Who Speaks for Nursing?

If nurses do not make clear their singular contribution to society’s health, they can hardly be surprised if they do not have the credibility and the political power that they would like to have.

– Evelyn Adams, RN

Finding one’s “voice” as an individual is often a daunting task. Imagine then the challenge to harness those collective voiceske to develop a cohesive and powerful model to give voice to the nursing profession. We have laid much groundwork to develop associations, partnerships and coalitions, but the public does not yet have a clear picture of who really speaks for the registered nurse population.

In the early 1980’s, the Coalition of Michigan Organizations of Nursing (COMON) was founded under the leadership of Dorothea Milbrandt, RN, MSN, along with the board and executive team, during her tenure as the President of the Michigan Nurses Association. This coalition was formed for the purpose of providing a venue where more than 30 nursing organizations could come together three to four times a year to discuss issues pertinent to the nursing profession. It’s purpose was to act as an advisory group and has evolved over time to help shape nursing’s vision and voice.

Our challenge now is determining where and how ANA-Michigan will utilize our resources in the nursing environment. Our association is inclusive of all registered nurses and our unique structure enables us to connect with nurses locally in regions, statewide through our governance structure and nationally through ANA. That structure provides equal opportunity for all of our members to participate and have their voices heard. There are many opportunities for our members to network with other nurses to exchange ideas, form partnerships and build relationships within a wide range of nursing expertise and experience. And that is an amazing amount of collective energy!

How do we then harness that powerful network to address the issues facing us today? Are we the association that others FIRST turn when they have questions about their professional practice? Are we the Go-to-Resource in public crises for factual, reliable and up-to-date information and guidance? Are we positioned to tackle the political environment that seeks to regulate our practice in ways that do not always reflect the extent of our education and experience? And, if the answer to these questions is not yes, then we have work to do to change that response to YES.

To achieve our vision, we need to strengthen our internal connections to project a unified presence to the greater external audience. We accomplish this by owning our history, as well as our future. We develop strategic partnerships and foster the growth and development of our fellow nurses. We educate the public and others about who we are and what we do. The issues of practice and regulation today demand that nursing step forward to guide it’s own future – or others will shape it for us! And that is the essence of our Mission: Advancing the nursing profession in Michigan.

Who Speaks for Nursing?

MaryLee Pakieser, MSN, RN, NP

President's Message

Volume 1 • Number 3 • July 2016

The Department of Nursing in Michigan will reach over 3,000 Michigan nurses and State Legislators through direct mail.
ANA-Michigan Member Highlight
Over the past several years, Tenet Health recognize and honors colleagues from all their hospitals, outpatient centers and other facilities. They call these colleagues Tenet Heroes — individuals who have done extraordinary things for patients, for their coworkers, our facilities and our communities. The Tenet Hall of Fame is the highest honor of these awards.

This year’s Detroit Medical Center inductee to the Tenet Hall of Fame was Bridget A. Leonard, DNP, Director of Patient Care Services, Nursing Office Operations at RIM.

Dr. Leonard was selected from more than 130 employees for being a tireless advocate for those living with System Lupus Erythematosus (SLE), since the diagnosis that both she and her daughter have the disease.

To watch Bridget’s inspiring video visit https://vimeo.com/161573744.

Dr. Leonard is currently serving as Recording Secretary on the ANA-Michigan Board of Directors.

First Nurse Receives Honorary WSU Doctor of Laws
College of Nursing alumna and former faculty member Suzanne Bellinger Feetham, Ph.D., RN, FAAN (MSN ’69) was awarded an honorary doctor of laws degree during Wayne State commencement ceremony on May 5, 2016. Feetham is a nationally and internationally recognized leader and academic who has affected significant change to increase health equity for diverse populations. She has advanced family and nursing science through her leadership roles in academia, health systems and the federal government.

With more than 50 years of experience, Feetham’s family and nursing research, teaching and policy has cemented the important role of nurses in the care outcomes of children and adolescents and their families.

While a Wayne State nursing faculty member in 1977, she developed the Feetham Family Functioning Survey, which assesses the relationships and strengths of families beyond the mother-father role. The instrument continues to be used across disciplines and has been translated into eight languages. Also in the 1970s, Feetham identified the significance of family response to learning genetic information. This discovery led her to advocate for the integration of genetics and genomics in education, practice and policy.

She has received numerous awards, including being designated a Living Legend by the American Academy of Nursing in 2011, and has authored landmark publications in research of urban families, genetics and genomics to inform policy to advance the health of the public.

