Warm Sunny Days ahead, this is my vision for all of West Virginia Nurses and our professional association, with the cold winter and wet spring blooming into a sunny future. As the beautiful mountains lands, that we call home, under goes the transitions that have developed over the last few months.

First the West Virginia Nurses Association is pleased to have a new executive director Ruth Blevins. If you have a chance, please give her call and welcome her to our professional nursing family. Ruth is a nurse and will now be the sole employee of the association running the office and managing the day to day affairs of the West Virginia Nurses Association (WVNA). We are very pleased and lucky to have her aboard and know we are in good hands. We have had to say a sad good bye to Monique Fortson when the decision to down size was made. We wish her the best.

Next we moved to a new office location. Although, we have kept the same post office box for communications and the same phone numbers. Anyone who has ever experienced a move knows this is a time of reorganization. So we have appreciated the understanding of anyone who has experienced delays during this phase. We also have an updated web site thanks to Ruth’s initiatives. Updates and repairs were desperately needed so we are glad to be up and running again, please check us out at www.wvnurses.org. Our new site has many exciting and interactive features including: job postings and an interactive calendar, on which you may advertise to list your upcoming local nursing and health care events. We will be advertising nursing classes to advance your educational opportunities. We are working to get on line, free, ANCC, CEU, educational events for all nurses. This will include factual educational information on health reform and how it will affect nurses and our clientele in WV. WVNA also now has an active Facebook site for direct comments and interaction. Please join us as a friend for fast updates and postings on nursing activities across the state. These are just a few of the exciting opportunities open to all nurses on our new web site.

Our membership has also gone through a drastic change. We are welcoming many new student members to our newly developing student nurse congress. This is very affordable and a great way to embrace the nursing profession in West Virginia. WVNA is aware that student nurses will help form a dynamic future for the leadership of all WV Nurses. We have also started a special membership through the West Virginia Association for LPNs. Discounts and specials are being offered at this time to both groups to grow a strong professional congress. We want all nurses represented in our future for WV. Check out our Web site for the special rates or contact Ruth at the central office. Finally WVNA has transferred the management and union responsibilities of the collective bargaining nurses to the national representation of the Southern United Nurses. Therefore WVNA has dissolved the economic and general welfare congress of our nurses association. These nurses are always WELCOME as professional nursing members of the WVNA as is every nurse in West Virginia to join our association in strengthening the VOICE of all nurses to represent the needs of nurses and our patients in the ever changing health care arena.

Join me and the leading professional nurses in West Virginia in welcoming a new season of sunny days and a bright future to the West Virginia Nurses Association. WVNA is your association. Join today to start creating your professional future. 1807 Bigley Avenue Suite 308 Charleston, WV 25302 Phone: (304) 542-1169 or toll free (800) 400-1226 Fax: (304) 346-1861 Email: ruth@wvnurses.org Web site: www.wvnurses.org Office Hours: 8:30am–4:30pm

President’s Message

Put Me In Coach, I’m Ready to Play

Unity Day 2011 - Nurses Light the Way!

Elizabeth Baldwin

National Nurses Week 2011

Nurses Light the Way!

President’s Message

Nurses Trusted to Care

National Nurses Week 2011, the founder of modern nursing. Log on to ANA for the NNW History page.

Anniversary of the Affordable Care Act

West Virginians Celebrate One Year

Nurses Trusted to Care

Volume 14 • No. 2
May, June, 2011

Nurses Light the Way!

West Virginians for Affordable Health Care

Put Me In Coach, I’m Ready to Play

Unity Day 2011 - Nurses Light the Way!

National Nurses Week 2011

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The official publication of the West Virginia Nurses Association

“The official publication of the West Virginia Nurses Association”

Quarterly circulation approximately 35,000 to all RNs, LPNs, and Student Nurses in West Virginia.

Put Me In Coach, I’m Ready to Play

Unity Day 2011 - Nurses Light the Way!

President’s Message

Put Me In Coach, I’m Ready to Play

Unity Day 2011 - Nurses Light the Way!
Nurse Unity Day 2011, Nurses Light the Way!

Aila Accad, RN, MSN

Continuing the legacy of nursing leadership in health reform, five hundred WV Nurses and Students gathered to “Light the Way in Health Care” at the WV Capitol on January 19, 2011. An impressive march of white-coated nurses filled the four galleries of the WV House and Senate chambers. They demonstrated to our legislators the commitment of WV nurses for needed change in our health care system.

