

Save the Date for the December MNORN Member Meeting



The 2021 MNORN election is open until November 30th.

How to Vote:

If you have already voted, THANK YOU!

If you still need to vote, instructions were emailed to you on November 1st from MNORN Election Admin.

If you can't find the email, notify Kathi Koehn at kkoehn@mnorn.org for assistance.

Polling Question:

Remember that included in your ballot is a polling question asking what you would like ANA to talk about during the Dialogue Forums at Membership Assembly next June. The MNORN Board will propose a topic to ANA based on your responses.

Date: December 14th
Time: 6:30 PM - 8:00 PM
Location: virtual

Program Topic: Secondary Trauma



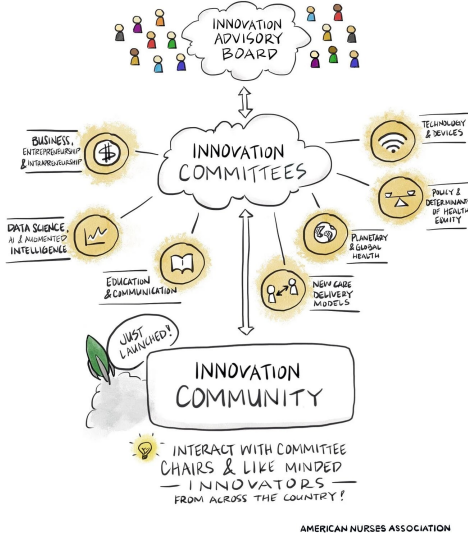
Secondary trauma is when the stress of working with traumatized patients/clients begins to interfere with your own professional or personal life. If you google "secondary trauma in nurses during COVID-19", you will find articles about nurses' experiences with this all over the world. [Click here to learn more](#)

We are delighted to have Rochelle Perry as our speaker. Rochelle Perry is a board certified Family Mental Health Nurse Practitioner earning her MSN in 2012 from Rush University in Chicago, IL and currently working on her Doctorate of Nursing Practice through Minnesota State University, Mankato with a graduate date of summer 2022. She has experience in multiple mental health settings, including inpatient child/adolescent/adult/geriatric units, outpatient clinics, teenage runaway shelters, correctional facilities, and community health facilities. She enjoys working with a diverse array of mental health issues. Rochelle provides comprehensive mental health treatment including diagnostic assessments and medication management for clients across the lifespan. Areas of special interest include working with adolescents, young adults, and their families in the transition to adulthood, those struggling with substance use and pursuing recovery and/or struggling with a severe and persistent mental illness.

Watch for an evite coming soon!

There is no charge for this program. Attendees will receive 1 contact hour.

MNORN members are helping to lead nursing innovation!



In 2020, the ANA launched a new [Innovation Team](#) lead by MNORN member and ANA's VP of Innovation, Dr. Oriana Beaudet. Oriana is a member of MNORN!

The Innovation Team consists of leaders from the American Nurses Association, the Innovation Advisory Board and Committees, and Corporate Supporters. This team was designed to foster a broader body of work to support innovation across the nursing profession.

MNORN members Teddie Potter and Dan Pesut serve on the Innovation Team's advisory board.

Nurses deemed subject matter experts were selected to serve as committee members for the following seven innovation committees:

1. Business, Entrepreneurship, & Intrapreneurship
2. Data Science, AI, Augmented Intelligence
3. Education & Communication
4. New Care Delivery Models (Nursing & APRN Models)
5. Planetary & Global Health
6. Policy & Determinants of Health Equity
7. Technology and Devices

Three MNORN Members have been appointed to serve as subject matter experts:

- President Heidi Orstad will be serving on the Data Science, AI and Augmented Intelligence committee,
- Sara McCumber will be serving on the New Care Delivery Models committee.
- Lisa Moon will be serving on the Data Science, AI & Augmented Intelligence committee.