ANA-Michigan Member Inducted into the Hall of Fame
The Traverse City Central High School Hall of Fame Committee inducted Michelle Witkop, DNP, FNP-BC, class of 1975, will be the first RN to be inducted into the hall of fame. The Induction Ceremony will be held on Friday, June 3 at the high school’s main atrium.

Dr. Witkop is a member of ANA-Michigan Region 2.

www.ana-michigan.org

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As ANA-Michigan continues to grow one of the strategic focuses for the association is increasing our advancement in advocacy. May 2016 marked a history making milestone for the association with the advancement of a registered lobbyist. In addition, we have hired Monika Miner to serve as our Government and Legislative Senior Advisor. This milestone was able to be achieved by YOU our members through leveraging the power of your membership dollars.

As you know, nurses are well-informed and well-educated, and passionate about the well-being of their patients. All of these factors drive nurses to advocate for their patients. But for many nurses, their concept of advocacy ends at the bedside – whether it be for a family, school, community or state. Health advocacy involves issues relating to public health, such as smoking, domestic violence or air pollution. In an advocacy role, nurses are seen as active and constructive, which in turn can help improve nursing’s image. Given the ongoing nursing shortage, every action that shines a positive light on the profession is beneficial.

As you are well aware of, we are facing unprecedented changes that create challenging times to be employed in healthcare. However, these forces can also create opportunities for nurses and the nursing profession. These opportunities include a greater voice for nursing in healthcare policy, expanded employment opportunities, and an enhanced image for nurses and the profession.

In order to successfully capitalize on these emerging opportunities, it is important for nurses to work together, across employment settings and roles, to advocate on behalf of colleagues and the profession. It is essential that point-of-care nurses develop and use advocacy skills to address workplace concerns, promote positive work environments, and advocate for the profession.

Never before has the voice of the nurse been so critical to patients, colleagues, and healthcare facilities. An increasing number of facilities have, or are developing, shared governance structures to ensure that nurses at the point of care have a voice in decisions related to patient care and the work environment. The impact of registered nurses on patient outcomes is increasingly evident; and nursing input into organizational decision making related to safety and quality initiatives is invaluable. Nurses are increasingly positioned to advocate more effectively than ever before not only for patients, but also for themselves and the nursing profession.

ANA-Michigan is committed to continuing our investment in nursing advocacy with initiatives that raise awareness to both legislators and the general public.

Welcome Monika!
Saturday, April 23 marked the first collaboration between ANA-MI, Region 2 and Munson Medical Center in Traverse City. The ethics mentor group of RNs and social workers at the medical center accepted the offer of Region 2 to co-sponsor an all-day conference on ethics in health care delivery.

A renowned speaker on Ethics, Dr. Guy Maytal MD traveled from Boston to be the keynote speaker. Another speaker traveled from out of state, but the remainder of the speakers were “local talent” and were received very well by attendees. These speakers included a hospitalist, a hospital attorney, a mental health social worker, and a Nurse Practitioner.

The speakers prompted each attendee to be introspective about one’s individual knowledge of the moral, legal, and emotional aspects of delivering healthcare in the most ethical ways possible. Much emphasis was focused on the mental health patients and drug addicted patients that are increasingly occupying our In-Patient beds. Each caregiver needs to update her/his skills in these areas, and this conference fit the bill!

Region 2 member and current president of ANA-MI, MaryLee Pakieser had an opportunity to welcome the 170 attendees and emphasize the importance of ANA/ANA-MI membership. Other members hosted a table for ANA-MI, offering information about membership and reassurance that “we are not a labor union to” medical center employees that many years later, still remember hospital administration’s discontent when a nursing union attempted to organize the hospital’s RNs in the 1980’s and 1990’s. These union attempts resulted in many years of administration and RN skepticism that ANA-MI is a professional association with no collective bargaining activities.

The years-long and tireless efforts of members Myrna Holland, Jane Miller, and Kathy Birdsall finally resulted in building trust and a win-win outcome for all RNs in our 3-county area.

Munson Medical Center RNs and members of Region 2 are already planning next year’s conference! Region 2 members on the planning committee are Myrna Holland MSN, RN, Kathy Birdsall BSN, RN, Stacy Slater MSN, RN and Annelle Kaspor RN, NP.

Northern Michigan Region 2
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The May 3rd Region 3 meeting had great attendance. The speaker was Dr. Bruce Springer, an addictionologist who spoke on “The Impaired Health Care Professional.” He started by defining “Substance Use Disorder.” He went on to emphasize the importance of self-care. He also provided us with ways we as nurses can be more aware of symptoms and what resources are available for colleagues who may be suffering from a substance use disorder. The presentation was extremely relevant in the light of the opioid epidemic facing our country. Both the lecture portion and the Q&A were dynamic and stimulating! Tobi Lyon Moore and MaryLee Pakieser were welcomed as our guests!