After a brief visual history of Nurse Leaders, who led major health reform initiatives, starting with Florence Nightingale, American Nurses Association President, Karen Daley, PhD, MPH, RN, FAAN, shared the big picture on health reform from a national perspective. She was followed by “Is there a Nurse in the House? Yep, Too!” Delegates Barbara “Bobbie” Hatfield, RN and Denise Campbell, RN, both WVNA members and members of the WV Legislature, passionately presented their views on WV priorities for health reform.

WVNA nurse leaders, working with WVNA Board of Directors, developed the concept for Nurse Unity Day. WVNA President and Unity Day Chairperson and Emcee Beth Baldwin, RN, MSN, introduced the panel following her presentation on “Principles for Effective Local & State Political Action.” The panel members were Lorraine Reiser, PhD, CRNP (Advanced Practice), Brenda Isaac, RN, BSN, MA, NCNS (School Nurse Ratinos), Robin A. Lewis, RN, Edd, MSN, BSN, FNP-BC, NP-C, CCRN (Nursing Faculty Tax Cuts), Rusty Holbert, RN, MBOA, EMTP (WV Nurse Health Program).

Teams of nursing students presented their creative poster presentations. First and second place cash prizes were awarded to two teams from University of Charleston. Nurse Unity Day 2011, once again proved the power of nurses to Light the Way in Health Reform when they link arms as colleagues to communicate a clear and unified message! @2011 Aila Accad, RN

ANA President Karen Daley kicked off the afternoon session with an insightful Q & A before joining a panel of WVNA nurse experts, who discussed the current legislative initiatives, put forth by the Health Policy and Legislative Committee. WVNA President, Beth Baldwin, introduced the panel following her presentation on “Principles for Effective Local & State Political Action.” The panel members were Lorraine Reiser, PhD, CRNP (Advanced Practice), Brenda Isaac, RN, BSN, MA, NCNS (School Nurse Ratios), Robin A. Lewis, RN, Edd, MSN, BSN, FNP-BC, NP-C, CCRN (Nursing Faculty Tax Cuts), Rusty Holbert, RN, MBOA, EMTP (WV Nurse Health Program).

To purchase the DVD “Nurses: Leaders in Health Reform” Contact: Ruth at ruth@wvnurses.org

Aila Accad, RN, MSN, WVNA 2nd Vice President and Unity Day Chairperson and Emcee is a nurse futurist, award-winning speaker, bestselling author and certified life coach who supports nurses in relieving stress and inspiring leadership through innovative Nurse Stress & Leadership presentations and individual & group coaching programs. Contact her for speaking or coaching at: www.ailaspeaks.com.

Aila Accad

See page 6 for a photo gallery of Unity Day.

West Virginia Nurse

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WV Nurse reserves the right to edit all materials to its style and space requirements and to clarify presentations.

WVNA Mission Statement

To ensure a unified and powerful voice for all nurses: to advocate for enhancement and access to quality, professional, healthcare services for all citizens of West Virginia, and to promote the professional development of nurses to ensure the forward progress of our profession.

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Charles Hossoner, PH.D. - Editor Ruth Blevins - Managing Editor

West Virginia Nurse Copy Submission Guidelines All WVNA members are encouraged to submit material for publication that is of interest to nurses (especially in the following sections: Nightingale Tribute, District News, and Members in the News). The material will be reviewed and may be edited for publication. There is no payment for articles published in the West Virginia Nurse. Articles submission is preferred in Word Perfect or MS Word format. When sending pictures, please remember to label pictures clearly so the editors have no way of knowing who persons in the photos might be.

Copy Submission via email: Only use MS Word for text submission. Please do not embed photos in Word files, send photos as separate jpg files. Approximately 1,600 words equal a full page in the paper. This does not account for headlines, photos, special graphics, pull quotes, etc.

Submit material to: West Virginia Nurses PO Box 1946, Charleston, WV 25327 or Email: ruth@wvnurses.org or centraloffice@wvga.org

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Winters Passing

Another winter has passed and the world has shaken off the bitter temperatures and drab brown clothing to adorn itself with the soft pedals of greenery. Everywhere you look, color has burst forth onto the scene and the warmth of spring abounds. The season of frigidity and ice has passed, or so it seems.

