Meet Pam Cipriano, ANA’s New President

Newly elected American Nurses Association (ANA) President Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN, recently sat down with The American Nurse to discuss her vision for ANA and how nurses can help transform health care.

You’ve shared your perspective through your columns in American Nurse Today; what else would you like nurses to know about you?

I am a strong believer in nurses as decision-makers – whether it is at the national level for changes in health policy, at the bedside, in their local community or even in their family circle. We have an incredible capacity to help people understand what’s happening in health care and to provide excellent direction for the health care transformation that has to occur in this country.

On a personal note, I’ve experienced nursing in many roles – as a staff nurse, clinical nurse specialist, faculty member, nurse manager, chief nursing officer and chief operating officer. I’ve had many opportunities to lead and help develop others.

Who or what influenced you to become a nurse leader?
When I was in my diploma program, I became very active in the Philadelphia chapter of the National Student Nurses Association. I attended the NSNA national convention in Salt Lake City during my second year of nursing school. I ran from the floor and was elected first vice president. I then became president of NSNA. I knew that it was going to be really important to be a leader because that’s where change happens.

As I became a staff nurse and then a clinical nurse specialist, I believed in the power and influence that comes from having expert knowledge. However, I also recognized that so much of the decision-making fell to those in top management. I believed my leadership experience at NSNA, and then in ANA through appointed and elected positions prepared me to take on greater responsibility. I entered my first management role knowing it was critically important to advocate for staff – for their work environment, scope of practice, pay and benefits, and to advance their careers through education and development.

**What are your top priorities at ANA?**

I want to maintain and continue to strengthen ANA’s marquee programs and core strengths: political advocacy, our efforts around safe staffing and healthy work environments, and exercising our rights to control our profession and practice to the full extent of our education and licensure.

I also want to focus on membership growth and retention. I strongly believe in the old saying, “There’s strength in numbers.” So it’s vitally important that we pursue not only our traditional recruitment channels, but also appeal to nurses in all roles, specialties, settings and generations, including educators and administrators who are well positioned to spread the word about the importance of ANA to students, new graduates and their staff. We also need to reach out to more specialty nurses associations to join us as organizational affiliates and create options for other organizations with nurse members to have a relationship with ANA. It’s a great way to unite nurses around a common purpose.

And, we need to position nurses to exert greater influence in the transformation of health care. We need to move beyond understanding that the public has consistently voted us the most trustworthy to capitalizing on that position with consumer advocacy groups. Nurses are good strategists, problem solvers and decision makers and we’re already committed to the National Quality Strategy – the triple aim of improving care, improving health and lowering costs. It’s very important for ANA to make sure nurses are in prime positions and key decision-making groups so our voice is there at every turn.

**Why do you think it’s important for nurses to be part of ANA?**

It’s important for us to have a united voice, and ANA represents that voice. Again thinking about strength in numbers, it’s important for us to be able to accelerate change that is good for the American people. We need to have as many nurses as possible united under the ANA umbrella to be able to do that. Ultimately being a member of ANA
allows nurses to have a voice at the local, regional, state and national level, which gives us the power to influence change.

ANA also provides a whole array of benefits that are really important for nurses professionally and personally.

**Do you have any final thoughts or message for nurses?**

Optimism. We are making a number of strides particularly as we’re working with community leaders to advance the goals of the *Future of Nursing* report. Many of our members around the country are the leaders in action coalitions that are making sure we stay true to the mantra of “leading change and advancing health.” So it’s important for us to look at all these activities as part of our commitment to improving health care in this country.

ANA is there taking the lead, and we need all of our members to help make changes in our communities, our own professional lives and in our work environments if we want to truly achieve a new direction in health care.

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**An Invitation from Marie Manthey:**

**Come to a Nursing Salon and have a meaningful conversation about nursing.** These conversations are held in the Twin Cities at least two, and sometimes three times a month. I continue to be amazed at the directions the conversations take, especially when different levels of nurses from different types of settings, with vastly different role experiences come together to talk. The atmosphere is different every time, but one thing is constant: in every salon, every time, over the course of 13 years, the group stays empathetic and supportive. Nursing Salons provide a safe venue for nurses to connect, grow, and heal together.

They are scheduled three months in advance. The schedules are posted on the Marie Manthey Nursing Salon Facebook page and also at [http://www.nursing.umn.edu/sigma-theta-tau/Events/index.htm](http://www.nursing.umn.edu/sigma-theta-tau/Events/index.htm).

Michael and Michelle Petty and Marie Manthey each host one monthly. It is our practice to provide dinner for participants, so plan to come at 6 PM and bring your appetite with you.
CALL FOR CANDIDATES FOR THE 2014 MNORN ELECTIONS

Put Your Leadership into Action - Serve in a MNORN Elected Position!