Another Minnesota participant, April Prunty, will serve on the Education and Communication committee

MNORN Member Karen Monsen receives Prestigious Informatics Award



Professor Karen A. Monsen, PhD, RN, FAMIA, FNAP, FAAN, has been named the 2021 recipient of the American Medical Informatics Association's (AMIA) Virginia K. Saba Informatics Award, recognizing an individual's distinguished career and significant impact on the care of patients and the discipline of nursing.

Monsen's research, informed by more than 20 years experience as a public health nurse and manager, uses standardized data and systems to improve the quality of care and patient outcomes. She developed a novel practice-based research network based on standardized nursing terminology data through the University of Minnesota Center for Nursing Informatics, where she currently serves as director. The Omaha System Partnership for Knowledge Discovery and Health Care Quality has been used by multi-disciplinary research teams around the world to shape policy in knowledge management and to educate students in contemporary health care practices.

Of particular interest to Monsen are the ways that informatics, big data and documentation in general; and the Omaha System in particular, can increase health equity and transform health care for the better.

She leads the development and deployment of international, evidence-based COVID-19 response guidelines synthesized from more than 100 sources for over 50 roles ranging from triage to midwifery across community, clinical and acute care settings.

Monsen was presented with the Virginia K. Saba Informatics Award at the AMIA 2021 Annual Symposium in San Diego on Oct. 31. She joins Associate Professor Emeritus Bonnie Westra, PhD, RN, FAAN, FACMI, and Professor and Dean Connie White Delaney, PhD, RN, FAAN, FAMIA, FNAP, as past School of Nursing recipients of the AMIA signature award.

Revised ICN Code of Ethics for Nurses reflects lessons learned from the COVID-19 pandemic

Nurses' working conditions, data protection and nurses' role in global health highlighted in new interactive publication

Geneva, Switzerland, 20 October 2021 –

The International Council of Nurses (ICN) today launched its newly revised Code of Ethics for Nurses, a statement of the ethical values, responsibilities and professional accountabilities of nurses that defines and guides ethical nursing practice within the different roles nurses assume. The Code has served as the standard for nurses worldwide since it was first adopted in 1953.

ICN President Annette Kennedy said:

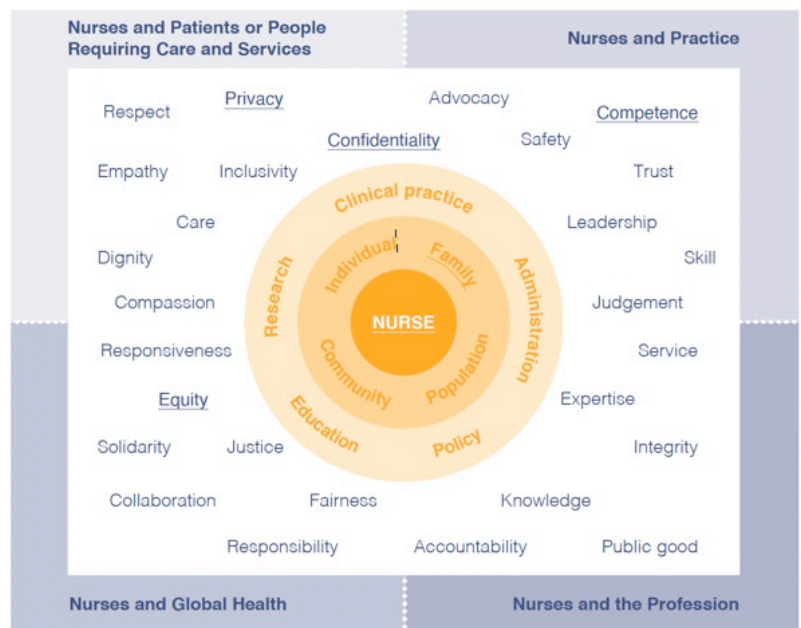
“We are launching the new Code on Global Ethics Day to highlight the changes we see in nurses' working environments, the challenges they face and the ethical dilemmas which COVID-19 has brought to the forefront.

‘Used as a guide by nurses in everyday choices, the revised Code highlights the need to protect and support nurses and ensure they have the appropriate education, training and resources to provide the highest quality of care to all patients.’”