The West Virginia legislature has also closed the books on another winter season. Unfortunately, for the caregivers of the ill and infirmed, there is little to differentiate the new season from the one that just passed. It is as if the legislature left for warmer weather but left nursing frozen in time by ignoring important bills that could have made a dramatic difference in the health care provided in WV.

The West Virginia Nurses Association proposed several new bills to the legislature during the session that just closed. Two were extremely significant for the good they would have brought to the profession as well as the benefits that would have been realized by all of the citizens of our great state. Therefore, while realizing the importance of every bill proposed, I would like to speak to these two specific bills.

The first, Scope of Practice for APRNs, would have allowed advanced practice nurses to realize their full potential and provided nursing professionals the opportunity to set right a health system grossly out of balance. WVNA proposed to allow nurses to perform activities that they are rightly qualified to do in other states: practice without collaboration. Once again the excuse that the quality of care would suffer if nurse practitioners were allowed to complete to provide medical care unimpeded by physicians was brought to the forefront. Yet, there is absolutely no substantiated evidence that this theory is correct. Indeed, there is a plethora of evidence that just the opposite is true. Several well designed studies demonstrate that nurse practitioners provide the same level of quality of care as physicians with absolutely no increase in malpractice when left to practice without oversight.

Other studies suggest that nurse practitioners actually provide better quality of care to certain groups such as those with diabetes.

The Institutes of Medicine in their landmark report, “Crossing the Quality Chasm,” actually promote less regulation of non-physician providers such as NPs. The IOM goes further to state that impeding APRN’s through regulations inhibits innovative health care ideas that would benefit patients and recommend national standards of care based on evidence. Nurse practitioners already practice using evidence-based protocols and follow closely the expert recommendations.

One might ask if nurse practitioners are only equal to physicians, why do we need to allow them to practice in WV. An obvious reason is cost. Studies show that Nurse practitioners deliver quality care at a fraction of the cost that physicians command. During this time of unprecedented growth in enrollment of insurance companies mandated by the Obama administration, access has gained greater importance when questioning the rationale behind allowing nurse practitioners to complete for medical care of patients. Medical schools will simply not be able to meet the demand for graduates leaving many without access to care without long waits and most physicians will not work outside of metropolitan areas. In rural states such as WV, that could mean thousands receive limited access to the quality care they deserve. Additionally, many physicians are now refusing to provide care for those enrolled in Medicare or recipients of Medicaid around the state and country because of reimbursement levels demonstrating that cost is driving many health care decisions. In this country, at this historic place in time, when the American congress has passed new health care reform laws to cover millions more with insurance, we simply cannot allow thousands of our fellow WV, that could mean thousands receive limited access to the quality care they deserve.

The second piece of legislation that desperately needs to find a way through the bureaucratic red tape is the safe practice act for nurses. WVNA has been a strong advocate for passage of legislation to assure that WV nurses providing point of care services at the bedside are not overwhelmed with assignments that include too many patients or with a number of patients that are too high acuity. We have worked tirelessly to obtain legislation that would limit the total number of patients per nurse based not solely on numbers, but on a formula that includes acuity, and the nurses skill set to arrive at a safe staffing level for nurses and patients. Each year, thus far, this bill has been stopped short of the committees by representatives that may no longer understand the profession of nursing but perhaps remembers the days of yesteryear when people of lesser acuity were admitted to hospital beds. I myself can remember holidays when families left loved ones in the hospital for days and although no one would ever dare say it out loud, many conversations around the lunch room table centered around possible explanations for questionable admissions. Today’s medical surgical admissions, however, are often reminiscent of intensive care admissions of the past and many times today’s ICU patient assignments need to be adjusted to allow more individualized care than ever before because the acuities are higher than ever before. Despite studies that demonstrate the efficacy of safe patient staffing legislation, the WV legislature has failed to address this significant issue and without a change in the old guard has given no indication of reconsideration. Yet, WVNA will fight on.

