

MOMENTUM

Winter 2004 • Volume 2 Issue 1

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A Few Good
Nurses**

**The Power
of Humor**

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Feature:

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MOMENTUM

Momentum

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The mission of the Ohio Board of Nursing is to actively promote and protect the health of the citizens of Ohio through the safe and effective practice of nursing as defined by law. Measurable ends to achieve this mission include competent practitioners, informed public and a law which accurately reflects the dynamic practice of nursing.

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Momentum reaches every Nurse and Dialysis Technician, every Hospital and Nursing School Administrator in the State of Ohio. Over 192,000 copies are addressed and mailed statewide. Estimated readership is well over 540,000 with each issue.

from the president

As health care providers, we understand the importance of communication. While delivering care, talking with and listening to clients and their family members is essential. As experienced caregivers, we know how to respond to a variety of situations, but it is through communication that we are able to determine the specific needs of the patient and appropriately individualize the care.

Our communication is not limited to the individuals seeking healthcare. Communication with colleagues, students, and other members of the health care team is also essential. Without effective communication, our work is greatly complicated.

There may come a time, when caring for a client, that the client's request is not necessarily what is best for his/her health. For example, when a patient smokes, doesn't take prescribed medications, or doesn't follow treatment regimens, the health care provider needs to talk with the client regarding these issues. This open communication between caregiver and client is a necessary step in understanding both sides of the issue.

Just as the direct caregiver strives to meet the needs of the client, the members of the Board of Nursing (Board) strive to meet the needs of the public. As a regulatory agency, with a mission of protecting the public, the Board must render decisions keeping this mission in mind. Communication is a key element in fulfilling the mission of the Board. Licensees and certificate holders who violate the laws and rules represent a potential risk to the public and thus are subject to discipline by the Board. These individuals' names and violations are published in *Momentum*, not to "punish" the nurse or dialysis technician, but instead, to communicate needed information to the public. Such communication informs others as to what type of offenses result in disciplinary action, and informs employers when discipline has occurred.

In addition to *Momentum*, the Board utilizes other avenues to communicate with licensees and the public. Our bi-monthly meetings are open to the public, as are advisory group and committee meetings. A listing of scheduled Board meetings appears on page 14 of this publication. We also hold periodic educational meetings and have a wealth of information available on the OBN website: www.nursing.ohio.gov.

Communication is, of course, a two way street. In addition to the depth and breadth of expertise reflected by Board members, we welcome input from others with an interest in Ohio's nursing and dialysis technician community. We solicit feedback from the general public, professional organizations, and from other regulatory agencies to develop effective laws and rules to govern the practice of nursing and dialysis technicians. The November 2003 rules hearing afforded one such venue for this type of interaction to occur. Feedback on issues is also provided the Board by emails, survey responses, and letters to the Board members or staff.

If you have issues or concerns with the Board of Nursing, please do not hesitate to contact us. In regulation, as in practice, communication is fundamental.



Yvonne M. Smith
MSN, RN, CNS
President

Yvonne M. Smith MSN RN CNS

from the executive director

Social change rarely occurs primarily as a result of an interest in fairness or justice. It is an unfortunate fact that much social change occurs when a real need can only be satisfied through some change in the status quo. For example, during World War II the United States faced a serious need for workers when a large number of the male

workforce left to fight the war.

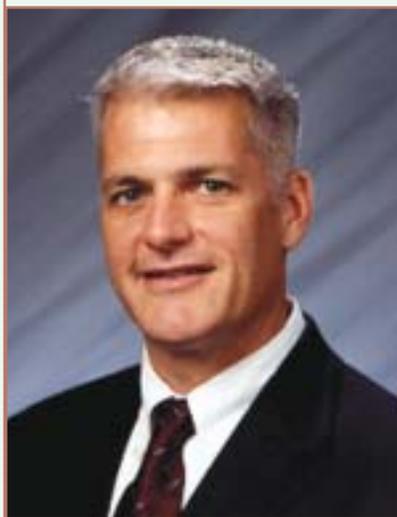
Women responded to this need by filling workforce vacancies helping to maintain an adequate level of wartime production. After the war many of these women remained in the workforce resulting in the beginnings of a movement toward gender balance in the American workforce.

A similar phenomenon is being seen in modern nursing. A real need for more nurses currently exists and can, at least partially, be satisfied through some change in the status

quo. Prior to the 1960's women who wanted a career could choose either teaching or nursing. Today's career women are not similarly constrained and can choose from an unlimited array of career options. This has resulted in a decrease in the number of women who choose a career in nursing. A second factor, the aging and pending retirement of the sizeable "baby-boom" generation, is also fueling a growing shortage of nurses. A recent survey by the Ohio Board of Nursing suggests that nearly 46% of the 182,000 nurses currently licensed in Ohio plan to leave nursing within 10 years (about 84,000 nurses). As the average age of a nurse in Ohio is currently 47 it is not a surprise that a majority of the nurses who are planning to leave nursing are doing so because of retirement. Ohio nursing education programs are producing about 4,900 new nurses each year. The math is fairly simple: if we educate 49,000 new nurses in the

next 10 years but we lose 84,000 existing nurses in the same period, we have an overall loss of 35,000 nurses. And that does not take into account that we currently have more open nursing positions than we can fill. As these aging baby-boomers retire they will also drive up the need for nursing care. The problem in economic terms is a simple case of the supply of nurses not keeping up with the demand for nursing care.

