

RANGE OF MOTION

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*The official newsletter of
California Nursing Students' Association.*



IMPORTANT DATES

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CPR Volunteers Needed
- June 7, 2014
CPR Block Party
- June 7, 2014
You're Hired Workshop
- August 16, 2014
Membership North Meeting
- October 17-19, 2014
CNSA Convention

"Changing the future by leading the way."

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PRESIDENT'S ADDRESS

By Matthew Grayson – CNSA President

National Nursing Students Association (NSNA) Convention was held in Nashville, Tennessee on Wednesday, April 9, 2014 through Saturday, April 12, 2014. The NSNA Convention was attended by over 3,350 nursing students with 575 nursing student delegates. The House of Delegates reviewed over 55 resolutions, elected new board members, and set the platform for political advocacy and activism at the national level. Those in attendance had the opportunity to attend many activities, listen to speakers, and learn from tailored educational sessions. To list a few: 1. Red Cross, Blood and Bone Marrow Drive; 2. FNSNA Fun Run/Walk Fundraiser; 3. Johnson and Johnson, iDream Room; 4. Country Jamboree Party with live band; 5. Poster Sessions; and much, much, more. A highlight of the convention for me was the Keynote Speaker Gloria Donnelly, PhD, RN, FAAN, Dean of the College of Nursing and Health Professions, Drexel University, Philadelphia, Pennsylvania. She presented "What are your hunches to improve care?" by reviewing the history of nurses that identified problems and developed solutions that changed healthcare. The presentation was an inspiration to get hooked on problem-solving to make a difference in patient care. The exhibit hall offered direct contact with recruiters from many universities, social media sites for nurses, specialty nursing organizations (special student discounts), and educational tools to support nursing students. The NSNA Convention is an early morning to late evening experience to interact with student nurse leaders, nurse leaders, industry partners, and nurse educators from across the nation. It's an experience that all nursing students should strive to attend.

The end of the spring semester will soon be upon us. Congratulations from the CNSA Board of Directors to the graduating class of 2014. The future job market may be tough, but the tenacity that enabled you to reach this point will surely enable you to pass the NCLEX-RN, and get hired into that first nursing career position. Well wishes to the graduates and their families during this time of celebration.



*Matthew Grayson being awarded
at the 2014 NSNA Convention*



The Possible Future of New Graduate RN Programs

Any nursing student who has entered the nursing profession in the last 4 or 5 years is well aware of how difficult the job market is for new graduate nurses with the downturn of our economy in recent years having significantly affected the amount of opportunities presented to new RN graduates. Most students probably know someone who was unable to find a job for over a year and/or had to move to an underserved area of the country. But the bitter irony of it all is that new graduates do not qualify for most job positions since employers require an X amount of experience, yet to ever gain any experience one needs to first get a job. How are we expected to work around this paradox? Furthermore, new graduate program positions are even further limited as hospitals no longer have sufficient funds to spend the amount of money it costs to employ new nurses. In the meanwhile our older population of experienced nurses continues to postpone their retirement adding more constraints to the new graduate nurse paradox. With the number of positions available to new grads remaining limited while the overall number of students accepted into nursing programs increases, the cycle only perpetuates and continues to produce new nurses at such a rate that far exceeds the number of positions available in New Graduate RN Programs or Residency Programs. Logistically speaking, it is only makes sense to conclude that most new graduate nurses will not find a job. What do we do then?

Part of the issue causing this paradox is that it is expensive for hospitals to hire new graduates, especially with their decreasing funds; therefore, new RNs better be able to demonstrate skills at the level expected from graduated students of a nursing program. However, in the April 2014 issue of *Nurse Educator*, the authors of, "Competence Gaps Among Unemployed New Nursing Graduates

Entering a Community-Based Transition-to-Practice Program," evaluate the competence gaps of new graduate nurses and it was rather surprising what they found which I'll summarize here. Of the new entering into the transition program they received a score better than expected. The study revealed significant competency gaps in urinary catheter insertion, including the inability to properly explain the procedure to the patient, unsure whether or not to use clean or sterile technique, and frequently break sterile technique. In IV fluid/medication administration, the patient rights of medication administration were rarely ever verified! Our clinical experiences depend on the opportunities that we are presented with each day at the hospital. We are presented with some things a million times over, and other things we do not have the opportunity to try but once. Despite this fact, it is up to the students to take accountability and know the skills that are expected.

The Future of Nursing's current work on Recommendation 3: Implement Nurse Residency Programs of the 2010 Institute of Medicine (IOM) Report is focusing on defining what best practice is for nurse residency programs and creating models that are all evidenced based. Pat Farmer, DNP, FNP-c, RN, Nurse Consultant of the Center to Champion Nursing in America (CCNA),

Article continues on page 5 and 6.



By Samantha Ahwah
Membership
South Director

to **INFINITY** and
BEYOND

Limitless Opportunities
In Nursing!



California Nursing Students' Association

**2014 CNSA
Convention**

October 17-19, 2014

Sheraton Fairplex Hotel
Pomona, CA

Keynote Presenters:

Judy Karshmer, PhD, RN, PMHCNS-BC
Dean, USF School of Nursing

Judee Berg, MS, RN, FACHE
Executive Director, CA Institute for Nursing & Health Care

Panel on Ethics and Professionalism

Sessions Include:

You're Hired! Achieving Success in the RN Job Market

Update from the BRN: Your License and Practice

Transition to Practice Programs: Gaining RN Experience

Surviving & Thriving: Career Strategies for Success

Career Insights: Former CNSA Leaders Share Their Stories

Specialty Nursing: Pediatric Oncology • Military and Flight Nursing

Advanced Practice Roles • Men in Nursing • Nurse Entrepreneurs

NCLEX Review • Test Taking Skills • and much more!