Yes, around the country winter has loosened its grip and spring is bursting forth. For nursing in WV however, spring is at least another long winter away. If you are a nurse and agree that the legislature needs to adopt more nursing friendly legislation, please consider joining your friends and colleagues in the WVNA. If you are a friend or spouse of a nurse, consider giving them the gift of membership to the WVNA. Through solidarity we can raise our voices to a level that no one, not even the WV legislature, can ignore.
Services committee. The Chair of that committee, quietly dying in the Senate's Health & Human Access to primary healthcare in WV. The bill is October 4-6, 2011

July 14-15, 2011

• Celebrate 2011!

May 6-12

• ICN 2011 Conference: Nurses Driving Access, Quality and Health

May 2-8, 2011

Valletta, Malta

• National Nurses Week 2011

May 6-12

Celebrate 2011!

• ANCC Pathway to Excellence Conference—2011

July 14-15, 2011

Austin, TX

• 2011 ANCC National Magnet Conference

October 4-6, 2011

Baltimore, MD

The legislature has a great opportunity to provide uninsured and underserved residents access to primary healthcare in WV. The bill is quietly dying in the Senate's Health & Human Services committee. The Chair of that committee, Toni DiChiacchio, MSN, FNP-BC, is a Family Nurse Practitioner (FNP) currently working at WVU Hospital where she performs preoperative anesthesia consultations. Prior to moving to WV two years ago she practiced as an FNP in south Florida as a hospitalist. She is also a Certified Emergency Nurse (CEN) with years of emergency nursing experience. In 2009, she received the Nursing Excellence in Clinic Care award for the state of Florida from Nursing Spectrum Magazine. In addition to her nursing education, Toni holds Bachelor's Degrees in Accounting and Economics and practiced for over ten years as a Certified Public Accountant. Her varied interests and professional background has provided ample fodder for her essays published in the Dominion Post. Toni holds Bachelor's Degrees in Accounting and Economics and practiced for over ten years as a Certified Public Accountant. Her varied interests and professional background has provided ample fodder for her essays published in the Dominion Post. She is currently serving on the Community Advisory Board.

Aila Accad, RN, MSN, is a Nurse Futurist, award-winning speaker, bestselling author and certified life coach who supports nurses in career and personal development. She creates innovative Nurse Stress & Leadership presentations and individual & group coaching. Contact her for speaking or coaching at: www.ailaspeaks.com. Sign up for www.tomorrowsnurse.com and download "Tomorrow's Nurse: Reclaiming the Heart of Nursing" e-book for free.

You can prevent burnout by knowing what is truly important to you in the human connection with your patients. Look for opportunities in each day to create more of those experiences.

In workshops, I ask nurses to draw a picture of what nursing is about for them. Those pictures are never of pills, IVs, pressure cuffs, or charts and rarely a hospital bed. The pictures always show hearts, hands clasped with one another, smiling faces, and other symbols of connection between human beings. This is what nurses value most.

Nurses, while technically competent, also have strong values for human life, caring, support, love, comfort, listening, connecting and more. Acting on these values is what makes nurses come alive.

Take time to notice the moments you are connecting and living your value for meeting a human need. Be aware of being present with the other person while you are also busy doing the tasks of the day. Breathe in those moments and feel your heart expand. Feel the difference you are making.

You cannot burn out when your heart is aflame!

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Aila Accad, RN, MSN, is a Nurse Futurist, award-winning speaker, bestselling author and certified life coach who supports nurses in career and personal development. She creates innovative Nurse Stress & Leadership presentations and individual & group coaching. Contact her for speaking or coaching at: www.ailaspeaks.com. Sign up for www.tomorrowsnurse.com and download "Tomorrow's Nurse: Reclaiming the Heart of Nursing" e-book for free.
SB471–This bill was to end collaborative agreement and updating prescriptive authority–filed in senate Dr. Foster lead sponsor–referred to Senate Health Committee–Chair Dr. Stollings never put it on the committee agenda. Excellent grass roots efforts of APN across the state with faxes, emails and phone calls. Senator Stollings would not respond to multiple requests and efforts to put the bill on the agenda. (HB2881–was removed due to a legal typo error during house preparation of this bill that was to be a duplicate of SB471.)

HB 2142–Nurse patient ratio for hospital staffing–passed through house health subcommittee determined need for further study.

HB 3005 Safe Nurse Staffing to house Judiciary never placed on agenda.

HB2264–Required employers to pay nurse for time spent at a hearing referred to committee on health never placed on agenda.

HB2332–Loan forgiveness for nurses–initiated in house never placed on agenda.