The Ohio Board of Nursing is among a growing number of groups who recognize the very real threat to public health posed by this growing shortage and are taking proactive steps to assure public access to an adequate number of nurses by focusing recruitment attention on men and ethnic minorities. Men and ethnic minorities currently account for about 4% and 5.6%, respectively, of Ohio's nursing workforce. The current "Nursing Rewards, It's About You" campaign, sponsored in part by the Board, is extending a very direct invitation to consider a nursing career to these often overlooked and underrepresented groups. It is the hope of the Board that these recruitment efforts work to increase the number of men and ethnic minorities who pursue a nursing career. If we are successful not only will we address the nursing shortage, but we will have effected some very real and much overdue social change within the nursing profession. It is unfortunate that these actions are driven more by a real need to fill vacancies than by a desire to have a nursing workforce that is less segregated along gender and racial lines. But, regardless of the reasons, the outcome of these efforts will afford Ohio citizens access to a more adequate number of nurses in a workforce that is as diverse as the population for which it cares.



John M. Brion
RN, MS
Executive Director

A handwritten signature in black ink that reads "John M. Brion, RN, MS". The signature is written in a cursive, flowing style.

license renewal

LPN License Renewal 2004

If you are a Licensed Practical Nurse in Ohio, your license expires on August 31, 2004.

The application to renew your license will be mailed the first week of May 2004 to the address the Board has on file. It is **IMPORTANT** to notify the Board, in writing, of an address change immediately. If you have moved in the last two years, and you have not notified the Board, please do so. You may email renewal@nursing.ohio.gov, fax (614) 466-0388 or write to the Ohio Board of Nursing, 17 South High St. Suite 400, Columbus, OH 43215.

When you receive your application, please be sure to fill out and sign the back of the application. Unsigned and/or incomplete applications will be returned to you. This could result in late or lapsed fee charges and delays in receiving your license. If your application is postmarked before June 30, 2004 the fee is \$65.00. From July 1 to August 31, the fee is \$115.00. From September 1 on, the fee is \$165.00.

If you have not received your application by the end of May, please contact the Board at 614-466-3947.



If you believe in nursing excellence, we believe in you.

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CHANGE LIVES starting with your own.



2004 Rule Changes

By Theresa Stir, JD, RN

On December 18, 2003, the Joint Committee on Agency Rule Review (JCARR) accepted the proposed changes to the Ohio Administrative Code (“OAC”) governing the practice of nurses and dialysis technicians. The previous issue of the *Momentum* included a description of the proposed changes to the rules. Since that last issue, the Board of Nursing had a public hearing and made further revisions to the proposed rules. While a few of the revisions were technical in nature, several are significant and are highlighted as follows:

- Proposed rule 4723-6-03 (B) OAC spells out what is required of a participant in the Alternative Program for Chemically Dependent nurses when the participant is prescribed controlled substances;
- Proposed rule 4723-14-08(A) OAC, reinserts language concerning OBN approvers of continuing education and requires an approver to have operated as a provider unit for a minimum of three years;
- Proposed rule 4723-23-08(A) OAC requires the dialysis technician training to include at least one hundred clock hours of theoretical instruction in a classroom setting;
- Chapter 4723-11 rules were removed from the rescission schedule and will remain in effect; and
- Rules 4723-4-09 OAC (Specialty Certification) and 4723-4-10 OAC (RNFA) were placed on a hold status (to be refiled) with JCARR. There was much discussion by the

Board surrounding these two rules. Since there was questionable statutory authority for the Board to enforce these rules, 4723-4-10 OAC was originally slated for rescission. However, due to the fact that there is no other provision except the rule which permits an RNFA to practice **only under the direct supervision of the surgeon who is present during the surgery**, the rule was withdrawn from rescission. It is likely the Board will monitor the practice of the RNFA to determine what future changes the rule might necessitate.

The final step for the rule finalization process was approval by the Board of Directors at its January Board meeting and then final filing with JCARR. The rule changes became effective on February 1, 2004. The rules are available on the Board’s web page at www.nursing.ohio.gov.

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on February 1, 2004.

The rules are

available on the

Board’s web page at

www.nursing.ohio.gov

■

NCLEX

Re-Take NCLEX in 45 days

Beginning January 1, 2004, nursing candidates can now retake the NCLEX examination 45 days after their previous attempt to pass the NCLEX examination. The Ohio Board of Nursing is one of 52 regulatory boards participating in the 45-day re-take of the NCLEX examination. There are nine state/regulatory boards that will continue the previous ninety-day re-take policy. If you have a question, please contact the licensure unit of the Board at licensure@nursing.ohio.gov or at 614-466-3947 (Follow the prompts for Licensure and Examination).

New Rules for Alternative Program

Last November, the Board promulgated administrative rules that affect

the Board's Alternative Program for Chemical Dependency (Program), its

administration and processes. A significant change is the addition of a new rule that now requires a timeline for the temporary voluntary license surrender by each Program applicant before the Board can consider an individual's eligibility for Program admission. Additionally, the Board has set forth in rule its current policies concerning individual eligibility and ineligibility criteria and further established an avenue for the Board's notification in certain situations of an individual's prior successful Program completion. The purpose of these rules is to enhance the Board's ability to protect consumers of nursing and dialysis care services from unsafe and potentially unsafe practices by a licensee or certificate holder, whose chemical dependency has led to behaviors that place the public at risk for harm.

