nurses join together to raise a collective voice. The roar of a crowd will assure your voice will not be silenced.

The address below can be typed in to your web browser’s address line to access the survey. Or you can email us at info@ndna.org and request the link be emailed to you. Then you can just click on it from within the body of the email and you will be taken to the correct web page.

http://www.surveymonkey.com/s.aspx?sm=6coT9MlxWH2lqojIGHsj7g_3d_3d
NDNA Elections

Online voting begins August 10th, ends August 21st.

The following positions are open for election in 2009:

- Vice President Membership Services (1)
- Vice President Communication (1)
- Vice President Government Relations (1)
- ANA House of Delegates for 2010 (choose 2 for 2 year terms)
- Alternate ANA House of Delegate (2) 1 for 1 year term and 1 for 2 year term
- Nominating Committee (4) 2 for 2 year and 2 for 1 year terms

Biographies for candidates/positions are available on the NDNA website.

The 2009 election will be held via electronic voting. All current members will be sent a postcard with instructions and the web address you need to type into your web browser’s address line. If you did not receive this postcard please contact NDNA at info@ndna.org and the link will be emailed to you.

Voting will be open from August 10th to August 21st, 2009. At the close of voting on August 21st the electronic system will automatically tally the votes and the candidate(s) and membership will be notified of results via email (if you have provided an up to date email address) and results will be posted to the NDNA website. If you have any trouble with the voting process please email becky@ndna.org.

Nursing Awards

Nominations

Nursing Awards Nominations are being accepted from the NDNA membership for:

Honorary Recognition
Honorary recognition is conferred on one member for recognition of continued commitment and contribution to the nursing profession.

Outstanding Nurse of the Year
Outstanding Nurse of the Year award is conferred on one member for an outstanding accomplishment or service of benefit to the profession which occurred during the prior year.

Hall of Fame Award
The Hall of Fame Award is conferred on an as-needed basis to a registered nurse who has made a historically significant contribution of long lasting importance to the practice of nursing in North Dakota.

Recognition for Excellence in Nursing Practice, Education, Administration, Research
Awards shall be given to recognize member(s) for excellence in nursing practice, education, administration, research.

The required forms and criteria available via email by contacting info@ndna.org or ndna09@gmail.com and requesting the nomination form for the specific category.

The awards are to be given October 9, 2009 at the NDNA Business Meeting in Bismarck. Recipients must be able to attend this meeting to receive an award. Nominations will be taken until September 10, 2009.
Federal Agency charged with increasing access to health care for those who are medically underserved.

- The Cochrane Collaboration [www.cochrane.org/]
  - The reliable source of evidence in health care, the Cochrane Library.
- Geriatric Nursing
  - Hartford Institute for Geriatric Nursing [http://hartfordginn.org/]
  - [www.cnsgerinn.org/]
- Medical Surgical Nursing [www.medsurgnurse.org]

Association of Women’s Health, Obstetric and Neonatal Nurses [www.awhonn.org]

American Association of Critical Care Nurses [www.aacn.org]

National Institute of Nursing Research [www.ninr.nih.gov/]
- The mission of NINR is to promote and improve the health of individuals, families, communities, and populations. NINR supports and conducts clinical and basic research and research training on health and illness across the lifespan. The Institute’s research focus encompasses health promotion and disease prevention, quality of life, health disparities, and end-of-life. NINR seeks to extend nursing science by integrating the biological and behavioral sciences, employing new technologies to research questions, improving research methods, and developing the scientists of the future.

Holistic Nursing [www.ahna.org]

Sigma Theta Tau [www.nursingsociety.org/default.aspx]
- Honor Society of Nursing, service, leadership, academics, evidence based practice, and community of nursing.
- Hospice and Palliative Nurses Association [www.hpona.org/]

If you have additional websites you would like to share please send information to becky@ndna.org

To contact NDNA
- info@ndna.org general questions
- ndna09@gmail.com for Refresher Courses, LPN
- iv, and Prairie Rose
- jean@ndna.org for contact hour approval,
- [www.ndna.org](http://www.ndna.org)

Save the Date!
- NDNA yearly business meeting scheduled Friday, October 9th, 2009 in Bismarck at the Ramkota; a small block of rooms available.
- Watch the NDNA website for details and registration [www.ndna.org](http://www.ndna.org)