WEST VIRGINIA ADVANCED PRACTICE NURSES

HB 30551 SB 446–Nursing faculty tax credit introduced to senate and house educational committees also reviewed by the state tax department and determined to have a fiscal note of $700,000. Never advance by the educational house and senate committees to the agenda.

HB2946/ SB 440–2940 Requiring a prescription for drug products containing chemical precursors of methamphetamine. This was geared to reduce availability of access to this medication to decrease Meth labs. Initially bill listed medication as a schedule III. WVNA requested amendment made to schedule IV and has passed the House and moved to the Senate. 440 died in the Senate initially and HB2946 was voted down in the senate once it advanced.

HB 2868 requiring each school to have a school nurse on staff was referred to education committee in house never placed on agenda.

SCR 54 establishment of a commission to make independent recommendations to the Legislature on scope of practice issues Adopted in Senate and moved to rule and never placed on the House rule’s agenda.

Thanks go out to Matt Walker for all his efforts as lobbyist for the WVNA.

Here is our message at this time:

1. Thank you for looking for cost effective ways to improve healthcare services in our state.

2. NP’s and CNM’s are graduate prepared nurses that are educated and prepared evaluate, diagnose and prescribe treatments. We are valuable pieces in the solutions our state needs, but need to be utilized at the top of our education and skill to be of the most value.

3. While SB 471 failed to make the legislative committee calendar this year, please look to support that this legislation be heard and passed next year. The updates proposed in SB 471 would move West Virginia into alignment with professional healthcare regulations of the National Council of the State Boards of Nursing and the policy recommendations of the Institute of Medicine, the Josiah Macy Foundation, AAHPN, the National Health Policy Forum, and others.

THIRD:

We ask that you to put letters to the editor in all your local papers expressing your disappointment that this legislation was not even placed on the legislative committee agenda. Please invite your physician colleagues who supported us to call the BOM and their legislators to share that they are also disappointed.

We will be meeting with several legislatures in the next few weeks and months and we hope to get a jump on the legislation next year. Again, I am so proud of all of the APN’s in the great state of West Virginia. You did it! We could not have asked more from you all. On behalf of the AANP and WVNA Thank You!

Damina Hayman, CFNP
AANP WV State Representative
WVNA APN Congress President

SECOND:

Please contact all the legislators that you reached out to during our campaign–and all the Senators on the Health Committee–to express our appreciation for their time on our issue this session, and ask for their support next year to get this issue added to the committee agenda next session.

WEST VIRGINIA ADVANCED PRACTICE NURSES

ACKNOWLEDGE GUBATORIAL CANDIDATE JEFF KESSLER

(D-Marshall)

Charleston, WV–West Virginia Advanced Practice Nurses announced today that they proudly present Gubernatorial candidate Jeff Kessler (D-Marshall) with the American Academy of Nurse Practitioner (AANP) State Award for Excellence. This award recognizes individuals who have made a significant contribution toward increasing awareness and acceptance of the Nurse Practitioner.

“We appreciate all the support Senator Kessler has given to Nurse Practitioners and appreciate that he recognizes that Nurse Practitioners are Primary Health Care Providers who give high quality, cost effective health care to all WV residents especially those in rural areas” says MM Damia Hayman, CFNP AANP WV State Representative.

This past legislative session Senator Kessler was among the many that sponsored Senate Bill 471 to expand prescriptive authority and improve quality, affordable and increase access to healthcare to the residents of WV.

“Senator Kessler has always advocated for improving and advancing healthcare in WV and we are pleased that the American Academy of Nurse Practitioners has recognized Acting Senate President Jeff Kessler and his legislative excellence and as Governor he will continue to support that all WV residents have greater access to affordable, quality healthcare “says Beth Baldwin, President of the West Virginia Nurses Association.

Damina Hayman, CFNP
Nurse Practitioner
Gallipolis Ferry, WV 25515
WV State Rep AANP
President Chair of WVNA APN Congress
Unity Day 2011 - Nurses Light the Way!

Senator Jeff Kessler, (D-Marshall) & Beth Baldwin, RN President of WVNA as she presents him with the Friends of Nursing Award.

Registration in the great hall of the Cultural Center.

WVNA member Jan Gentry, RN who volunteered to help with registration.

Students listen as Karen Daley, RN President of ANA addresses them in the auditorium of the Cultural Center.