Currently, licensees who are interested in Program admission contact the Board to request a Program application. The application, which contains the temporary licensure surrender form, is completed by the licensee seeking admission and returned to the Program. Under the new rules, individuals seeking Program admission will be required to submit to the Board within ten business days of their receipt of the application, their completed temporary voluntary license surrender, accompanied by their license or certificate. The license surrender required for Program eligibility is not considered a disciplinary action

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- RNs pursuing a BSN can receive up to \$20,000 in the Enhanced Tuition Program
- Effective Career Advancement Program
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Why not consider ProMedica Health System!

For nursing opportunities at Flower Hospital, please contact: **Carolyn Pollauf, RN, Phone: 419-824-1516; Fax: 419-824-1762; Email: carolyn.pollauf@promedica.org**

For nursing opportunities at The Toledo Hospital, please contact: **Kara Zimmerly, RN, Nurse Recruiter, Phone: 419-291-5984; Fax: 419-479-6097; Email: kara.zimmerly@promedica.org**

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for Chemical Dependency

by the Board; however, individuals who delay submitting their temporary voluntary surrender jeopardize their ability to enter the Program, leaving the Board with no alternative except to initiate formal disciplinary proceedings if such proceedings are deemed necessary by the Board.

Although the Board is maintaining its discretionary ability to admit individuals to the Program in appropriate cases, it has established criteria that supports the Board's prohibition of Program entry or continued participation in certain circumstances. These criteria include an individual's conviction of a felony, either prior to or during Program participation, and the individual's history of multiple repeated chemical dependency treatments. Prior Program participation and prior Board disciplinary action also prohibit Program admission. Please refer to the proposed rules of Chapter 4723-6 OAC located on the Board's website for the Program's complete eligibility and ineligibility criteria.

A new rule makes possible the notification of individual Board Members of a licensee's prior successful Program completion, should the licensee further violate the Nurse Practice Act after completing the Program. This information, which was previously unavailable to individual Board Members, will allow the Board to consider all pertinent information concerning a licensee during the disciplinary process. All rule revisions

became effective on February 1, 2004.

Individuals who desire Program

admission may request a Program application by calling (614) 466-0376.

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375 Dixmyth Ave. Cincinnati, OH 45220 Fax: 513-872-3672 513-872-2655 (GSH)	10500 Montgomery Rd. Cincinnati, OH 45242 Fax: 513-745-1239 513-745-1151 (BN)			

CARING FOR PEOPLE FIRST®

Wanted: A Few Good Nurses

OBN Fights Nursing Shortage Head On with Statewide Recruitment Ad Campaign

Ohio RNs and LPNs are talking.

By offering their bright smiles and stories of success to the masses in a new ad campaign created by the Ohio Board of Nursing, they're hoping to recruit more Ohioans into the nursing profession.

"For me nursing is an awesome job where you get to go home everyday and say you did something important," says Jayshri Ratti, an RN at Grant Hospital in Columbus. She joins 35 fellow nurses in the "Nursing Rewards...It's About You" ad campaign slated for launch in 2004.

"We see this campaign as a solution to an ever-increasing problem," said Ohio Board of Nursing Past President

Mary Kay Sturbois, RN, BSN, CDE. Nationwide, hospitals and health care agencies are facing severe nursing shortages and Ohio is no exception. In fact, recent studies show the shortage could soon reach crisis proportions. With the "Nursing Rewards" campaign, the Ohio Board of Nursing and its private partners hope to reverse the trend.

The billboard, TV and print ads jump out at the audience with the bold Nursing Rewards logo, a letter N in a red circle. The faces of several "real" nurses are surrounded with the rewards of the nursing profession: respect, benefits, excitement, challenge, adventure, opportunity and success. And every ad directs anyone interested in pursuing a nursing career to the Nursing Rewards web site, www.nursingrewards.org. The web page shines on the nursing profession, listing a wide range of benefits including salary expectations, job market projections, and testimonials from the 36 featured Ohio nurses. There are also links to nursing schools in Ohio and details on tuition assistance programs.

"The 'Nursing Rewards' campaign encourages everyone—especially men and minorities—to consider a career in nursing. We need to pursue people from all walks of life to boost our numbers," said Ohio Board of Nursing Executive Director John Brion. "The trouble is most people just aren't aware of what the field

Why a Shortage?

Ohio Board of Nursing data shows 6,875 new licenses issued in 1995 compared to only 4,913 new licenses issued in 2002.

Forty percent of Ohio nurses are slated to retire in 10 years.

The overall labor pool is shrinking due to a decline in births in the 1960s and 1970s

By 2006, Ohio is expected to have 2,800 openings for RNs.



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It's About...Respect
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offers. Not only does nursing make a great first career, it makes a great second career if you're currently unemployed or looking to change professions."

RN Jeff Foulke spoke at the news conference held to launch the Nursing Rewards campaign on November 19, 2003 at the Ohio Statehouse. "I really believe in nursing or I couldn't do it or be in the ads," he told the crowd of over 100

industry professionals and reporters. Foulke is a nurse for Riverside Hospital and the James Cancer Hospital in Columbus. "Nursing is a great career when you're a parent. I can flex my hours to coach Little League during the day or attend a school function for my kids at night."

"It really gives me a great sense of satisfaction," added Ratti, "I really like having patients come back and say 'Hey, I'm much better now.'" She and Foulke were on hand to answer questions from reporters and to watch the Nursing Rewards commercials for the first time.

Nationally, just 12% of RNs are African-American, Hispanic, Asian or Native American. And although they make up 50% of the population just 5% of nurses are men. By appealing to everyone with a broad ad campaign, like Nursing Rewards, Ohio Board of Nursing officials believe they can raise those percentages and help ease the shortage.