By deciding to run for a MNORN elected position, you make a choice to invest in your future and the future of nursing.

MNORN members have the capacity to influence public policy, professional nursing standards and the advancement of the association. In a leadership position, you will help MNORN and the nursing profession remain strong.

MNORN members will vote for the following positions in this Fall's election:
- President
- Second Vice President
- Secretary
- Director(s) - 2
- Nominating Committee - (2)

How to Become a Candidate:
To be eligible as a candidate for any of the elected positions, you must be a MNORN member and complete a Consent to Serve form and return it to MNORN by email - minnesotaorn@gmail.com.

The Candidate information for elected positions will be published online and will be available by email upon request.

Voting instructions will be emailed to each MNORN member for online voting and the results of the elections will be announced to members online.

For more information, please contact Nominating Committee Chair, Mary Absolon at mtabsolon@gmail.com or 612-860-2280.
News from the MN Board of Nursing (http://mn.gov/health-licensing-boards/images/Newsletter_Summer_2014.pdf): The Nurse Practice Act was amended to require licensure for advanced practice registered nurses (APRNs), and removes the requirement for a collaborative management agreement and written prescribing agreement. After the effective date of January 1, 2015, individuals will be required to be licensed as an APRN.

Licensure:
To become licensed, an APRN will be required to hold a current RN license, submit documentation of successful completion of an acceptable graduate APRN program and hold current certification by a national nurse certification organization acceptable to the board as a clinical nurse specialist (CNS), certified nurse practitioner (CNP), certified registered nurse anesthetist (CRNA), or certified nurse midwife (CNM) in one of the 6 population foci. APRNs who have more than one role, will be issued a license for each role as applicable (CNS, CNP, CNM, CRNA). APRNs who do not meet the educational requirements but are recognized by the Board to practice as an APRN on July 1, 2014, will be eligible for licensure.

Post-graduate practice:
Prior to full independent practice and prescribing authority, CNSs and CNPs will be required to practice for 2,080 hours within the context of a collaborative agreement with a licensed Minnesota CNS, CNP, or physician who has experience in providing care to patients with similar medical problems. Currently practicing CNSs and NPs may already meet this requirement. A post-graduate practice component is not required for CNMs or CRNAs.

Scope of practice:
The scope and standards of an APRN are defined by the national professional nursing organizations specific to the practice as a CNS, CNM, CNP, or CRNA in the specific population focus. The scope includes but is not limited to performing acts of advanced assessment, diagnosing, prescribing, and ordering. The practice includes function as a primary care provider, direct care provider, case manager, consultant, educators and research.

APRNs are accountable to patients for the quality of APRN care rendered, recognizing the limits of knowledge and experience, planning for the management for situations beyond the APRNs.
expertise. APRNs accept referrals, consult with, collaborate with and refer to other health care providers as warranted by the needs of the patient. APRNs may order, perform, supervise, and interpret diagnostic studies, excluding interpreting computed tomography scans, magnetic resonance imaging scans, positron emission tomography scans, nuclear scans, and mammography.

Credentials to be used to identify authority to practice as an APRN:
Credentials to be used by licensed APRNs are Jane Doe APRN, CNS; Jane Doe, APRN, CNP, Jane Doe, APRN, CNM, Jane Doe, APRN, CRNA. Educational degrees may be added.

Pain management by CRNAs:
A CRNA may perform nonsurgical therapies for acute and chronic pain symptoms upon referral and in collaboration with a Minnesota licensed physician. The CRNA and the one or more physicians must have a mutually agreed upon plan that designates the scope of collaboration needed for providing nonsurgical therapies to patients with acute and chronic pain. The CRNA must perform the nonsurgical therapies at the same licensed health care facility as the physician. For the purposes of providing nonsurgical pain therapies for chronic pain symptoms, a CRNA must have a written prescribing agreement with a licensed Minnesota physician that defines the delegated responsibilities related to prescribing drugs and therapeutic devices within the scope of the agreement and the practice of the CRNA.

The board is preparing the processes required to implement the new law. Applications for APRN licensure will be accepted beginning in Fall 2014. More detailed information about the law can be accessed here: https://www.revisor.mn.gov/bills/bill.php?b=Senate&f=SF0511&ssn=0&y=2014

You are invited to attend our annual Nursing Forum, which helps nurses improve their practice and provides an opportunity for them to present research, learn from prominent healthcare leaders about timely topics and gain continuing education contact hours. This year’s forum keynotes will focus on incivility and poster and podium sessions will be offered featuring a range of relevant nursing topics in research, practice and education.

Friday, October 3, 2014
8:15 a.m. – 3:30 p.m.
Minnesota State University
Ostrander Auditorium
Centennial Student Union,
Mankato
$49 half day/ $79 full day
5 Contact Hours available for full day
More information and registration

Presented by Mu Lambda Chapter, Sigma Theta Tau International Honor Society of Nursing, Minnesota State University, Mankato and The Glen Taylor Nursing Institute for Family and Society.
Call for applicants to the ANA Professional Issues Panel: Workplace Violence and Incivility.