Upcoming meeting will be at 5:30 pm on August 2, 2016 at Spectrum Health Zeeland Community Hospital. This will be a “Nursing Salon” facilitated by Kathleen Van Wagoner, MSN, RN, MSA. Ms. Van Wagoner is a consultant from Creative Healthcare Management and Mentee of Marie Manthey. Nursing Salons are informal and interactive meetings of nurses from all specialties and areas of nursing practice. It’s a wonderful way to engage in thoughtful dialogue about our profession.

Central Michigan Region 6

On Thursday, May 12 (Miss Nightingale’s actual birthday) ANA-Region 6 collaborated with other capital area nursing organizations to host the 8th annual nurses’ week celebration. This celebration is a collaborative effort by the

- Capital Area Health Alliance
- Capital Area Community Nursing Network
- Michigan Nurses Association
- Michigan League for Nursing
- National Association for Directors of Nursing in Long Term Care Michigan Chapter

95 nurses from organizations across the Capital area were treated to food, prizes and a presentation on Pain Management in Elders with Chronic Nonmalignant Pain by Dr. Leslie Simons DNP, RN from Michigan State University College of Nursing for 1 CE in pain management.

This event has grown from 30 attendees in 2008 to the 95 nurses attending this year. This is a great opportunity to network catch up with old friends and make new ones.

Prizes are donated by the event committee, nursing employers, and businesses in the community.

East-Central Region 4

Region 4 (East-Central Michigan) finished up the year with a dinner meeting at Zehnder’s of Frankenmuth co-provided by Theta Chi and SVSU College of HHS. There was a panel presentation consisting of a staff nurse, a nurse researcher, an advanced practice nurse, and a nurse manager discussing the aspects of authentic leadership. There were 16 nurses and 20 nursing students present.
Serve on the ANA-Michigan Board of Directors

The ANA-Michigan Nominations Committee is seeking interested ANA-Michigan members who wish to serve in a leadership role on the Board of Directors. Elected in 2016 by the Members through a statewide ballot for a term of two years is the President-Elect, the President-Elect will then move to President for a two-year term in fall of 2018, followed by one-year term as Past President in 2020.

The President-Elect provides strong leadership for the association and sets a sound and accurate course for its future. The President-Elect assumes the responsibilities of the President in his/her absence and performs special functions as assigned to assist the president in performing the functions of that office, and serves on the Board of Directors and the Executive Committee.

SPECIFIC RESPONSIBILITIES:
• Assumes the duties of the ANA-Michigan President in his/her absence.
• Serves as a member of the Board of Directors and the Executive Committee. Assists the President in the performance of his/her duties whenever requested to do so.
• Serves as Chair of the annual conference planning committee.
• Attends meetings as directed by the ANA-Michigan President. Conducts meetings in the absence of the ANA-Michigan President.
• Represents the association to constituent members and with other associations or organizations as requested by the ANA-Michigan President.

QUALIFICATIONS:
Must hold current ANA-Michigan and ANA membership in good standing. Have a current and unrestricted RN license to practice in the State of Michigan. May not concurrently serve as an officer or liaison (or its equivalent) of another organization if such participation might result in a conflict of interest with ANA-Michigan, as determined by the Board of Directors.

Exhibits loyalty and allegiance to the association. Should have a basic knowledge of association positions, programs, activities, and issues. Brings knowledge and skills on nursing and professional organizations to the Board of Directors role including financial, policy, political, regulatory, practice and standards, economic theory, and forecasting capabilities. Have the ability to speak publically and advocate for the profession by serving as a positive role model to nursing and ANA-Michigan.

The nominations committee recommends that in order to run for President-Elect, ideal candidates should have held the following positions or similar positions:
• Region Leader; state leader, and/or member of the executive committee.
• A member of ANA-MI for a minimum of three years and has held positions at the state and region levels.
• In addition to service to ANA-MI, also a board member of related organizations, e.g. specialty nursing organization, elected office, non-profit board, etc.

TIME COMMITMENT:
The following is an estimate of time spent in fulfilling the duties of this office:
• 1 day, four to five times a year for Board of Directors meetings and other committee meetings held in conjunction with the board meetings;
• 2-4 hours per month on conference calls of the Board of Directors and/or committees;
• 2 days for the ANA-Michigan Membership Meeting
• 1 to 2 hours per week on average reading materials and responding to emails from ANA and ANA-Michigan.