"Our health care facilities face a critical shortage that threatens the health of all Ohio citizens. We know this is a problem that the Ohio Board of Nursing cannot tackle alone, and there is power in numbers," which is why Past President Mary Kay Sturbois says they've partnered with so many private agencies and organizations. It's a move unseen within Ohio's health care industry until now.

Those private partners include: the Ohio Health Care Association, the Ohio Hospital Association, the Association of Ohio Philanthropic Homes and Housing for the Aging, the Ohio Council for Home Care, and the Ohio League for Nursing.

The nurses participating in the campaign are truly from all walks of life, from large cities and small towns, to specialized health care centers or hospitals. The following is a complete list of all nurses participating in the campaign: Dalisa Barquero, a nurse practitioner at Columbus Neighborhood Health Center; Timothy Beitzel, an RN at Aultman



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- **Mercy Education Scholarship Program:** Includes Clinical Development Scholarships, Mercy Legacy Scholarship, Mercy Scholar Scholarship, & Minority Scholarship
- **RISEN:** A program that teaches you how spirituality positively impacts patient care, relationships with colleagues and your own peace of mind

For more information on nursing careers at Mercy, please visit our website or call one of the following recruiters:

Mercy Hospital Anderson
Becky Corcoran, 513-624-3200

Mercy Hospital Clermont
Diane Morrison, RN, 513-735-7534

Mercy Hospital Fairfield
Nancy Scheffel, RN, 513-682-7229

Mercy Franciscan Hospital at Mt. Airy
Rachel Dattilo, 513-853-5760

Mercy Franciscan Hospital at Western Hills
Tess Blackmond, 513-389-5037

You may also email resumes to mercy Careers@health-partners.org; or fax to 513-981-6154



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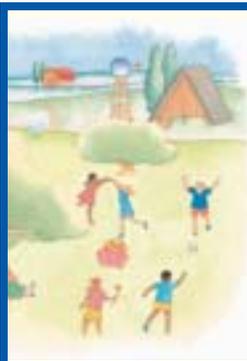
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Hospital in Massillon; RN Amy Beverly; Ardelius Boan, an RN at the OSU Medical Center in Columbus; Wendy Browne, an RN at University Hospitals in Cleveland; Jennifer Ceccardi, an RN at the Cleveland Clinic Foundation; Josephine DeLuca, an RN at Royal Manor Health Care in Strongsville; Craig Drosdak, an RN at Miami Valley Hospital in Dayton; LPN Chianti Dubik; RN/BSN John Engelman; Suzanne Ferlin, an RN at Kasier Permanente in Parma; Jeff Foulke, an RN at the James Cancer Hospital in Columbus; Tia Hairston, an RN at Mount Carmel West; Angela Hardnick, an RN at Huron Hospital in Cleveland; Carla Hart-Tyner, an RN at Lutheran Hospital in Solon; Gretchen Harwood, a staff nurse at Riverside Methodist Hospital in Columbus; RN/BSN Frankye Herald; RN Kyle Hester; LaTasha Hill, an RN at the OSU Medical Center in Columbus; Matt Hoskinson a student nurse at the James; Larry Johnson, an RN/BSN at AS-Specialized Health Services in Galloway; Shasme' Jones an LPN at the Licensed Practical Nurse Association of Ohio in Cincinnati; Bruce Kafer, an RN/BSN at Louis Stokes Cleveland Department of Veterans Affairs Medical Center; Lamar Keuchler, an RN at Columbus Children's Hospital; Jacob Lemle, an RN at James Cancer Hospital in Columbus; Laurel Linden, an RN at Children's Hospital Medical Center of Akron; RN/LPN Tara Long; Debra Michel, an RN at St. Ann's in Columbus; Ronald Narog, Jr., a Nursing Student at Kent State University; Jayshri Ratti, an RN at Grant Hospital in Columbus; Angela Riou-Nuseibeh, an RN/BSN at University Hospital of Cincinnati; Greg Schano, a transport RN at University Hospital; RN Melissa Smith; Rebecca Strunk, an RN at Children's Medical Center in Dayton; Linda Vo, an RN at the James in Columbus; and Brian Weikert, a school nurse at New Albany Plain Local Schools.



A nursing community that takes pride in each other.

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Dates and Location of Scheduled Board Meetings

2004	2005
January 15-16	January 20-21
March 18-19	March 17-18
April 15-16 (Retreat)	
May 20-21	May 19-20
July 15-16	July 21-22
September 16-17	September 15-16
November 17-19	November 16-18

The Ohio Board of Nursing meets six times per year with the meetings beginning on Thursday and continuing until business is completed the following Friday. On Wednesday, the day before the meetings, Board members

may meet as a whole or in small groups on proposed rule language or other topics as the need arises. Rules hearings, when needed, are typically held on Wednesdays, generally in November.

Watch for formal notification of the date, time and location of rules hearings. Summaries of these meetings or hearings are presented to the full Board during a regularly scheduled Board meeting for information and possible action by the Board. The Thursday meeting begins promptly at 9:00 AM. The public is invited to attend, however, potential attendees should contact the Board office at 614/466-6940 prior to the scheduled meeting to determine if there have been any changes in time or location of the session.

Advisory Groups Meeting Dates—2004

The Advisory Group on Nursing Practice and Education Issues will meet February 12; April 22; June 10; August 12, October 14; and December 12, 2004.

Chair: Richard Nowowiejski

The Advisory Group on Dialysis will meet February 17; April 20; June 15; August 17; and October 19, 2004.

Chair: Debra Broadnax

The Advisory Group on Continuing Education will meet February 20; June 18; and October 15, 2004.