The North Dakota Nurses Association announces applications are being accepted for the 2010 Graduate Nurse Educator Scholarship.
- Email info@ndna.org for application, deadline November 10, 2009.
- Scholarship amount: $1,000
- Qualifications:
  > Must be enrolled in an approved graduate or doctorate level nurse educator program and have completed at least one semester of study with at least a 3.5 GPA.
  > Must presently be a NDNA member and show proof of membership for the past 2 consecutive years.
  > Must show proof of an active, unencumbered RN license.
  > Must provide two (2) letters of recommendation from colleagues.
  > Provide publishable, at least eighteen (18) page article for the Prairie Rose based on one of the following topics:
  - The community of nursing
    - Professional issues in nursing education
    - Creating the nurse of the future
    - (APA format)
Recommended Reading

The Hospital at the End of the World

by Joe Niemezura RN, MS
(Plain View Press
PO Box 42255, Austin Texas)

“Medical stories from a place far off the beaten path of twenty-first century medicine. A front row seat with Christian medical missionaries in the foothills of the Himalayas.” Joe is a past president of ANA-Maine, he teaches at the University of Hawaii at Manoa.

The author relates his experiences while in Nepal about how health care is delivered and accepted by many people on this earth. It will shine a light on the tenacity of the human spirit no matter the circumstances. It is a story that will make you grateful for our healthcare system, even in its most broken state.

Nurses Week Celebration

May 12, 2009
District 6 Nurses Week Celebration
at the Bismarck Municipal Country Club

Over 30 area nurses gathered to celebrate nurses’ week with fellowship and fun. Entertainment was provided by “Dis and Dat” (Cheryle Bitz, NP/INDNA Member & Brenda Bry). A good time was had by all.

Recommended Reading

The Hospital at the End of the World

by Joe Niemezura RN, MS
(Plain View Press
PO Box 42255, Austin Texas)

“Medical stories from a place far off the beaten path of twenty-first century medicine. A front row seat with Christian medical missionaries in the foothills of the Himalayas.” Joe is a past president of ANA-Maine, he teaches at the University of Hawaii at Manoa.

The author relates his experiences while in Nepal about how health care is delivered and accepted by many people on this earth. It will shine a light on the tenacity of the human spirit no matter the circumstances. It is a story that will make you grateful for our healthcare system, even in its most broken state.

Nurses Week Celebration

May 12, 2009
District 6 Nurses Week Celebration
at the Bismarck Municipal Country Club

Over 30 area nurses gathered to celebrate nurses’ week with fellowship and fun. Entertainment was provided by “Dis and Dat” (Cheryle Bitz, NP/INDNA Member & Brenda Bry). A good time was had by all.

Recommended Reading

The Hospital at the End of the World

by Joe Niemezura RN, MS
(Plain View Press
PO Box 42255, Austin Texas)

“Medical stories from a place far off the beaten path of twenty-first century medicine. A front row seat with Christian medical missionaries in the foothills of the Himalayas.” Joe is a past president of ANA-Maine, he teaches at the University of Hawaii at Manoa.

The author relates his experiences while in Nepal about how health care is delivered and accepted by many people on this earth. It will shine a light on the tenacity of the human spirit no matter the circumstances. It is a story that will make you grateful for our healthcare system, even in its most broken state.

Nurses Week Celebration

May 12, 2009
District 6 Nurses Week Celebration
at the Bismarck Municipal Country Club

Over 30 area nurses gathered to celebrate nurses’ week with fellowship and fun. Entertainment was provided by “Dis and Dat” (Cheryle Bitz, NP/INDNA Member & Brenda Bry). A good time was had by all.

Recommended Reading

The Hospital at the End of the World

by Joe Niemezura RN, MS
(Plain View Press
PO Box 42255, Austin Texas)

“Medical stories from a place far off the beaten path of twenty-first century medicine. A front row seat with Christian medical missionaries in the foothills of the Himalayas.” Joe is a past president of ANA-Maine, he teaches at the University of Hawaii at Manoa.

The author relates his experiences while in Nepal about how health care is delivered and accepted by many people on this earth. It will shine a light on the tenacity of the human spirit no matter the circumstances. It is a story that will make you grateful for our healthcare system, even in its most broken state.

Nurses Week Celebration

May 12, 2009
District 6 Nurses Week Celebration
at the Bismarck Municipal Country Club

Over 30 area nurses gathered to celebrate nurses’ week with fellowship and fun. Entertainment was provided by “Dis and Dat” (Cheryle Bitz, NP/INDNA Member & Brenda Bry). A good time was had by all.