All interested candidates for office must submit a “Consent to Serve” form along with a statement (100 words) on what you believe are the major issues facing ANA/ANA-Michigan and a photo by July 29th to the ANA-Michigan Office. To obtain a “Consent to Serve” form visit www.ana-michigan.org or email nurse@ana-michigan.org. The nominations chair Jennifer Paul, RN-BC, BSN is also available to answer any questions you may have regarding running for office. Jennifer can be reached at Jennifer.Paul@beaumont.org.

Elections will occur in September and the winners announced at the annual meeting on Friday, November 4, 2016 in Howell, Michigan.
ANA-Michigan Endorses the National Nurse Act

During the May 20, 2016 ANA-Michigan Board of Directors meeting the board passed the motion to be a co-sponsorship to the National Nurse Act of 2015 (H.R. 379) (S. 1205) and expressed the associations full support for this legislation.

Designating the Chief Nurse Officer position as the National Nurse for Public Health will help strengthen efforts by nurses in every community to assist in bolstering a nationwide shift to prevention to yield improved health outcomes. The National Nurse for Public Health’s support for the Surgeon General’s focus on prevention, developing nurses as community health advocates, and promoting professional nursing is key to the role nursing plays in our nation’s healthcare infrastructure.

The projected total cost of chronic disease from 2016-2030 in Michigan is $1.3 trillion. In 2015, 6.1 million people in Michigan had at least 1 chronic disease and 2.4 million had 2 or more chronic diseases. Most of these conditions are largely preventable. By promoting health awareness increasing health literacy, and reducing health disparities, the National Nurse for Public Health would play an important role in improving our nation’s health.

Now more than ever, nurses must continue to be proactive in the fight against illness and disease. We recognize the potential of having the National Nurse for Public Health as a representative who would meet with health care leaders to determine ways to address continued health disparities and access issues for the country’s most vulnerable.

As we continue to transform our health systems at the state and national level, it is important that we work to elevate the role of public health nursing to create community level systems, identify public health concerns, and achieve early intervention for identified needs. A philosophical and cultural shift to focus on wellness here in Michigan and on the national level that is reinforced by nurses in every community would go a long way in promoting health, reducing costs, and saving lives.

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The morning of February 21st, 2016, I briefly hesitated as I reached for the water glass sitting on my bedside stand. If I lived in Flint, the simple act of drinking tap water could be taken for granted. I was volunteering that morning at a lead screening event in Flint, Michigan at the Our Lady of Guadalupe Catholic Church. Later in the day, the posted warning about the lead content of the water at the sink where I was washing my hands gave me pause. Reading about the situation in Flint and the long-term consequences for children with elevated serum lead levels did not prepare me for the humanity of this crisis. I will never forget faces of the children I saw that day; their lives are potentially forever changed due to circumstances beyond their control.

I encountered other surprising details while volunteering at the lead screenings. First, while I recognized that the Flint water crisis is in the national spotlight, the presence of foreign press was unanticipated; I was actually interviewed by a French CNN correspondent. Additionally, while I understood that those who live in socioeconomically disadvantaged neighborhoods are disproportionately affected the lead tainted water, I did not realize that the Latino residents were even further disenfranchised during this crisis; initial communications warning the Flint residents about the lead content of the water were in English. Thus, the Spanish speaking community continued drinking the lead contaminated water well after other residents had stopped. Eventually, the public service announcements were picked up by the Spanish speaking broadcast network, Univision.

Dr. Patrick Hawkins, DNP, ANP, NP-C, an instructor at the Michigan State University College of Nursing, has taken responsibility for coordinating nurse practitioner and nursing student volunteers for Flint lead screening events. Dr. Hawkins’ involvement in lead screenings stemmed from his 12 years of working with community organizations in Flint organizing screening fairs for hypertension and renal disease. This is his community and, unlike me, Dr. Hawkins inherently understands the lived experiences of Flint residents. At the end of the day, I returned to my Macomb County home where residents are concerned about what has happened in Flint, but do not live with daily uncertainty about the long term effects of lead exposure in their children. For the residents of Flint, the aftermath of the water crisis will be lifelong. When the attention of the press and politicians shifts to other issues, the children of Flint will continue to be affected by elevated serum lead levels. Our societal mandate to advocate and care for vulnerable populations obliges the nursing community to ensure that resources continue to be dedicated to help the Flint residents long after the cameras are gone.

About the Author
Dr. Susan Wiers is a recent graduate from the Doctor of Nursing Practice program at Michigan State University and a member of the ANA-MI Public Policy Committee.