This Professional Issues Panel will guide the development of resources identified through a survey of ANA members. The Steering Committee will consist of up to fifteen members and will conduct deliberations via virtual meetings beginning October 2014. All applicants not selected for the Steering Committee will have the opportunity to serve on the associated Advisory Group via ANA NurseSpace.

ANA is seeking registered nurses with one or more of the following qualifications:

- Experience providing care for patients in settings considered to be at high risk for violence (e.g. emergency department, psychiatry, correctional facilities, home health, etc.)
- Expertise in addressing workplace violence and incivility prevention (i.e. setting policies, implementing programs in the workplace)
- Expertise in workplace safety and risk management
- First-hand experience with workplace violence, bullying, and/or incivility in the workplace
- Involvement in advocacy and policy development about workplace violence, bullying, and/or incivility at the state, national, or international level
- Nurse scientists with research experience related to workplace violence, bullying, and/or incivility

Interested in serving as the Professional Issues Panel chairperson? Chairpersons will guide the work of the Professional Issues Panel by planning and leading virtual meetings and working closely with ANA staff to ensure that objectives are met. Interested applicants should have experience leading large working groups to consensus decisions. Indicate interest on application.

Applicants must be ANA members. We are hoping MNORN will be well represented on this Panel.

Applications will be accepted through Aug. 31.

Access Application [login required]

Questions? Contact ANA: professionalissuespanels@ana.org
MN Public Policy Nursing Internship

Start Date/Time: Tuesday, October 28, 2014 3:00 PM  
End Date/Time: Thursday, October 30, 2014 1:00 PM

Radisson Hotel Roseville - 2540 North Cleveland Ave. 
Roseville, MN 55113 and Minnesota State Capitol

Click here for Event Brochure: 
2014 MN Nursing Public Policy Internship Brochure & Agenda

Registration:

Online registration is available by clicking here. You will be directed to the MN Hospital Association website. Please Login using your MOLN or MHA username and password. Click on Calendar of Events at top of page and select event by date to complete registration. If you do not have a username and password please contact office@moln.org or at 651-659-1425.

Download registration form for invoicing or to pay by check.

MNORN is a sponsoring organization, so you will receive a discount on your registration.

Highlights include:

- developing advocacy skills through letter writing, navigating websites, contacting and working with legislators, and delivering an “elevator speech”
- developing and delivering testimony at a mock hearing at the Capitol
- networking with nurses from a variety of clinical and political arenas
- meeting and learning from public policy leaders
- tour of the Capitol.

Confirmed speakers include:

- Mary Chesney
- Maria Ruud
- Sen. Kathy Sheran
JOB OPENINGS at MVNA!

Leadership opportunities at MVNA are available...keep reading!

**Flu and Biometric Screening RN (Part-time, Flexible Position)**

This is a part-time position that runs year-long; however, the peak season is August – December. Registered Nurses provide pediatric and adult immunizations as well as biometric screening services, which include finger-stick, blood pressure, body mass index, and health coaching, in both corporate and public settings. **Must have current RN license and able to travel throughout the 7 county metro area.** For more details or to apply: [https://www.prospera.com/CareerHubViewer/Post.aspx?ID=MVNA_external_f5Qra39Tnr7J_Checksum=PRS358](https://www.prospera.com/CareerHubViewer/Post.aspx?ID=MVNA_external_f5Qra39Tnr7J_Checksum=PRS358)

**RN Case Manager – Home Health (Full-time OR Part-time Positions)**

PHN/RN Case Managers provide nursing visits and coordinate care for culturally diverse clients living in the eleven-county Twin Cities area according to a written plan of care. Carry and maintain an on-going responsibility of case loads. Primarily work weekday hours with occasional nights and a weekend rotation to facilitate adequate coverage for all clients. **Must have at least 2-yr RN degree.** For more details or to apply: [https://www.prospera.com/CareerHubViewer/Post.aspx?ID=MVNA_external_Dt32MzJg9d4Q_Checksum=PRS358](https://www.prospera.com/CareerHubViewer/Post.aspx?ID=MVNA_external_Dt32MzJg9d4Q_Checksum=PRS358)

**Public Health Nurse – Family Health (Full-time, Benefited Position)**

We are looking for a passionate Public Health Nurse to work with pregnant teens/women and new mothers in their home or school. The nurse will provide clients with quality education and support related to prenatal care, newborn care, and parenting skills. The clients we serve are culturally diverse and reside in Minneapolis and the greater Hennepin County. **Must have BSN and Public Health Nurse Certificate.** For more details or to apply: [https://www.prospera.com/CareerHubViewer/CareerHub.aspx?ID=MVNA_external_Checksum=PRS358](https://www.prospera.com/CareerHubViewer/CareerHub.aspx?ID=MVNA_external_Checksum=PRS358)

