An Updated Code of Ethics for Nurses as a Call to Action: Report on last month’s ANA Ethics Symposium

June 17, 2015
By Katheren Koehn, MA, RN, executive director of the Minnesota Organization of Registered Nurses (MNORN) and a member of AJN’s editorial board.

In January, the American Nurses Association declared 2015 to be “The Year of Ethics,” to highlight the first revision to the Code of Ethics for Nurses with Interpretive Statements since 2001. Last week, in Baltimore, ANA hosted an Ethics Symposium to facilitate a dialogue about just what the Code means to nursing practice.

This was not your typical esoteric ethics conference, with terms like beneficence, non-maleficence, fidelity, and utilitarianism floating throughout the sessions. At this symposium the Code of Ethics became a unifying “Call to Action” for the profession.

In welcoming comments, Patricia Davidson, dean of Johns Hopkins School of Nurses, spoke of how ethical practice is critical for improving health care, especially with the move to person-centered care. She reminded us of the moral imperative to address entrenched health disparities, including access to care, and urged each of us to summon our own courageous leadership as we advocate for patients and families and question “entrenched beliefs.”

ANA President Pam Cipriano gave an overview of the Code of Ethics for Nurses, which articulates the ethical obligations and duties of every nurse. The Code binds us together, according to President Cipriano, no matter what practice setting we work in, or job title we hold. It is our nonnegotiable ethical standard, expressing our profession’s understanding of our commitment to society. There is no “opt-out” from the Code—no exceptions, no days when it just doesn’t apply.

The fundamentals are unchanged. The nine provisions of the Code of Ethics will be familiar, because they did not change with this newest revision.

- Provisions 1–3 are about the “fundamental values and commitments” of the nurse, and include concepts of compassion, respect, advocacy, protection and safety.
- Provisions 4–6 describe the “boundaries of duty and loyalty,” and include concepts of authority, accountability, responsibility, self, and ethical environment(s).
Provisions 7–9 describe “duties beyond patient encounters,” including research, scholarly inquiry, human rights, health disparities, social justice and the integrity of the profession.

What's new? While the provisions didn't change, there is new language about nursing leadership, social and health policy, and global health, as well as updated language and concepts. There is also, for the first time, a helpful glossary of terms. These revisions occurred after an inclusive process including 7,800 responses from nurses to the initial inquiry about what should be updates, and 3,000 comments after the draft document was sent out for field review.

Call to action. After the overview, Diana Mason, president of the American Academy of Nursing, returned us to the concept of the Code of Ethics as a call to action, as she highlighted “action” words and phrases located in the nine provisions, including:

- Promotes, advocates for, and protects
- The obligation to promote health and provide optimum care
- Applies to the nurse, in all roles and settings
- Protect human rights, promote health diplomacy, and reduce health disparities

Was nursing’s current focus, she went on to ask, really on promoting the health of people? What might we do to change the focus of health care from one that is based on health rather than illness? She reminded us that, as nurses, we have an ethical responsibility to work towards the health of communities and all people.

The two-day symposium’s many sessions drew upon the theme of a call to action with titles such as “Integrity: Creating, Sustaining, and Changing Ethical Environments,” “Moral Courage: Building Resilience,” “Evolving Ethics: Implications of Technology,” and “Relieving Suffering: Boundaries of Ethical Practice.”

Many speakers emphasized that the Code of Ethics must be foundational, a shared commitment, as a profession, to society, and in her closing remarks, Pam Cipriano of the ANA reminded us that we have a moral obligation to work toward solutions to current challenges, such as health equity and safe staffing. These actions demand courage, moral integrity, hope and leadership, but “we can stand together, using the authority of the Code as our ‘true North.’”

As she reminded us, every single one of us can be courageous in small and large ways.

http://ajnoffthecharts.com/2015/06/17/an-updated-code-as-ethics-for-nurses-as-a-call-to-action/#more-19997
MNORN member, Joanne Disch Receives AACN Award for Distinguished Career in Critical Care

The American Association of Critical-Care Nurses (AACN) honors Joanne Disch, RN, PhD, FAAN, with the 2015 Marguerite Rodgers Kinney Award for a Distinguished Career.

Disch — professor ad honorem at the University of Minnesota (UM) School of Nursing, Minneapolis — received the award for exceptional contributions throughout her 45-year career that enhanced the care of critically ill patients and their families and furthered AACN’s mission and vision. The presentation occurred during the 2015 National Teaching Institute & Critical Care Exposition, San Diego, May 18-21.

“Throughout her career, Joanne has distinguished herself in both the practice and education arenas, always advocating for person-centric care across the life span and across the continuum of care delivery,” said AACN national president Teri Lynn Kiss, RN, MS, MSSW, CNML, CMSRN.