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Plan to nominate a nursing colleague for an award from ANA-Michigan. There is no easier way to bring the honor that they deserve. We want to recognize and celebrate nurses from all across Michigan.

Award nominations are due to the ANA-Michigan office by September 1, 2016. The award committee will be reviewing nominations in September and award winners will be notified by October 1st. The celebration and presenting of awards will be held on Friday, November 4, 2016 at the Johnson Center at Cleary University in Howell, Michigan at the award luncheon held in conjunction with the conference and annual meeting.

2016 Nurse Recognition Awards

Nurse of the Year
1. Holds a current ANA-Michigan membership
2. Constantly surpasses expectations of a professional nurse
3. Commitment and dedication to the profession of Nursing
4. Outstanding achievement in the past year

Dorothea Milbrandt Nurse Leader
1. Holds a current ANA-Michigan membership
2. Exemplifies integrity and fairness
3. Participates in professional nursing organizations
4. Role models the skills of listening, negotiating, and collaborating within an interdisciplinary team
5. Demonstrates creativity, management skills, and a passion for excellence
6. Demonstrated excellence in building successful mentoring relationships with other nurses and/or nursing students.

Public Policy Advocate
1. Demonstrated leadership in community affairs
2. Impact on Public Policy
3. Political Presence
4. Contributions to social or civic organizations

Region of the Year
1. Greatest growth in membership
2. New leadership development
3. Increased member involvement
4. Community involvement/partnerships
5. Creative meeting strategies
6. Submit reports and articles in a timely manner

Previous Milbrandt Award Recipients
2007 - Carol Frank
2008 - Nancy Martin
2010 - Kathy Birdsell
2013 - Carole Stacy

Nomination Procedures
Each nomination and supporting documentation must be submitted by September 1, 2016.

Nominations should be addressed to:
ANA-Michigan Awards Committee
503 Mall Court, Suite 157
Lansing, MI 48912

If possible, nominations and documentation should be submitted electronically via email to nurse@ana-michigan." Subject: Award Nomination.”

Nominations may be made of an individual, group or an organization. Each nomination must include the following:
1. Identification of the nominator, title, address, telephone and email address.
2. Identification of the award for which nomination is made and name and title of nominee.
3. For an individual - a C.V., which includes the candidate’s educational and professional background, professional and community activities, and other pertinent biographical information must be submitted.
4. In the case of a group of individuals or an organization as nominees, a description of the group or the organization, its history, purpose and function, must be submitted.
5. A narrative statement by the nominator outlining the accomplishments of the nominee and how these meet the established criteria for the award. The statements should describe the nominee's compliance with the established criteria for the award as explicitly and concisely as possible.
6. Nominators must supply at least one, but no more than two letters of support for the nomination. All nominations must be typed.

All nominations become the property of the ANA-Michigan Association. ANA-Michigan reserves the right to request further information related to a nomination. Incomplete nominations will not be considered. Awardees will be notified of the Committee’s decision by October 1, 2016. Awards will be presented at award luncheon which is held in conjunction with the annual meeting on Friday, November 4, 2016 at the Johnson Center at Cleary University in Howell, Michigan.

Go to www.ana-michigan.org to download award nomination form.

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AN President Pamela Cipriano, PhD, RN, NEA-BC, FAAN, has confirmed to be a presenter at the ANA-Michigan Conference and Annual Meeting, on Friday, November 4, 2016. This year’s conference will be held at Cleary University in the Johnson Center in Howell, Michigan. Registration to open in July!

EXHIBITORS

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<th>Exhibit Hall open on Friday, November 4, 2016</th>
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<td>- Company name in conference program and on website (early registration only)</td>
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<td>- Two complimentary representatives registration per table, extra staff members $50 each</td>
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<td>- Continental breakfast and lunch included</td>
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<td>- Exhibit space centrally located in meeting area, where food will be served</td>
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<td>- Booth placement will be determined by ANA-Michigan staff with priority given in order of sponsorship levels</td>
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SPECIALTY SPONSORSHIP OPPORTUNITIES

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TECHNOLOGY SPONSORSHIP OPPORTUNITIES

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Go to www.ana-michigan.org to download exhibitor/sponsor application.
EDUCATIONAL SPONSORSHIP OPPORTUNITIES

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<th>Education and General Session Sponsor</th>
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<td>eight available</td>
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EXHIBITOR SCHEDULE - FRIDAY, NOVEMBER 4, 2016