Recommended Reading

The Hospital at the End of the World

by Joe Niemezura RN, MS
(Plain View Press
PO Box 42255, Austin Texas)

“Medical stories from a place far off the beaten path of twenty-first century medicine. A front row seat with Christian medical missionaries in the foothills of the Himalayas.” Joe is a past president of ANA-Maine, he teaches at the University of Hawaii at Manoa.

The author relates his experiences while in Nepal about how health care is delivered and accepted by many people on this earth. It will shine a light on the tenacity of the human spirit no matter the circumstances. It is a story that will make you grateful for our healthcare system, even in its most broken state.

Nurses Week Celebration

May 12, 2009
District 6 Nurses Week Celebration
at the Bismarck Municipal Country Club

Over 30 area nurses gathered to celebrate nurses’ week with fellowship and fun. Entertainment was provided by “Dis and Dat” (Cheryle Bitz, NP/INDNA Member & Brenda Bry). A good time was had by all.

Recommended Reading

The Hospital at the End of the World

by Joe Niemezura RN, MS
(Plain View Press
PO Box 42255, Austin Texas)

“Medical stories from a place far off the beaten path of twenty-first century medicine. A front row seat with Christian medical missionaries in the foothills of the Himalayas.” Joe is a past president of ANA-Maine, he teaches at the University of Hawaii at Manoa.

The author relates his experiences while in Nepal about how health care is delivered and accepted by many people on this earth. It will shine a light on the tenacity of the human spirit no matter the circumstances. It is a story that will make you grateful for our healthcare system, even in its most broken state.

Nurses Week Celebration

May 12, 2009
District 6 Nurses Week Celebration
at the Bismarck Municipal Country Club

Over 30 area nurses gathered to celebrate nurses’ week with fellowship and fun. Entertainment was provided by “Dis and Dat” (Cheryle Bitz, NP/INDNA Member & Brenda Bry). A good time was had by all.

Recommended Reading

The Hospital at the End of the World

by Joe Niemezura RN, MS
(Plain View Press
PO Box 42255, Austin Texas)

“Medical stories from a place far off the beaten path of twenty-first century medicine. A front row seat with Christian medical missionaries in the foothills of the Himalayas.” Joe is a past president of ANA-Maine, he teaches at the University of Hawaii at Manoa.

The author relates his experiences while in Nepal about how health care is delivered and accepted by many people on this earth. It will shine a light on the tenacity of the human spirit no matter the circumstances. It is a story that will make you grateful for our healthcare system, even in its most broken state.

Nurses Week Celebration

May 12, 2009
District 6 Nurses Week Celebration
at the Bismarck Municipal Country Club

Over 30 area nurses gathered to celebrate nurses’ week with fellowship and fun. Entertainment was provided by “Dis and Dat” (Cheryle Bitz, NP/INDNA Member & Brenda Bry). A good time was had by all.

Recommended Reading

The Hospital at the End of the World

by Joe Niemezura RN, MS
(Plain View Press
PO Box 42255, Austin Texas)

“Medical stories from a place far off the beaten path of twenty-first century medicine. A front row seat with Christian medical missionaries in the foothills of the Himalayas.” Joe is a past president of ANA-Maine, he teaches at the University of Hawaii at Manoa.

The author relates his experiences while in Nepal about how health care is delivered and accepted by many people on this earth. It will shine a light on the tenacity of the human spirit no matter the circumstances. It is a story that will make you grateful for our healthcare system, even in its most broken state.

Nurses Week Celebration

May 12, 2009
District 6 Nurses Week Celebration
at the Bismarck Municipal Country Club

Over 30 area nurses gathered to celebrate nurses’ week with fellowship and fun. Entertainment was provided by “Dis and Dat” (Cheryle Bitz, NP/INDNA Member & Brenda Bry). A good time was had by all.
Nursing graduates Joy Corey and Holly Armitage represented the N456 Public Health Nursing course at the 2009 Association of Community Health Nurse Educators Summer Institute in Chicago, June 11-13. The conference provides a network for the exchange of ideas regarding community and public health nursing education, research, and practice. Approximately 200 faculty were in attendance.