Chair: Lisa Klenke

The Committee on Prescriptive Governance will meet February 23; June 14; and October 18, 2004.

All meetings of the advisory groups begin at 10:00 AM (unless otherwise noted) and are held in the Board office. Because space is limited, if you

have an identified need to attend one of these meetings, please contact the Board office at 614/466-9970 to deter-

mine space availability, as well as any change in the location, date or times from those listed.

2004 Members Ohio Board of Nursing

	Term Expires
Yvonne M. Smith, MSN, RN, CNS / Canton / President	2005
Mary Jean Flossie, LPN, LNHA / Massillon / Vice President	2005
Debra Broadnax MSN, RN, CNS / Columbus	2004
Richard Nowowiejski, LPN, BARS / Toledo	2004
Patricia Schlecht, RN, MSN / Loveland	2004
T. Diann Caudill, LPN / Newark	2005
Kathleen Driscoll, JD, MS, RN / West Chester	2005
Lisa Klenke, MBA, RN, CNA / Coldwater	2005
Anne Barnett, BSN, RNC / Junction City	2006
Bertha Lovelace, RN, BA, CRNA / Cleveland / Supervising Member for Disciplinary Matters	2006
Mary Kay Sturbois, RN, BSN, CDE / Athens / Past President	2003
Judith Brachman / Columbus / Consumer Member	2003
Janet Sekelsky, LPN / Willowick	2003

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Nursing Loan Repayment Plan

Nurses who want to take advantage of a federal program to help pay off nursing education loans still have time to meet the February 25, 2004 deadline. The Nursing Education Loan Repayment Program (NELRP) is aimed at giving nurses an incentive to practice in "critical shortage areas" by repaying up to 85 percent of their outstanding student loans for their nursing program. In exchange, nurses work at a qualified facility for three years. To obtain further information or for an application, call (877) 464-4772 or email callcenter@hrsa.gov or access the web site at www.bhpr.hrsa.gov/nursing/loanrepay.htm

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- Clinical Nurse Specialist – Surgical Critical Care. Must have current RN licensure in Ohio and MSN. Must be able to obtain a Certificate of Authority as an Advanced Practice Nurse from the Ohio Board of Nursing.

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RESEARCH RNs

- Obstetrics – Full-time Evening/Night position. Days with rotation position.
- Obstetrics – Part-time Weekends/12 Hour Shift/Days
- OB/GYN – PRN – Days

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- Post Partum – PRN – Must have recent post partum experience.
- Rehabilitation – PRN

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These are exciting times for nurses at Kettering Medical Center. Nurses are the focus and empowerment is the goal at Sycamore and Kettering hospitals and Kettering Hospital Youth Services.

Several very innovative advancement programs have been set up at Kettering Medical Center to recognize registered nurses, licensed practical nurses, senior nursing students,

behavioral techs and surgery techs that have achieved advanced formal/informal preparation to maximize their clinical practice and who have demonstrated this in the execution of their duties.

The Clinical Advancement Program for both RN's and LPN's is designed to recognize the nurses practicing in the clinical setting whose contributions, customer service, skills



and knowledge provide for clinical advancement and expertise in their areas. These nurses optimize patient outcome, enhance the clinical experiences of students and orientees and improve unit efficiency and productivity. These nurses symbolize ongoing "Best of Class" efforts in achieving patient satisfaction, quality care and cost effectiveness.

Sharon Lee, RN, says the Staff Nurse Clinical Advancement Program recognizes the accomplishments the staff nurse has already made. "In our unit, one of our staff nurses developed a teaching packet for the care of suicidal patients. This is a high priority for patient safety," Lee said. "I believe projects like these improve patient outcomes and elevate the caliber of nursing practice on the units and promotes a degree of self governance."

Sheila Daugherty, RN, credits the program to enhancing her clinical practice by making her more aware of process improvement and support projects within the unit. "I am very involved in community projects. I do many



unit support projects and am constantly thinking about or promoting the Clinical Ladder program,” she said. “Most people that know me hear me say ‘Now that would make someone a great Staff Nurse II project.’”

The Externship Program at KMC is unlike any in the area. The program pays senior nursing students to be nursing assistants during their summer break and allows experienced KMC nurses to highlight their units and tout their career choice. The students sign on at Kettering Medical Center and are rotated through a variety of clinical areas. Dianne Ditmer, coordinator of the program, said the program has not only benefited the students but also the medical center. It’s clearly a win-win situation and Ditmer is thrilled about it.



“We coordinate with area colleges and nursing schools and integrate senior nursing students with our medical center,” Ditmer said. If a student completes the externship program and signs on with KMC, they receive one year of employment credit.

But it isn’t the credit that the students seem to be seeking. Ditmer said it’s the opportunity to work on a unit and bond with an experienced nurse. “We also feature guest speakers and they get clinical experience in a variety of areas including emergency, pediatric and surgery.” The paid externship offers an incredible opportunity for hands-on application of the knowledge learned in academia. Direct patient care is provided and nursing experience and clinical skills are also enhanced. “The reaction from our nurses has been very positive.”

From a recruiting standpoint, the program is highly successful. Overwhelmingly, the externs choose KMC to work when they graduate. “In fact, 92 percent of our externs hire on at Kettering Medical Center.” With a maxi-

mum of 20 students per summer, the externs are given opportunities they may not receive in nursing school where classes are larger. “Michelle Vonderbrink, a senior nursing student at Sinclair Community College, said her externship has really helped her narrow in on her specialty choice. The students chosen for an externship must work part-time on a unit that, according to Ditmer, helps their clinical skills. The Externship Program at KMC is another example of giving nurses the opportunity to learn and maximize their skills.