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>7:00 am to 8:00 am</td>
<td>Exhibitor set-up</td>
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<tr>
<td>8:00 am to 8:30 am</td>
<td>Attendee registration and continental breakfast</td>
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<tr>
<td>10:15 am to 10:45 am</td>
<td>Attendee break with exhibitors</td>
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<tr>
<td>11:45 am to 1:00 pm</td>
<td>Lunch with exhibitors and viewing of poster presenters</td>
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<tr>
<td>2:45 pm to 3:00 pm</td>
<td>Attendee break with exhibitors and viewing of poster presenters</td>
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<tr>
<td>3:00 pm to 4:00 pm</td>
<td>Poster presenters teardown</td>
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POSTER SCHEDULE - FRIDAY, NOVEMBER 4, 2016

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CALL FOR POSTER PRESENTERS

**Deadline: August 1, 2016**

2016 Call for Poster Abstracts
Hosted by the ANA-Michigan Research and Evidence Based Practice Council

Have a great Research, Evidence-Based or Quality Improvement Project? Present it in a poster during ANA-Michigan Conference and Annual Meeting on Friday, November 4, 2016 at the Johnson Center at Cleary University in Howell, Michigan. Posters are open to nursing professionals and students. The following types can be submitted:

- Research—completed or in progress.
- Quality Improvement—pilot projects, clinical innovation, and change projects.

Prize money will be awarded to the top poster in research and top poster in quality improvement!

All applications need to be submitted electronically by visiting [www.ana-michigan.org](http://www.ana-michigan.org) by Monday, August 1, 2016. Notification of poster acceptance will take place by September 1st. Each poster presenter must register for the conference and be available for discussion on Friday, November 4th. Posters must be displayed on a trifold, free-standing poster board no larger than 3’X4’.

Electronic application will consist of:

- Project type
- Project title
- Statement of purpose/clinical questions
- Framework/background and significance
- Method (design, setting/sample, protocol/implementation)
- Findings/results

For more information, visit [www.ana-michigan.org](http://www.ana-michigan.org). If you have questions regarding poster abstracts contact the ANA-Michigan office at 517-325-5306 or nurse@ana-michigan.org.

Visit [www.ana-michigan.org/2016-call-for-poster-abstracts](http://www.ana-michigan.org/2016-call-for-poster-abstracts) to submit your application prior to August 1, 2016

Research and Evidence Based Practice Council

**Beth Van Dam MSN, BSN, RN-BC, CNL**

**Research and Evidence Based Practice Council Chair**

Posters….Research, Quality Improvement, and Informational posters!!! The Research and Evidence Based Practice Council is ready to receive abstracts from nurses/nursing students who wish to present a poster at the ANA-Michigan fall nursing conference on November 4. The online submission form for poster abstracts was formally opened for abstract submissions on Monday, May 16. The form can be found on the home page as well as on the conference event page of the ANA-Michigan website, [http://www.ana-michigan.org/2016-call-for-poster-abstracts](http://www.ana-michigan.org/2016-call-for-poster-abstracts/).

Below are listed a few things to keep in mind and maybe encourage taking that step to submit an abstract. As we plan and look forward to attending the fall conference it is an appropriate time to reflect on the following benefits of presenting a poster:

1. To learn from other nursing professionals
2. To disseminate findings/results
3. To receive feedback from colleague
4. To share research/QI project
5. To help organize thoughts/plans around QI/research

As of April 2016 there are 117,841 professionally active registered nurses in Michigan ([http://kff.org/other/state-indicator/total-registered-nurses/](http://kff.org/other/state-indicator/total-registered-nurses/)). Imagine the impact if even half of these professionally active nurses presented the work done around research, quality improvement or various other activities to further the profession of nursing. The “power of nursing” comes from sharing the work that is being done! The Research and Evidence Based Practice Council has put together ‘10 helpful tips’ to assist in writing an abstract:

1. Do not cite or include references, bibliography, tables
2. Abstract material may have been presented or published previously
3. Do not submit same abstract with different author names
4. Abstracts must be submitted by 12:00am EDT Monday, August 1, 2016
5. Use generic drug names
6. Proofread abstract carefully to avoid errors before submission
7. Check spelling and grammar
8. Avoid using jargon and acronyms
9. Character limitation includes spaces
10. Abstract should be focused and concise

Now is the time to start writing poster abstracts! It is also the right time to start encouraging other Michigan nurses (ANA-Michigan membership not required) as well as nursing students to share the awesome work they are doing as nurses. We are looking forward to many of you sharing your work around nursing at the ANA-Michigan fall conference!!
The ANA-Michigan Board of Directors approved an education partner agreement with Olivet Nazarene University, which is located in Grand Rapids, Michigan.