Corey and Armitage participated in the poster presentation session where they highlighted the Fall 2008 semester class project of developing and opening a student–faculty managed Adult Health Maintenance Clinic. Their poster emphasized each section of the project including such things as development of the evidence base, the project’s connection to Vision 2013 and an evaluation of the clinic’s success. Public Health Nursing faculty from all over the US were able to ask questions regarding the project and provided feedback to the students.

Corey and Armitage were the only undergraduate student-presenters at the conference.

Public Health Nursing Instructor, Nikki Medalen, attended the conference with the students. She stated, “I am very proud of the project and the students involved with it. Joy and Holly did an excellent job representing Minot State and stimulated a lot of conversation at the conference regarding the high level of critical thinking, expertise, commitment and confidence that students would need to possess to complete a project like this”.

The Adult Health Maintenance clinic is held monthly during the summer months and bi-monthly during the school year at Henry Towers, a local high-rise apartment building, providing clinical space for students to work with geriatric and vulnerable populations. Foot-care, blood pressure checks, medication review, and referral services are some of the services available. A summer schedule has been maintained throughout the Christmas and summer breaks through the generosity of students involved in the clinic who volunteer their time.
The functions of NDNA shall be to:
1. promote the standards of nursing practice, nursing education, and nursing services as defined by the American Nurses Association (ANA),
2. adhere to the Code for Nurses established by ANA,
3. influence legislation on health care policies and health issues and the nurse's role in the health care delivery system,
4. support the nurse in personal and professional growth and development in the practice setting through workplace advocacy,
5. promote and provide for the continuing professional development of nurses, represent and speak for the nursing profession in North Dakota,
6. provide leadership for nurses throughout North Dakota,
7. provide for representation in the ANA House of Delegates,
8. promote collaborative relationships with the other groups in North Dakota that affect health care,
9. support a system of credentialing in North Dakota,
10. provide a state archive for collection and preservation of documents which have contributed to the historical development of nursing in North Dakota,
11. stimulate and promote systematic study, evaluation, and research in nursing, and encourage the use of new knowledge as a basis for nursing,
12. serve as the central agency for the collection and dissemination of information relevant to nursing,
13. maintain communication with NDNA members through official publication and correspondence, to include e-mail and posting on the NDNA website,
14. maintain communication with NDNA members through official publication and correspondence, to include e-mail and posting on the NDNA website,
15. provide services to NDNA Membership.

Below are highlights from the 2008 Bylaws (full bylaws are available at the NDNA website. www.ndna.org under membership).
The purpose of NDNA shall be to:
1. stimulate and promote the professional and educational advancement of nurses,
2. promote the personal and professional development of nurses and support them in the workplace,
3. foster cooperation among nurses in North Dakota,
4. collaborate with ANA to work for the improvement of health standards and the availability of health care services.
This purpose shall be unrestricted by consideration of age, color, creed, disability, gender, health status, lifestyle, nationality, race, religion, or sexual orientation.


Officers appointed
Officers were appointed to fill the newly created Vice-President Positions as were established by the 2008 Bylaws.
NDNA appointments:
President: Wanda Rose (Bismarck)
Vice-President Membership Services: Jane Rognesack (Fargo)
Vice-President Communications: Karen Macdonald (Moffit)
Vice-President Finance: Kathy Johnson (Bismarck)
Vice-President Government Relations: Mary Kay Herrmann (Fargo)
Vice-President Practice, Education, Administration, Research: Donnelle Richmond (Fargo)

This summer NDNA will hold elections for the following positions:
> VP Communications
> VP Membership Services
> VP Government Relations
> ANA Delegates to the 2010 House of Delegates (2) for 2 year terms
> Alternate delegates (2) 1 for 1 year term and 1 for 2 year term
> Nominating Committee (4) 2 for 2 year term and 2 for 1 year term.

Duties of officers are listed below:
The President shall:
1. serve as the official representative of the association and its spokesperson on matters of association policy and position,
2. chair the Annual Meeting and the NDNA Board of Directors,
3. serve as an ex-officio member of all task forces and ad hoc committees except the Nominating Committee,
4. serve as Delegate to the ANA House of Delegates,
5. serve as a representative of NDNA at the ANA Constituent Assembly,
6. serve as one representative to the North Dakota Nurse Leadership Council,
7. operationalize NDNA purpose #5 and function #6, 7, 8.

The Vice-President of Membership Services shall:
1. during a board meeting in the absence of the President, assume the duties of the President and other duties as assigned by the NDNA Board,
2. serve as one representative to the North Dakota Nurse Leadership Council,
3. recommend membership benefit changes, retention and recruitment strategies to the NDNA Board of Directors and membership,
4. operationalize NDNA purpose #4 and function #15.