The 2021 revised edition has four principal elements that provide a framework for ethical conduct: nurses and patients or other people requiring care or services, nurses and practice, nurses and the profession, and nurses and global health. The Code also contains charts to assist nurses to translate the standards into action.

The ICN Code of Ethics for Nurses is regularly reviewed and revised in response to the realities of nursing and health care in a changing society. The 2021 version underwent a full and robust review by an Expert Steering Group, ICN Board members and ICN staff prior to undergoing translation into Spanish, German and French.

ICN Code of Ethics for Nurses Professional Values

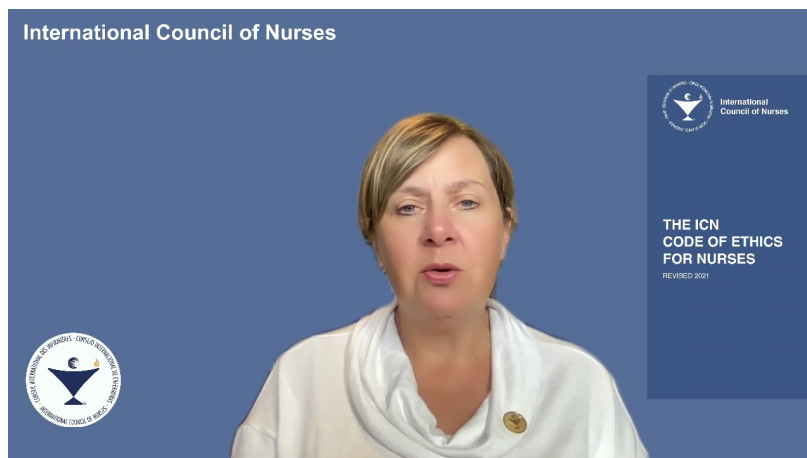


The ICN Code of Ethics for Nurses provides ethical guidance in relation to nurses' roles, duties, responsibilities, behaviours, professional judgement and relationships with patients, other people who are receiving nursing care or services, co-workers and allied professionals. The Code is foundational and is to be used in combination with countries' existing laws, regulations and professional standards that govern nursing practice.

MNORN member Martha Turner was nominated by ANA to participate in the revision and was chosen to lead the efforts. There were a total of 17 countries represented on the committee. The process included reviewing the initial survey from the national nurses association members; addressing additions, deletions and format. From 2019-2021, the prepared drafts; circulated for comment; did qualitative analysis, revisions and edits; designed and edited graphics; and finally submitted to the ICN Board for approval.

The goals for revision were to retain most of the content from the current Code and to improve by keeping it simple, short and clear; reduce repetition; ensure its' usefulness for all nurses in all settings; and add current concepts. Concepts added are human rights; technology; social media; evidence-informed practice; economics; end of life care; global health; extraordinary situations; pandemics; vulnerable populations; ethical language safety; and environmental justice.

[Click here to download the 2021 Code of Ethics for Nurses](#)



The International Council of Nurses (ICN) is a federation of more than 130 national nurses associations representing the millions of nurses worldwide. Operated by nurses and leading nursing internationally, ICN works to ensure quality care for all and sound health policies globally.

More News from the ICN: Pam Cipriano Becomes ICN President

Geneva, Switzerland, 4 November 2021– The International Council of Nurses' (ICN) newly elected 29th President Pamela Cipriano has closed the ICN virtual Congress with a rousing speech that introduced her presidential watchword 'Influence'.

ICN's virtual Congress, which was held in partnership with the Emirates Nursing Association, ran from 2-4 November and attracted more than 5,000 delegates from around the world.



In her closing speech, ICN President Pamela Cipriano began by praising her predecessor, Annette Kennedy, for her steadfast leadership. She said Ms Kennedy had advanced the goals of ICN and been a striking presence in strategic discussions with the World Health Organization (WHO), United Nations and other global power organizations, making sure that the voice of nursing was heard at the highest levels internationally and globally. Dr Cipriano said that Ms Kennedy's receipt of the WHO Director General's Health Leaders Award for outstanding leadership in global health today, was richly deserved and a testament of her dedication to nursing everywhere.