Olivet Nazarene University’s School of Graduate and Continuing Studies provides educational programs at the bachelor, master and doctoral levels. Other programs such as Business, Education and Criminal Justice are also offered online. The graduate programs extend the mission of the university to thousands of adult students ONLINE in nearly 48 states and at numerous locations throughout the Midwest including Grand Rapids, MI.

To learn more about this partnership, visit www.ana-michigan.org to download the information brochure.

CHALLENGING AND REWARDING HEALTH CARE CAREERS!

NOW HIRING NURSES!

The Michigan Department of Corrections is seeking qualified women and men for positions throughout Michigan.

Candidates must meet the following criteria:
Must be 18 or older and possess a current LPN or RN licensed for the State of Michigan. 1 year of clinical experience preferred, but not required.
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MDOC BHCS RECRUITMENT (517)335-3855
BHCS-Recruitment-mailbox@michigan.gov
WWW.MICHIGAN.GOV/STATEJOBS

Program Offerings

NURSING PROGRAMS
Bachelor of Science in Nursing (RN-BSN)
Master of Science in Nursing (RN-MSN)
Master of Science in Nursing
MSN: Family Nurse Practitioner
Family Nurse Practitioner Certification

BUSINESS PROGRAMS
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Master of Organizational Leadership

Olivet Nazarene University is proud to partner with American Nurses Association of Michigan.

Advance Your Career.

RN-BSN Completion Programs
• Hybrid format (in seat & online) at various locations (20 months)
• Fully online, compressed format classes (20 months)

Master of Science in Nursing
• Adult Gerontology Clinical Nurse Specialist
• Adult Gerontology Primary Care Nurse Practitioner
• Nursing Education

Graduate Certificate
• Graduate Certificate in Quality Improvement in Health Care (QIHC)
• Graduate Certificate in Teaching in Health Care Systems (HCS)

We have opportunities for nurse educators at our Novi campus.

Family Nurse Practitioner Program Director
Graduate Nursing Program
PHD in Nursing/Nursing Science or DNP, FNP-C required

Clinical Coordinator/Faculty
Undergraduate Nursing Program
Masters or terminal degree in Nursing required

Experience pristine, well-equipped facilities and the unparalleled programmatic support of a system dedicated to producing top performers in the healthcare industry.

To apply, send your CV to smaweske@southern.edu

South University is an equal opportunity employer.
Play it Safe on Social Media

In the last few years, social media has become second nature for nearly two thirds of Americans. It’s now a normal part of life for us to start the day scrolling through our Twitter feed, “liking” someone’s Facebook status on a lunch break, and posting pictures of our evening meal on Instagram.

Social media also has helpful, practical uses in the healthcare arena. It’s an efficient and easy way to quickly deliver important information to a wide audience, especially to younger, tech-savvy groups. However, as patient privacy and confidentiality become increasingly important pieces of care delivery, nurses must walk a fine line when using social media.

Check Your Policy

Chances are good your employer has a social media usage policy in place. It might be buried somewhere in your employee handbook, but don’t ignore it. Read it carefully and consider how you use social media both on and off the clock. Remember, it’s in your best interests to operate online within the boundaries outlined in your social media usage policy. They are in place to protect you – and your employer. If you’re in charge of new hires, it never hurts to remind them!

Never Share Patient Information

Patients’ personal information should never be shared without permission outside of the patient care team, and this can include even casual, seemingly innocuous references. Maybe you’ve had a once-in-a-career day with an unforgettable patient and want to shout it from the rooftops. Perhaps you just suffered through the worst shift of your life and need to blow off steam. Before sharing anything work-related on social media, think carefully, even if you think you’re being anonymous. Chances are good someone else may be able to tell what you’re referencing. When in doubt, don’t post. This includes using a personal cell phone to take or post photos of patients without their permission, even happy pictures!

Nothing is “Private”

Facebook and other social media sites now offer options for sharing messages in private groups. You can “protect” your Instagram and Twitter accounts. This sometimes leads to a false sense of security of information. That comment you posted to someone’s private page seems safe, but someone else could take a screen shot and preserve it forever in a matter of seconds. Imagine if the private tweet you posted was work or patient related, and a friend shared it on their own twitter feed! Social media content can even be admissible in court without a reasonable expectation of privacy, meaning that even previously deleted or private content can be accessed. Before you hit send on a new post, think about whether or not you want it to live forever – because it just might!