The Vice President of Finance shall:
1. monitor NDNA fiscal affairs,
2. provide reports and interpretations of NDNA's financial condition, as may be required to the Annual Meeting of the membership and the NDNA Board of Directors.

The Vice President of Communication shall:
1. maintain records of annual meeting and NDNA board meetings,
2. oversee and co-manage the NDNA website, networking activities and the official publication,
3. operationalize NDNA Purpose #4 and function #11, 13, 14, 15.

The Vice President of Practice, Education, Administration, & Research shall:
1. coordinate practice, education, administration and research activities and initiatives,
2. operationalize NDNA purpose #1, 2, 3 and function #1, 2, 4, and 12.

Progress Report continued on page 9
District definition was expanded to include smaller clusters of grassroots nursing centers. The membership is divided into (4) major centers of nursing activity/ membership were identified. To offer better support to smaller or isolated clusters of members the district boundaries were redrawn. (SER MAP).

Members from each district are asked to consider serving on the advisory committees established by the 2008 Bylaws. Membership on these committees is by appointment or members may vote. Members may serve on more than one committee if they desire. Work will be guided by the respective Vice Presidents.

Members who served on the advisory committee were

How do we participate on the advisory committees?

Any member who volunteer or membership can be forwarded by others. A “consent to serve” form must accompany any volunteer or forwarded name as NDNA would like to assure the person is willing to serve. Consent to serve forms are on the NDNA website under membership.

How do we participate in grassroots level?

Members may serve on local grassroots meetings and be encouraged to meet on a regular basis to share information and ideas. Local grassroots meetings are encouraged and supported by NDNA.

How do we organize at the grass root level?

Members may serve on local grassroots meetings and be encouraged to meet on a regular basis to share information and ideas.

Bullying/ violence in the workplace

While organizations are now required to have policies in place regarding “code of conduct”, it would seem many nurses still find themselves in tough situations. A history of oppression adds to the sense of helplessness. Despite the fact that some organizations have “rapid response teams” which include assisting the nurse in situations of violence, this assistance often does not include responding to bad staff behavior. To stop these bullying behaviors organizations may have to add role playing and scripted rehearsal to the staff’s training. Bullying behaviors organizations may have to add role playing and scripted rehearsal to the staff’s training.

References

Lateral Violence and Bullying in the Workplace

http://www.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/ArticlePreviewTopic/NursesNurseBullying.aspx

Workplace Violence found at the ANA website

http://www.nursingworld.org/MainMenuCategories/ANALegalAndRegulatory/StateLegislativeAgenda/WorkplaceViolence.aspx

Sentinel Event Alert (The Joint Commission)

http://www.jointcommission.org/SentinelEvents/SentinelEventAlert/SEA_40.htm

Effective January 1, 2009 for all accreditation programs, The Joint Commission has a new Leadership standard (L2D.03.01.01*) that addresses disruptive and inappropriate behaviors in two of its elements of performance:

EP 4: The hospital’s organization has a code of conduct that defines acceptable and disruptive and inappropriate behaviors.

EP 5: Leaders create and implement a process for managing disruptive and inappropriate behaviors.

Lateral Violence and Bullying in the Workplace

http://www.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/ArticlePreviewTopic/NursesNurseBullying.aspx

Statement Lateral Violence and Bullying.

http://www.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/ArticlePreviewTopic/NursesNurseBullying.aspx

Effective January 1, 2009 for all accreditation programs, The Joint Commission has a new Leadership standard (L2D.03.01.01*) that addresses disruptive and inappropriate behaviors in two of its elements of performance:

EP 4: The hospital’s organization has a code of conduct that defines acceptable and disruptive and inappropriate behaviors.

EP 5: Leaders create and implement a process for managing disruptive and inappropriate behaviors.

Lateral Violence and Bullying in the Workplace

http://www.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/ArticlePreviewTopic/NursesNurseBullying.aspx

Statement Lateral Violence and Bullying.

http://www.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/ArticlePreviewTopic/NursesNurseBullying.aspx

Effective January 1, 2009 for all accreditation programs, The Joint Commission has a new Leadership standard (L2D.03.01.01*) that addresses disruptive and inappropriate behaviors in two of its elements of performance:

EP 4: The hospital’s organization has a code of conduct that defines acceptable and disruptive and inappropriate behaviors.