Dr Cipriano called on nurses to continue in the defeat of the pandemic and said their unity in the coming months and years would show the world how vital nurses and nursing are to the physical, mental, social and economic wellbeing of everyone.

She spoke of her pride to be the leader of the world's nurses, who work every day to care for others, sometimes to their own detriment.

Dr Cipriano said:

"I'm proud to represent the voice of the 28 million nurses who, every day, care for others, sometimes sacrificing their own health and welfare. I want to thank President Annette Kennedy for her steadfast leadership over the past four years - she has been a fearless advocate for the protections nurses need now, and into the future.

'My watchword is influence. I chose "influence" because it is both an action and an outcome. It is the power to change or affect someone or something directly or indirectly. Influence does not force change to happen. Rather, influence relies on persuasion, and the ability to sway another's thinking or actions. It is through the power of our positions as knowledgeable decision makers and problem solvers, advocates and passionate professionals, that we have influence and can influence others.

'We influence the care of patients and families by demonstrating compassion, educating them and gaining their trust and cooperation. We influence our nurse colleagues, physicians and other clinicians by sharing expert knowledge and commitment to meet the unique needs of others. We influence our lawmakers by advocating for actions that safeguard nurses. We influence our communities by teaching practices to promote health and prevent diseases. We influence changes in health care by raising our voices and convincing others to do the right thing. We influence the public by being courageous. We influence our profession by never backing down, even in the face of adversity.'

Dr Cipriano spoke about the formidable challenges the world faces, including stopping the pandemic, addressing the physical protections and mental health needs of nurses, and the healing that must occur in all of our countries.

She continued:

"Never before has the world looked up to nurses with such high expectations. We do not bear this work alone. But as healers, we know what will be important that our words and our actions are at the forefront of recovery efforts. We do look to the future to continue to build and strengthen ICN through leadership development, empowerment, garnering of new resources, and always being at decision making tables to drive changes for health equity and prosperity.

'Our influence will boost solidarity not only in the ranks of nurses, but also among other healthcare system leaders. We are guided by our knowledge, our passion and our humility - the right ingredients for influence. I look forward to joining with you to be an unstoppable force for health.'" Outgoing President Annette Kennedy thanked the ICN Board, its Chief

Executive Officer Howard Catton and ICN's staff for the support they had given her during her tenure. She spoke of her pride in the honor of being able to lead ICN during such a difficult time, in which nurses everywhere have responded so effectively. She thanked all the



Pam Cipriano visiting with members of the MNORN Board in Minneapolis, 2015

inspiring nurses she has met during the past four years, and encouraged nurses everywhere to have confidence in their abilities, and to let the world know about them.

"As I hand over to your new president, Pam Cipriano, I can honestly say the organization is in great shape. Pam was my first Vice-President and a wonderful support. I know that Pam and

the new Board will continue to build on what has been achieved, and I wish them every success."

The Lady with the Lamp, a powerful YouTube from the German Nurses Association In a journey through time, Florence Nightingale meets the current situation in nursing and sets an example for the future.



AJN Off the Charts: Precepting: Revisiting Ground Rules with My New Grad RN: A return to precepting.

By Suzanne D. Williams/Unsplash

There is no question that precepting new grad RNs requires a lot of extra thought, time, and energy for bedside nurses also looking to take care of our patients and their family members. But even as an introvert who finds it challenging to talk nearly nonstop for an entire 12-hour shift, I have in the past still



enjoyed precepting. I've found it deeply rewarding to watch someone under my mentorship grow in skill and confidence as a young nurse.

When the pandemic hit and sent my young children home for distance learning, I took a break from precepting, as my capacity for additional mentoring at work had shrunk significantly.

Now that my children are back on their school campus, I am preparing to precept a new grad who is part of a cohort that went through nursing school during a pandemic with considerable limitations to their clinical experiences. As I dust off my own preceptor hat, I have found myself revisiting what I want to lay out as a foundation for my new preceptee.

Here's what I'd like to communicate to my new grad, from beginning to end of our preceptor relationship:

My top priorities are patient safety, the family's sense of safety, and your well-being.