Patients Aren’t Your Friends – Even Online

As a practicing nurse, you are well aware of the importance of maintaining professional boundaries and trust with your patients. The National Council of State Boards of Nursing (ncsbn.org/Preceptor-ProfessionalBoundarie.pdf) recommends that nurses avoid excessive personal disclosures, sharing of private information, and any type of role reversal. It’s usually easy to determine what behavior crosses a boundary in person. When it comes to online interactions, the same rules apply, but the lines sometimes blur more easily on social media. Err on the side of caution and stay professional! Avoid contacting patients through social media sites. Additionally, to preserve boundaries and trust, don’t ever track your patients using social media channels, even out of harmless curiosity.

The bottom line when using social media? If you’re a nurse, play it safe before you post to protect yourself and preserve patient confidentiality and boundaries. For more tips and printable handouts to share, visit the American Nurses Association’s social media use toolkit at www.nursingworld.org/socialnetworkingtoolkit.

FIND THE CAREER YOU HAVE ALWAYS Wanted

Henry Ford Health System has RN opportunities for experienced RN’s and new graduates.

RN opportunities at HFHS locations:
- Detroit Hospital
- West Bloomfield Hospital
- Macomb Hospital
- Wyandotte Hospital
- Community Care Services (Home Care, Hospice & Dialysis)
- Multiple Ambulatory Sites
- BestChoice-System-Wide Float Pool

To apply for a RN position, please visit our website at www.careers.henryford.com
WHENEVER you need us, WHEREVER you are, Medical Center Health System is your one source for health.

At Medical Center Health System, we know that the strength of one is made better by the strength of many. Our team of highly-skilled physicians, nurses, technicians and support staff have come together to help set a new standard for quality of care.

Our mission is to deliver comprehensive quality healthcare to the people of the Permian Basin. To accomplish this, we have built new facilities, introduced innovative services and expanded our reach throughout the community.

Now, our mission has become a reality. As your healthcare partner, we look forward to keeping you healthy today and into the future.

OR, ICU, ER, and L&D Positions Sign On Bonus
Medical Center Health System in Odessa, Texas has immediate openings for Clinical RNs in the OR, ICU, ER, and L&D. Medical Center Hospital is a level 2 trauma center with 24/7 staffing. The ideal candidates for these positions would be an RN who has worked clinically in the OR, ICU, ER, or L&D of an acute care / hospital setting with a minimum of 2 years’ experience. These individuals would be flexible and comfortable working in a fast-paced environment. These RNs would be team players who work well with others while providing excellent patient care. Candidates must possess and maintain RN license that allows practice in the state of Texas.

Medical Center Health System offers competitive wages, medical and dental insurance, paid time off, shift differentials, retirement with 200% match and flexible schedules.

RNs for ICU2, ICU4, ER, and L&D
$10,000 Sign-on Bonus – 2 year Commitment
$15,000 Sign-on Bonus – 3 year Commitment
*Relocation Available*

RNs OR
$20,000 Sign-On, $7,500 Relocation – 2 yr. agreement
$25,000 Sign-On, $7,500 Relocation – 3 yr. agreement

For more information on this job opportunity, call Tanisha Morrow, Employment Coordinator, at 432-640-1798 or apply online at www.mchodessa.com.

Medical Center Health System is an equal opportunity employer.
Being a member of ANA-Michigan/American Nurses Association has many benefits! For only $22/month you get professional benefits from multiple publications, free monthly webinars, provide support and information regarding federal and state advocacy, receive professional learning to advance your career, and many personal benefits such as discounts on malpractice insurance, life insurance.

Find your career today!

Search job listings in all 50 states, and filter by location and credentials. Browse our online database of articles and content. Find events for nursing professionals in your area. Your always-on resource for nursing jobs, research, and events.

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Ask about our $2,000 sign-on bonus for experienced RNs!
As one of the largest healthcare providers in Indiana, Community Health Network offers extensive opportunities to create the nursing career you’ve always dreamed of! Be part of our progressive health system with more than 200 sites of care throughout Central Indiana and in the greater Detroit region, from physician offices and outpatient centers to acute care hospitals and large medical campuses.

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1700 Leonard Street NE | Grand Rapids, MI 49505 | Phone: 616-456-7243
Heartland of Grand Rapids
2320 East Beltline SE | Grand Rapids, MI 49546 | Phone: 616-949-3000
Heartland of Kentwood
1061 West Hasley Avenue | Muskegon, MI 49441 | Phone: 231-755-2255
Heartland of Whitehall
916 East Lewis Street | Whitehall, MI 49461 | Phone: 231-694-4056
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• Plan, implement and evaluate evidence-based care in communities.
• Effect public health policy.
• Expand nursing knowledge.

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