These programs present a win-win opportunity for patients, nurses and physicians and are invaluable for nursing recruitment and retention. By providing opportunities for nurses to advance their clinical experience, develop their professional composite and support their peers, the bar has been raised for the nurses at KMC thereby, increasing the overall quality of care for patients. When nurses are held to a higher standard, clinical quality improves, job satisfaction and retention are increased and the community perception is improved.

The Clinical Advancement Programs offer a wide range of opportunities for growth from national certification to preceptor expertise to community health. By encouraging their nurses to participate in these programs, KMC is empowering their nurses to be the best they can be not only for their patients but also for each other.

As we all know, nursing is not what it used to be. Gloria Ceballos, vice president of Patient Services at Kettering Medical Center, observed, “The knowledge needed has increased, the technology used has grown and the expectations of our nurses have expanded significantly.” For instance, surgical nurses, while working with a myriad of technological



tools, must remain focused on the patient. “In essence, the nurse is the patient’s advocate while in the operating room. It’s no longer a nurse, a doctor and a knife.”

At KMC the vacancy rate is a remarkable 4 percent, well below the nation’s average. This translates into more work for nurses. Nurses today are doing more with less. They are more empowered to make decisions in patient care and are working closely with physicians in addressing patients’ needs. Nurses in the 21st century are practicing evidence-based care and are having more of a say in how care is given. “At Kettering Medical Center we are fortunate to have the Kettering College of Medical Arts on the Kettering Hospital campus,” said Ceballos. “We are actively training the next generation of health care professionals.”

Because the Kettering Medical Center understands the stresses and challenges facing their nursing staff, they are constantly looking for ways to show their gratitude for their professionals. One way they do this is through their Thanksgiving Service for Nurses. The service is for all nurses in the Dayton, Ohio area and simply an opportunity to thank them for their gift. The service included a Blessing of Hands and the response has been nothing less than phenomenal.

Nursing shortages and nursing burnout continue to plague the industry and probably will for several years to come. “We at Kettering Medical Center are keenly aware of these challenges and have chosen to be proactive in seeking and hiring professionals who ‘have the touch’ needed to care for our patients,” said Ceballos. “We are blessed at Kettering Medical Center to not only have a competent, compassionate nursing staff but in recruiting very special people to join our ranks.”

The Power of Humor

Humor is but one of the many therapeutic tools the nurse has in his repertoire. However, as with any tool, its effectiveness is limited by the skill and intention of its wielder.

Consider a hammer, for example, that could be used in the following ways:

- Constructively, as in putting a nail in the wall to hang a picture
- Destructively
 - Accidental, as in missing the nail and putting a hole in the wall, or
 - Intentional, as in putting a hole in the wall on purpose because of an argument.

Note that the hammer itself does not have intent to be either good or destructive. It just is, and its use is what determines whether the act results in good or ill.



Humor can have similar outcomes:

- Constructively, as in distracting a post surgical patient from pain
- Destructively
 - Accidental, as in making a joke to a patient that is overheard and insulting to the roommate
 - Intentional, as in taking pictures of an impaired patient for the purpose of humiliation

Although the nurse may not wish to

hurt the patient's feelings, careless statements and gestures can have the same result as a purposeful, cutting insult. There may be a loss of rapport that is difficult to overcome. Given the vulnerable state of most patients, the patient may not have the energy to attempt to rebuild the professional relationship with the nurse.

Humor may have powerful biochemical effects, such as strengthening the immune system, thus promoting healing (Lippert, 1999). According to psychologist Jolie Brams, Ph.D., the distraction of humor itself is helpful for patients experiencing pain either physically or psychologically.

However, as with any skill, clinicians will have varying levels of mastery of humor. The destructive power of humor can have disastrous results not only for the patient, but for the nurse as well. If a patient is offended by careless or purposeful remarks, the patient will lose some degree of respect for that nurse. This loss of respect may then be generalized to all nurses. For the nurse, they may lose not only their credibility with that patient, but may find that they have violated the law regulating the practice of nursing as well. Possible violations could fall under 4723.28 (B)(12) ORC by causing harm to a patient, or 4723.28 (B)(19) ORC for failing to practice in accordance with acceptable and prevailing standards of safe nursing care or safe dialysis care.

So when using humor, remember that it is a powerful tool. Use it wisely.

References:

- Brams, J. (2003). Interview on December 2, 2003.
- Lippert, L. (1999). "The Humor Bond." Viewed on September 29, 2003 on www.siu.edu/worda/persp/sp99/humor.html

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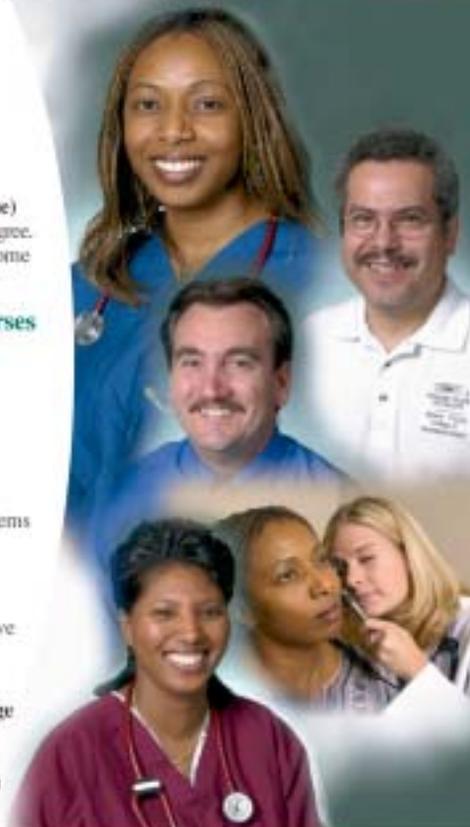
- Acute Care Nurse Practitioner
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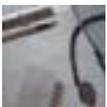
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Payment Failures