After graduating from the University of Wisconsin (UW), Disch worked as a staff nurse at the UW Hospitals and Clinics before earning her MSN from the University of Alabama in Birmingham and her PhD from the University of Michigan.

She taught nursing at Illinois, Michigan and Pennsylvania universities before moving to Minnesota to work as a chief nursing officer and hospital administrator in 1991. An adjunct faculty appointment at the UM School of Nursing led her to become a full-time professor in 2000.

At UM, she held the Katherine R. and C. Walton Lillehei chair in Nursing Leadership and served as director for the school’s Katharine J. Densford International Center for Nursing Leadership until 2012. As professor ad honorem, she continues to work with aspiring and existing nurse leaders and advocate for nurse-designed models of care.

For the past 12 years, she has been a faculty leader for the Quality and Safety Education for Nurses (QSEN) initiative, which has educated more than 1,500 nursing faculty in safety science and in how to redesign nursing curricula to include this content.

She has published and presented nationally and internationally on issues related to quality, safety and leadership in healthcare and recently completed co-editing a text on “Person and Family-Centered Care.”

About the Marguerite Rodgers Kinney Award: Established in 1997 and named for a past AACN president, the Marguerite Rodgers Kinney Award for a Distinguished Career recognizes extraordinary and distinguished professional contributions that further AACN’s mission and vision of a healthcare system driven by the needs of patients and families where acute and critical care nurses make their optimal contribution. Recipients of this Visionary Leadership Award receive a $1,000 gift to the charity of their choice, lifetime membership in AACN and a crystal replica of the presidential “Vision” icon. Other Visionary Leadership Awards, AACN’s highest honor, include Lifetime Member Award, Honorary Member Award and the AACN Pioneering Spirit Award.
Congratulations to MNORN members who will be inducted as fellows into the 2015 American Academy of Nursing this October!

Pamela Johnson, MS, RN, NEA-BC - Mayo Clinic

Ngozi Mbibi, DNP, RNC-OB - Abbott Northwestern Hospital

Erin Patricia Murphy, MA, RN - Minnesota House of Representatives

A. Jeanne Pfeiffer, DNP, MPH, RN, CIC - University of Minnesota

Teddie Potter, PhD, MS, RN - University of Minnesota

Fang Yu, PhD, RN, GNP-BC - University of Minnesota

The American Academy of Nursing’s approximately 2,200 fellows are nursing leaders in education, management, practice and research. Invitation to fellowship is more than recognition of one’s accomplishments within the nursing profession.

Academy fellows also have a responsibility to contribute their time and energies to the Academy, and to engage with other health leaders outside the Academy in transforming America’s health system by:

• Enhancing the quality of health and nursing;
• Promoting healthy aging and human development across the life continuum;
• Reducing health disparities and inequalities;
• Shaping healthy behaviors and environments;
• Integrating mental and physical health; and
• Strengthening the nursing and health delivery system, nationally, and internationally.
Notice of Vacancies in State Boards, Councils and Committees

Application forms are available online and must be submitted by July 28, 2015, to assure of full consideration by the appointing authority. Appointing authorities may choose to review applications received by the Secretary of State after July 28.

See HOW TO APPLY at the end of the message

HEALTH SERVICES POLICY COMMITTEE aka HEALTH SERVICES ADVISORY COUNCIL
Vacancies: Six seats including:
• One Non-Physician Health Care Professional licensed or registered in their profession and actively engaged in the practice of their profession in Minnesota

OPIOID PRESCRIBING WORK GROUP (OPWG)
Vacancies: Fourteen seats including:
• One Licensed Nurse Practitioner actively practicing in Minnesota and registered as a practitioner with the DEA
• Two Non-Physician Licensed Health Care Professionals actively practicing in Minnesota and whose practice includes treating pain
• One Licensed or Registered Mental Health Professional actively practicing in Minnesota and whose practice includes treating patients with chemical dependency or substance abuse

HOW TO APPLY
Submit an Application
Complete the application form.
Applicants should include the following documents:
• Open Appointments Application Form (completed, signed and dated)
• Letter of Interest
• Resume or Biography
Applications may be submitted online, by email to Open.Appointments@state.mn.us, or by mail or in person to:
Office of the Minnesota Secretary of State
180 State Office Building
100 Rev. Dr. Martin Luther King, Jr. Blvd.
St Paul, MN 55155-129
Did you know that roughly 21 percent of nursing turnover can be related to incivility in the workplace? Replacing one nurse in the U.S. alone can cost up to $88,000.

The ANA Professional Issues Panel on Workplace Violence and Incivility found that 25 percent to 50 percent reported experiencing various instances of incivility in their workplace. Uncivil behavior can lead to low morale, poor teamwork and distrust, decreased job performance, and ultimately, diminished patient safety.