EP 5: Leaders create and implement a process for managing disruptive and inappropriate behaviors.

Lateral Violence and Bullying in the Workplace

http://www.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/ArticlePreviewTopic/NursesNurseBullying.aspx

Statement Lateral Violence and Bullying.

http://www.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/ArticlePreviewTopic/NursesNurseBullying.aspx

Effective January 1, 2009 for all accreditation programs, The Joint Commission has a new Leadership standard (L2D.03.01.01*) that addresses disruptive and inappropriate behaviors in two of its elements of performance:

EP 4: The hospital’s organization has a code of conduct that defines acceptable and disruptive and inappropriate behaviors.

EP 5: Leaders create and implement a process for managing disruptive and inappropriate behaviors.
Seven of 10 Nurses Report Insufficient Staffing, According to ANA Online Poll

Poll Indicates That Staffing Problems Driving Nurses from Positions

SILVER SPRING, MD – More than seven in ten nurses said that staffing on their unit and shift is insufficient, and more than half said they are currently considering leaving their position, according to an American Nurses Association (ANA) online poll that drew more than 15,000 responses.

The poll, which has been posted on ANA’s Safe Staffing Saves Lives Campaign Web site (www.SafeStaffingSavesLives.org) since March 2008, showed that about 7,900 of the 15,000 respondents said they are considering leaving their position. About 42%, or 6,300 of the 15,000 respondents, said the reason they would leave is associated with inadequate staffing. Also, more than one in three nurses reported that they knew a nurse on their unit who left direct care nursing due to concerns about unsafe staffing.

“These results confirm what we have long been hearing from registered nurses: that unsafe staffing on their units is their top concern,” said ANA President Rebecca M. Patton, MSN, RN, CNOR. “Nurses take our profession's Code of Ethics very seriously. When obligations to our patients are compromised because there are not enough nurses on hospital units to provide the highest quality of care, registered nurses are understandably frustrated. ANA has a long track record of advocating for safe staffing conditions for the nation’s 2.9 million registered nurses.”

In 2007, ANA launched its “Safe Staffing Saves Lives” grassroots campaign calling for sufficient nurse staffing levels in healthcare facilities and supporting staffing legislation ANA crafted with members of Congress. Known as “The Registered Nurse Safe Staffing Act,” the legislation is expected to be re-introduced in Congress later this year.

The legislation would require hospitals to develop nurse staffing plans, with input from direct-care nurses, for each care unit and work shift, based on factors such as patient acuity, number of patients, nurse skill mix and experience and available resources, such as support staff and technology.

Seven states have passed nurse safe staffing legislation that closely resembles ANA's model, including five states since 2008.

The online poll also revealed that nurses are in a severe time crunch during their work hours. Nearly one-quarter said their work schedule rarely allows them to take a full meal break — which translates into a full meal break less than one time per month. Nearly two-thirds said they must perform non-nursing activities daily, such as delivering meals, transporting patients and making pharmacy runs, in addition to nursing duties for which they are trained.

“The staffing issue is not only about ensuring there are enough nurses to properly care for patients, but about employing sufficient support staff so nurses can do the vital work with patients that they are trained to do,” said ANA President Patton. “Anything that takes away from that potentially can result in declines in the quality of care and safety for patients.”

The survey also showed that:

- More than half (51.6%) said the quality of care on their unit had declined in the past year
- Nearly half (49.5%) would not feel confident having someone close to them receive care in the facility in which they work
- Nearly one-quarter (23.9%) said they were considering leaving nursing altogether
- Of those taking the survey, 83.6% said they worked at a hospital, and 75.8% said they work full-time. Nearly 75% identified themselves as a “staff nurse.” Experience levels were broadly distributed, with about 55% reporting less than 15 years experience and 45% more than 15 years.

Results to some of the poll questions can be found here: http://www.safestaffingsaveslives.org/WhatsANADoing/PollResults.aspx

The ANA is the only full-service professional organization representing the interests of the nation’s 2.9 million registered nurses through its 51 constituent member nurses associations and its 24 specialty nursing and workforce advocacy affiliate organizations that currently connect to ANA as affiliates. The ANA advances the nursing profession by fostering high standards of nursing practice, promoting the rights of nurses in the workplace, projecting a positive and realistic view of nursing, and by lobbying the Congress and regulatory agencies on health care issues affecting nurses and the public.