There is often a lag-time between when a payment is processed by the bank and when the Board receives notification of error or insufficient funds. Even though a renewed license may have been received in the mail, failure of a payment to clear the bank will cause an application to become incomplete. It is not the Board's intention in publishing this list to embarrass licensees who fail to render proper payment for their license or certificate. The purpose is to notify current and potential employers and to reach the individual when other avenues have failed.

There are many reasons a personal check may not properly 'clear' during bank processing. It is for this reason that each person listed here has been notified by certified mail, using the last known address of record, and given 30 days (or more) to render proper payment to the Board. These applications, certificates or licenses, will not be considered complete until proper payment has been rendered. Once that grace period has expired (and if applicable the renewal cycle has ended) licensee

information is turned over to the Compliance Unit and recommended for investigation on charges of working without a license. Individuals found to be working on a lapsed license will be subject to the penalties defined in ORC Section 4723.99 (B).

Below is a list of those nurses and dialysis technicians whose renewal applications, certificates, or duplicate licenses are incomplete due to payment failure related to insufficient funds. The licensee and certificate holders listed below failed to render payment by the date this publication went to press.

Registered Nurses

RN 284031	Conner, Deborah
RN 229036	Sweetland, Dundee
RN 231846	Farrish, Cordelia
RN 286591	Richardson, Paige
RN 258556	Rine, Duane
RN 081572	Hartmann, Mary
RN 272592	Mick, Jennifer
RN 179628	Balogh, Cheryl
RN 241258	Koski, Kimberly
RN 254146	Jarven, Ann
RN 274960	Allison, Wendy

RN 225176	Dooley, Deborah
RN 226845	Bragg, Kathleen
RN 299332	Wade, Paula
RN 303266	Pegish, Justin
RN 304484	Rotroff, Kurt
RN 297730	Garner, Lisa
RN 290866	Mosley, Stephanie
RN 213908	Driscoll, Pamela
RN 256289	McDaniel, Linda
RN 235193	Sandy, Pamela
RN 099852	McCutcheon, Jane

Licensed Practical Nurses

PN 026851	Lauinger, Eugenia
PN 076801	Harper, Wanda
PN 103449	Gresham, Jonetta
PN 059016	Canale, Lynn
PN 087934	Stephen, Teresa
PN 092359	Utz, Jeanne
PN 076856	Trottier, Jeannemarie
PN 100595	Reiter, Chris
PN 109961	Carter, Sandra
PN 109807	Townsend, Stacey
PN 102823	Moore, Elizabeth
PN 049240	Golan, Mildred
PN 091941	Kingery, Brenda
PN 098895	Frazier, Heidi
PN 016998	Majors, Mary
PN 104699	Fuhrman, Brittany
PN 080376	Browning, Susan
PN 096569	Bassett, Darlene
PN 105124	Groves, Lisa
PN 088989	Garland, Deana
PN 027403	Allgower, Barbara

If your name is listed here, please contact the Board at 614-466-9976 to arrange for proper payment of your fees.

Thank You.



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Ohio Board of Nursing License Fees

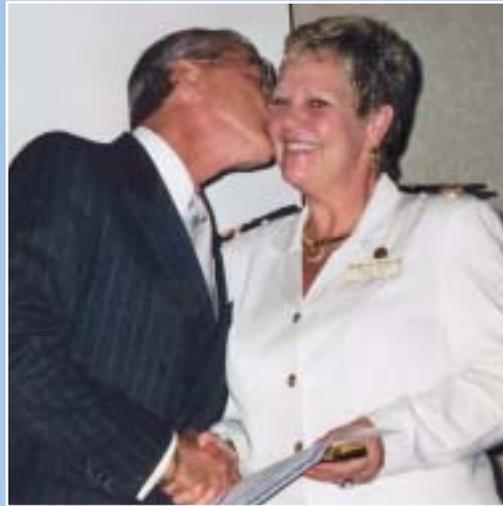
Ohio Board of Nursing Type of License	Fee	Late/Lapsed (Add To The Fee)	Total
Registered Nurses and Licensed Practical Nurses			
License by examination	\$75.00		\$75.00
License by endorsement	\$75.00		\$75.00
Temporary Permit	\$0.00		\$0.00
License Renewal	\$65.00	\$50.00	\$115.00
License Reactivation (Lapsed)	\$65.00	\$100.00	\$165.00
License Reactivation (Inactive)	\$65.00		\$65.00
IV Therapy Card	\$25.00		\$25.00
License Verification (National Council)	\$30.00		\$30.00
License Verification to Another Jurisdiction	\$15.00		\$15.00
Duplicate License	\$25.00		\$25.00
Name Change	\$0.00		\$0.00
Credential Review/Employer Verification	\$5.00		\$5.00
Certificate of Authority (Certified Nurse-Midwife; Nurse Practitioner; Registered Nurse Anesthetist; Clinical Nurse Specialist)			
Certificate (COA)	\$100.00		\$100.00
Certificate Renewal	\$100.00	\$50.00	\$150.00
Certificate Reactivation (Lapsed)	\$100.00	\$100.00	\$200.00
Certificate Reactivation (Inactive)	\$100.00		\$100.00
Duplicate License/COA	\$25.00		\$25.00
Name Change	\$0.00		\$0.00
Credential Review/Employer Verification	\$5.00		\$5.00
Certificate to Prescribe	\$50.00		\$50.00
Certificate Renewal	\$50.00		\$50.00
Certified Dialysis Technician			
Certificate by examination/Grandfathered,Temp, End	\$35.00		\$35.00
Temporary Certificate #2	\$25.00		\$25.00
Temporary Certificate #3	\$25.00		\$25.00
Certificate Renewal	\$35.00	\$50.00	\$85.00
Certificate Reactivation (Lapsed)	\$35.00	\$100.00	\$135.00
Certificate Reactivation (Inactive)	\$35.00		\$35.00
Certificate Verification	\$15.00		\$15.00
Duplicate Certificate	\$25.00		\$25.00
Name Change	\$0.00		\$0.00
Credential Review/Employer Verification	\$5.00		\$5.00
Processing a Returned Check	\$25.00		\$25.00