All have *equal* priority, which means that even if something happens that feels potentially unsafe with the patient, I will still prioritize your mental and emotional well-being in the way I deliver feedback to you. I will not throw you under the bus.

My expectations of you are to:

- Be kind and patient with yourself. What you are embarking upon is hard, and I don't expect you to feel as though it should all come easily or naturally to you as a new grad.
- Put patient safety first, so if I challenge you to be more independent in a situation and you don't feel it is safe, tell me I'm pushing too hard and we'll revise our plan together.
- Be honest and open with me about what you need and how you feel throughout your residency.
- Be a person of integrity. If you make a mistake or don't know how to do something, please tell me.

My perspective on our relationship in context of this time is:

- We both have things we can teach each other. You've learned the latest in terms of evidence-based practice and even our unit standards. You bring a fresh perspective that I can learn from.

- You're coming into nursing in a really delicate, challenging time. Our bigger context is already so fraught with difficulty. I'm here to give you a safe place to grow, not throw you to the wolves.
- I'll be foregrounded in the beginning, but my goal is to fade into the background over time and let you, your unique personality and strengths, your skills, and your presence really shine.
- I won't know everything, but I'm here to teach what I do know. As for everything else, we'll ask smarter people about it or research it together.

This time is, I believe, less about your success and more about your growth.

Certainly we want you to "succeed" by feeling capable of being an independent new nurse when residency is over. But in the upcoming months, you will grow both through great days and rough days. You'll grow through holding onto confidence and also through wrestling with fear. You'll grow through moments of joy and moments of despair over your patients. I'll be your cheerleader through all your growth, and all of that growth will contribute ultimately to your success. Nursing feels harder than it's ever felt. I am no absolute bedrock as a preceptor, but I hope it will be my shared humanity with my preceptee that will help us take steps forward individually and together in this work we seek to do well.

<https://ajnofthecharts.com/precepting-revisiting-ground-rules-with-my-new-grad-rn/#more-31090>
Retrieved 10-15-21

MNNP
MINNESOTA —+—
NURSE PRACTITIONERS

**CATCH THE
HOT DISH**

**IN ADVANCED PRACTICE NURSING IN
MINNESOTA**

8:00 - 12:30PM CST

NOVEMBER 13, 2021

Register: https://whoova.com/portal/webapp/mnnpe_202111/ WHOVA.COM

AGENDA

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|---|---|
| <p>Welcome
8:00AM - 8:05 AM
Speakers: Sandy Paddock, DNP APRN, CNP, CNE, PHN</p> <p>Minnesota Primary Care Stakeholder's Update
8:05AM - 8:50 AM
Speakers: Mary Benbenek, PhD, MS, APRN, FNP, PNP, Mary Dierich, PhD, APRN, CNP</p> <p>Zumba
8:50 AM - 9:05 AM
Speakers: Jessica Aguirre</p> <p>Legislative Update
9:05 AM - 9:25 AM
Speakers: Maureen O'Connell, JD</p> <p>Break
9:25 AM - 9:35 AM</p> <p>Mastering MAT: Prescribing Anti-Craving Medications for Substance Use Disorders
9:35 AM - 10:05 AM
Speakers: Allison Brooks, DNP, APRN, FNP-BC</p> | <p>Updates in Continuous Glucose Monitoring
10:05 AM - 10:35 AM
Speakers: Janet S. Lima, MPH, RN, CDCES</p> <p>Implicit Bias in Health Care
10:35 AM - 11:05 AM
Speakers: Jaime Konerman-Sease, PhD(c)</p> <p>Zumba
11:05 AM - 11:20 AM
Speakers: Jessica Aguirre</p> <p>Break
11:20 AM - 11:30 AM</p> <p>What's New in Preventative Cardiac Care
11:30 AM - 12:00 PM
Speakers: Ann Hayden, DNP, APRN, FNP-BC</p> <p>Membership Meeting
12:00 PM - 12:30 PM
Speakers: Sandy Paddock</p> |
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For more information and to register: [Click Here](#)



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