**Vice President of Community Health (Full-time, Benefited Position)**

We are looking for a Vice President of Community Health to assume responsibility for overall leadership and management of staff and services in our Community Health division. Services within our Community Health Division include flu and biometric screenings, health screenings for children, child care and school nurse consultation, telephonic case management, and assessments for PCA services. Duties include:

- Designs, operationalizes, and updates a system that ensures cost efficient, productive Community Health Programs.
- Expand current programs and develop new lines of service.
- Maintain compliance with licensure requirements, Medicare and CHAP standards and takes the lead role with all audits related to Community Health.
- Assumes responsibility for financial management of each service line including budgeting, planning and balancing.
- Provide mentoring and supervision of direct care staff including annual supervisory visit, competency testing, and performance appraisal.

**Must have Master’s Degree in Healthcare Administration, Business Administration or Public Health, or other related field, current RN licensure in the state of Minnesota or other credential preferred and at least five years progressive experience in healthcare and / or social services organization and managing multiple departments.** For more details or to apply: [https://www.prospera.com/CareerHubViewer/Post.aspx?ID=MVNA_external_Rg87GmPj63Eo_Checksum=PRS358](https://www.prospera.com/CareerHubViewer/Post.aspx?ID=MVNA_external_Rg87GmPj63Eo_Checksum=PRS358)

MVNA is an Affirmative Action Employer/Equal Opportunity Employer supporting Veterans, Disabled and other protected individuals and is committed to a diverse workforce. MVNA also participates in E-Verify. Offers of employment from MVNA are conditional and contingent upon successful clearance of all background studies.

**EEO/AA Employer – A United Way Agency**

**Questions? Call 612-617-4660, email mvna-hr@mvna.org or visit www.MVNA.org/careers**
Other MVNA jobs include:

RN Complex Case Manager (telephonic) (Part-time Position)
The Complex Case Manager will focus on helping clients access and negotiate complex delivery systems, arrange and schedule services, facilitate communication among multiple providers and monitor health and wellness changes for clients in the UCare Silver program. UCare Silver is a program that provides telephonic assessment, support and assistance to clients who are 65 years of age and older and have had a major health event or require extensive use of resources and need assistance with coordinating their complex medical or psychosocial care. Must have at least 2-yr RN degree with 2 years of nursing experience. For more details or to apply: https://www.prospera.com/CareerHubViewerPost.aspx?ID=MVNA_external_Gd34Eja5BDw6_Checksum=PRS358

RN Clinical Manager – Wellness Services (Full-time, Benefited Position)
This position will assume responsibility for leadership and management of clinical staff for immunization and screening programs. This position will also interact with key external customer stakeholders and MVNA Executive Leadership and will occasionally work in public and corporate settings. Responsibilities include:

- Participates as key member of MVNA Leadership team to help define program objectives, benchmarks, process work flows, IT requirements, reporting/data requirements and clinical content.
- Identifies new wellness and consultation programs or enhancements to existing programs to improve the effectiveness of MVNA clinical services.
- Provides mentoring and supervision of clinical staff including through flu and screening check-ins, annual supervisory visits and performance appraisals.
- Participates in interviewing, hiring, orienting, evaluating, counseling and termination of staff.
- Participates in development, implementation and review of clinical staff education materials and programs.
- Participates in flu and screening clinics, as requested and needed.

Must have BSN and Public Health Nurse Certificate with previous supervisory experience. For more details or to apply: https://www.prospera.com/CareerHubViewerPost.aspx?ID=MVNA_external_Mx3i6C2Aoq7R_Checksum=PRS358

RN Team Leader – Family Health (Full-time, Benefited Position)
The principles of supervision, reflective practice and staff development will be used to build and model a strength-based, client-centered culture for our team. This position is responsible for the supervision of public health nurses who provide clients with case management, care coordination and quality education and support related to pregnant women and newly delivered mothers and infants. Responsibilities include:

- Ensure the delivery of clinical services, are in accordance with DHS and contract requirements.
- Provide coaching, training and supervision to Public Health Nurses.
- Assist in the development of staff education and training including competency testing.
- Manage referrals, consultant case loads, annual and productivity reports and metrics.
- In collaboration with Clinical Director, implement quality improvement projects based on client and agency outcomes and interventions.
- Able to develop and maintain relationship of trust with team members, agency colleagues, supervisors, and community partners.

Must have BSN and Public Health Nurse Certificate with previous supervisory experience. For more details or to apply: https://www.prospera.com/CareerHubViewerPost.aspx?ID=MVNA_external_Ks95Soa6GTz2_Checksum=PRS358