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First an LPN in 1971, then an RN in 1975, Barbara with several of her co-workers from the NICU at Cincinnati Children's Hospital Medical Center, sailed on what was then the newest Carnival ship, the Festival. January 1981 was the first real vacation in her life and also her first Caribbean cruise. Little did she know what the future had in store for her! One thing she was sure of from that moment on; that a cruise vacation was the most fun she had ever had! It was unbelievable, an incredible value and the most magical experience of her life. She and her coworkers were in agreement and promptly booked their next cruise vacation for January 1982! "I'll never forget my first cruise! I got off the plane in Miami to 80-degree weather, after leaving the frigid icy Cincinnati winter; to see azure blue skies and my first palm trees. I knew that this would not be my last time to experience this escape from reality!" Barbara and the other nurses from her unit continued to go on cruises every winter for many years. Then in 1990, the Ohio State Board of Nursing released the news, that soon continuing education would be a mandatory requirement for license renewal. Barbara was well aware that it was common practice for physicians to travel to wonderful vacation locations to attend conferences. She wondered why there were no "education-vacation" opportunities available for nurses. Thus C.E.'s @ Sea was conceived in 1992. Mandatory continuing education became Ohio law in 1993 and Barbara



became a cruise agent. She hosted her First Annual Neonatal Perinatal Conference Cruise to the Caribbean in July of 1993. 2004 marks her 12th year with her business, which continues to increase in sales and success every year. Each year they offer 4-6 conference cruises in a variety of nursing specialties. Also offered are several conferences for Pharmacists & Nurses. To date hundreds of nurses, pharmacists & other healthcare professionals have joined her from all over the United States and Canada. She personally has lost count of the number of ships and cruises that she has been on, well over 60, she estimates. "We have so many nurses and pharmacists coming back year after year, that I decided I wanted to show them my appreciation. I created a 14k gold pendant of our logo and started our "CBAC Club"! Anyone attending 5 conferences is inducted into the club and receives the pendant. We have so many that have attended 10 times that we now mark this milestone by placing diamonds in the portholes of the ship on our pendant."

Barbara says that much to her surprise, this business has become much like a travel club. Each conference is like a reunion of sorts. She says it's amazing how many friends she has made. The evaluations are incredible and so is the word of mouth advertising. Nurses love this education/ vacation combination. They also really appreciate the opportunity to hear nationally known speakers, many of which have written the text-

books that they use or have researched and published articles in the journals that they read. Many have remarked how much they enjoy the opportunity to meet and network with peers. Family, children and friends are always welcome. All ships have children's programs and there is something for everyone on a cruise ship from 2yrs of age to 80! "We have many that come to celebrate birthdays, anniversaries and we've arranged several onboard weddings as well. We are a full service cruise agency!"

Conference sessions are always held in the morning on the days when the ship is at sea, from 7am-12noon, with a 45-minute breakfast break. The rest of the day is yours to spend as you like on board with a variety of shipboard activities from which to choose and plenty of Sun...Sun...Sun and lots of Fun...Fun...Fun!! Dining is an event on a ship and the food is deliciously prepared and in abundance. Not to mention the excellent service.

Attendees dine together as a group. On days in port, you are free to make your own plans to explore the island, go to the beach or take in some important retail therapy. "We try to pamper the conference attendee while on board. We have our own C.E.'s @ Sea private message therapist who travels with our groups, Linda Schockman LMT. At the beginning of each morning conference session we do drawings for give-aways, full body massages and a cruise for the next year's conference. We want to show the caregivers that they are valued and very much appreciated!"

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 RN-303647, BEAL, MELODY
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 RN-255303, LOCY-KIDD, HEIDI
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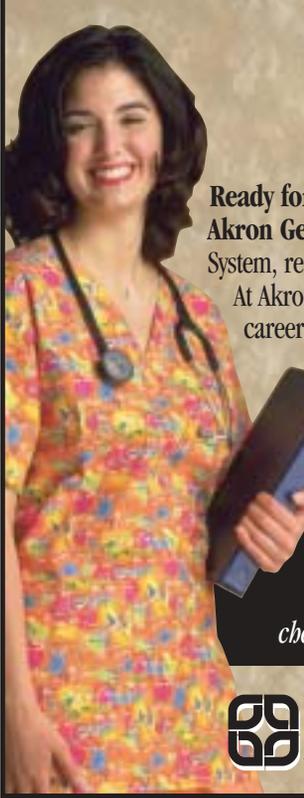
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