Aila Accad, RN on the stage addressing the student nurses from all over the state of WV.

Karen Daley, RN President of ANA with Aila Accad, RN

Delegate Margaret Staggers with her Friends of Nursing Award.

Delegates’ Bobby Hatfield, RN & Denise Campbell, RN of the House of Legislators.

Student nurses on their way to the House of Legislators.

Unity Day 2011 - Nurses Light the Way!
West Virginians Celebrate One Year Anniversary of the Affordable Care Act

Organizations representing thousands of West Virginians gathered on March 23, 2011 in Charleston to celebrate the one year anniversary of the Affordable Care Act, the national health reform law. Senator Jay Rockefeller and federal Health and Human Services official Dr. Mary Wakefield talked about progress made in one year to expand health coverage to millions of Americans.

Dr. Rahul Gupta, director of the Kanawha-Charleston Health Department and State Senator Dan Foster discussed the importance of the law for the health and well-being of West Virginians. Several West Virginians also told their own stories about getting health care and how the Affordable Care Act will help them and their families.

Under the leadership of West Virginians for Affordable Health Care, a coalition of groups has been organized to work towards implementation of the new law. The coalition is working to bring together partners from all segments of the community to work towards (1) health insurance coverage for all West Virginians, (2) containing unsustainable and escalating health costs, and (3) improving the quality of care.

There is a lot of misinformation about the new law, according to Renate Pore, one of the organizers of the health reform coalition. “We need to dispel the myths and help people understand the intent and potential of the new health reform law,” Renate said. “Nurses are an especially important group to help their patients understand the new law. We hope to engage nurses in spreading the message and making the law a reality in West Virginia. We have launched a new web site where West Virginians can get information about health reform and how to get involved in making quality, affordable health care a reality for every West Virginian.”

For information about meetings and events go to www.healthreformwv.org.
Membership News

New Members

Alisa Cummings  Cheryl Winter
Marjorie Gentry  Jennifer Hawkins
Russell Halbert  Donald Ramey
Juanita Jeffers  Jamie Thornburg
Robert McCaulay  Sherry Perry
Sabrina Walker  Robert Wynn
Jennifer Poff  Diane Buckner
Megan Heldreth  Rhonda Hodon
Jennifer Monroe  Beth Husband
Jeffery Rowe  Teresa Hines
Marsha Tracey  Sarah Minnick
Pamela Gavin  Toni Dichioccio
Alita Sellers  Charles Hossler
Lisa Salmon  Damia Hayman
Vickie Sorrell

WVNA/ANA Membership Application

Personal Information

Full Name
Credentials
Today’s Date

Professional Information

License #
Years Experience

Basic School of Nursing

Position
Department or Division

Mailing Address
City
State
Zip

Phone
E-mail

Membership Categories

Check One:

[ ] FULL
[ ] SPECIAL
[ ] WYNA ONLY

$278.00
$69.50
$149.00

Credit Card#  Expiration Date  CVC#

NOTE: Please indicate the WVNA member who helped with your decision to become a member:

Membership News

New Members

Alisa Cummings  Cheryl Winter
Marjorie Gentry  Jennifer Hawkins
Russell Halbert  Donald Ramey
Juanita Jeffers  Jamie Thornburg
Robert McCaulay  Sherry Perry
Sabrina Walker  Robert Wynn
Jennifer Poff  Diane Buckner
Megan Heldreth  Rhonda Hodon
Jennifer Monroe  Beth Husband
Jeffery Rowe  Teresa Hines
Marsha Tracey  Sarah Minnick
Pamela Gavin  Toni Dichioccio
Alita Sellers  Charles Hossler
Lisa Salmon  Damia Hayman
Vickie Sorrell

Payment Plans

Check One:

[ ] Annual

[] Please indicate the WVNA member who helped with your decision to become a member:

Additional Membership Opportunities

ADVANCED PRACTICE COUNCIL

Join the WYNA APN Council. For an additional $25 you can join this specialty group. An additional check should be included made payable to WYNA APN Council.

[ ] I would like to join the APN Council

WVN Nurses-Political Action Committee

Join the external political action committee for nurses. An additional check should be included made payable to WVN-PAC.

[ ] I would like to join the WVN-PAC

Visit us online anytime... anywhere...

www.wvnurses.org