If you or others have experienced incivility in your workplace, then this webinar is for you. Join Joy Longo, PhD, RNC-NIC, as she discusses the meaning of incivility and shares tools and resources to help deal with uncivil behavior in your workplace. Learn organizational and individual strategies that address best ways to intervene and create a safer work environment for yourself and others.

As nurses, you and your colleagues deserve the right to work in a healthy environment that supports an incivility-free culture.

This webinar is free for ANA members! Click here to log in to get your discount code.
Moral Distress and YOU: Supporting Ethical Practice and Moral Resilience in Nursing
As a nurse, you must know how to recognize and effectively address situations that create moral distress. Arm yourself with the knowledge, skills and tools to support and develop a moral and ethical environment. Plus, learn how resiliency can help you overcome issues of moral distress and enable you to provide better patient care.

Additional Books in the ANA You! Series

- Communication, Collaboration, and YOU: Tools, Tips, and Techniques for Nursing Practice
- Bullying in the Workplace: Reversing a Culture
- Nurse Staffing 101: A Decision-making Guide for the RN
- Self-Care and YOU: Caring for the Caregiver
- Mindfulness and YOU: Being Present in Nursing Practice
- Delegation and YOU: When to Delegate and to Whom

Learn about additional titles at www.nursesbooks.org
* Each book is $11.95 for MNORN/ANA members
CLIMATE CHANGE AND PUBLIC HEALTH
an Interprofessional Review

Changing climate is affecting our patients, our practices and our health care facilities. Recognize the Challenges; Prepare for the Needs.

Saturday, November 21st, 2015
7:40 a.m. – 5 p.m.

University of Minnesota Medical School
Allina Health

Come to be informed about the health implications of climate change, leave being part of a network of health care professionals taking action.

TOPICS INCLUDE
- Environmental effects of climate change
- Heat-related illness
- Infectious disease
- Allergy, asthma
- Developmental disorders
- Climate change and disaster response

Support for this activity has been provided by the Abbott Northwestern Hospital Foundation and the Minnesota Department of Health.

ACCREDITATION
Physician - Allina Health is accredited by the Accreditation Council for Continuing Medical Education (ACCME) to provide continuing medical education for physicians. Allina Health designates this live activity for a maximum of 7.50 AMA PRA Category 1 Credits™. Physicians should claim only credit commensurate with the extent of their participation in the activity.
Nurse - This activity has been designed to meet the Minnesota Board of Nursing continuing education requirements.

allinahealth.org
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To Register, go to:
https://climatechange2015.eventbrite.com
Minnesota Nursing Public Policy Internship
OCTOBER 26 & 27, 2015

PURPOSE: The purpose of the Internship is to provide didactic and experiential learning surrounding health care public policy

LEARNING OBJECTIVES:
• Advocacy 101 - Understand Public Policy Processes.
• Describe key steps to effect change in the legislative process and to get a bill into law.
• Describe how to be involved an influence policy at the local and national level.
• Discuss how to work effectively with legislators and staff to advance policy agendas.
• Understand policy hearing processes.

ACTIVITIES INCLUDE:
• Develop take-home advocacy skills
• Develop and deliver testimony at a mock hearing at the Capitol
• Network with nurses from a variety of clinical and political arenas
• Meet and learn from public policy leaders
• Tour the Capitol

Register at www.MOLN.org (Registration will open in August)
For questions: contact MOLN office at office@moln.org or 651-659-1425
Position available:

Director of Nursing – Minneapolis

The Director of Health and Wellbeing leads integrated care and wellbeing for the residents of the community. This position is integral to actualizing the mission and vision for The Waters Senior Living. This person is responsible for meeting high standards in the areas of managing and supervising the nursing department in the provision of health care.

Qualifications:

• Bachelor’s degree in Nursing (Bachelor of Science preferred), with current Minnesota Registered Nurse licensure in good standing
• Clinical nursing experience in hospital or health care for seniors or public health experience
• Previous experience in health care leadership, nursing administration or other related experience
• Maintain knowledge of and compliance with all Department of Health Regulations as it pertains to senior living communities (The Waters is licensed as an assisted living community)
• Knowledge of Eldermark software a plus
• Certification or training (or willingness to train) in integrated therapies
• Strong sensitivity, aptitude and commitment to provide quality service to our residents and family members

Other RN positions are also available.

About The Waters Senior Living

The Waters Senior Living is committed to helping seniors and team members thrive. We provide a full spectrum of care options for seniors that include independent living, assisted living, memory and Alzheimer's care, and enhanced care. Our unique approach to wellbeing influences everything we do. Instead of only focusing on physical wellness, we believe that all dimensions of a person are important; having a sense of purpose, community involvement, healthy relationships, safety and health.

The Waters Senior Living looks for talented team members who are passionate about working with seniors and want to make a difference in the lives of those they serve. Our mission is powerful, yet simple. We are committed to creating communities that thrive by offering living and working experiences centered on health, wellbeing, and hospitality.