House of Delegates: Build Your Leadership Skills

Resume Review: Nurse Leaders Help You Refine Your Resume

Exhibit Hall: Employers, Educational Opportunities, Resources and Services

**More information about the 2014 CNSA
Convention coming soon to www.cnsa.org**

Upcoming Events

CPR Volunteers Needed

June 3, 2014

CPR Block Party

June 7, 2014

Contact Shota for more information regarding both events

Shota@ACLS123.com or 818.766.1111

You're Hired Workshop

Saturday, June 7, 2014

9:30 a.m. - 12:30 p.m.

University of San Francisco

Visit cnsa.org for more information

Membership North

August 16th Saturday

Sacramento, CA

For more information

contact Membership Director North Ella

memdirnorth@cnsa.org



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ORDER YOURS TODAY!

Visit CNSA.org to order your copy of *You're Hired*, written by Brenda Brozek, MAOL, RN

\$17.95 + tax, shipping & handling for CNSA & ACNL members & California nursing faculty

\$24.95 + tax, shipping & handling for non-CNSA members

Scholarship Opportunities

Critical Care Training Center is offering an Interactive Scholarship Program to all California Nursing Students!

To get additional information, and to apply for the \$2500.00 scholarship, visit CNSA.org.



Contact Joe Vaughn our Secretary/Treasurer for other opportunities to help pay for your education!

sectreas@cnsa.org

The Possible Future of New Graduate RN Programs cont.

discussed in a webinar on Nurse Residency Programs: Transition to Practice (Part I) that newer research supports previous evidence that residency programs reduce the amount of role stress experienced by the new graduate RN, benefit employers with staff that are more readily able to acclimate to work environments of increasing complexity, and reduce high turnover rates which are also associated with observed increases in patient quality of care and decreases in health care costs. She also iterates that previous evidence has revealed that one-third to two-thirds of new graduate nurses leave the nursing profession within a year of entering the workforce, which is a substantial amount. Therefore, the implementation of more nurse residency programs that are based off best practice and formulated through evidenced-based models are necessary to better facilitate the new graduate RN's transition into practice.

In the webinar on Nurse Residency Programs: Transition to Practice (Part II), Nikki West, MPH, Program Director of California Institute of Nursing and Health Care (CINHC), describes a residency program developed here in California that takes an approach different from the traditional employer-based residency program and is rather an academic-based residency program designed for unemployed newly licensed RNs. The goals of this new model seek to give participants exposure to acute care, ambulatory care, and any other settings, to prove that career options outside of the acute care setting can be a just as valuable position for your first job as an RN. With variations of this model being used statewide, the CINCH functions to make this model structure consistent across the state of California, providing criteria in clear framework with the standards for best practice implementation, and determines the success of the different RN Transition Programs by evaluating and reevaluating employability, competence and confidence with standardized evaluation tools.

These programs are considered an academic/practice collaborative since they are offered through schools of nursing that partner with one or multiple clinical sites and work in collaboration to construct the curriculum for the residency program. The academic institution is responsible for hosting the residency program, enrolling the RN participant in the program, covering liability and workers compensation, and providing faculty for classroom sessions as well as clinical faculty to oversee the clinical sites. The clinical site provides the RN participant with a preceptor, and a setting for clinical practice. RNs in the 12-18 week long transition program attend classroom learning twice a week with 16-24 hours of precepted clinical practice. Despite being an unpaid residency program position, the pilot study of this transition-to-practice model had 73% of its participants employed within two months of program completion and 84% employed within 3 months of completing the program. However, those speaking on behalf of the model did mention that this model is not perfect. Some of the biggest concerns are that there are still more applicants than there are positions for, the number of preceptors is limited, and that the schools of nursing are worried about possibly losing clinical sites and preceptors for their students as they are being taken up by participants of the transition program. The Director of Special Projects at Sutter Medical Center in Santa Rosa, Gayle Swift, RN, MSN, CNS, whose health care facility provides as clinical sites for two academic institutions, has completed 4 rounds of this academic-based residency program. She exclaims that these new nurses come out of the program with built up confidence and are so well prepared – she ended up hiring 23/26 participants from the first program. This model has been successful and applicable across a variety of settings. Evidence shows that it has in fact increased the employability of participants, which is the biggest concern for students.

The Possible Future of New Graduate RN Programs cont.

It is nice to know that nurse leaders are coming up with ways to work around the new graduate RN paradox and working to improve the constraints on the new graduate nurses. While a paid position is the most ideal and conventional option for graduating nursing students, these academically based programs are definite viable options. It seems much more efficient to accept a position within one of these programs than to wait an entire year holding out for a paid position. It more quickly alleviates the new graduate nurse paradox since these programs give new RNs the experience employers are looking for, as well as the competence.

We Want YOU to Run for the Board of Directors

“Creating the future by leading the way”



By Devin Gray

California Nursing Students' Association (CNSA) is “creating the future by leading the way.” How are you participating in the creation and leadership of the future of nursing? How can being a member of the CNSA Board of Directors foster your transition into a professional nurse leader?

The initial thought of running and becoming member of the Board of Directors may be stressful and fearful for some. As nursing students, many times the thought of adding one more task to our plate may seem unbearable. However, as aspiring nurses, it is important that we partake in and learn about the nursing profession outside of school and clinical rotations. This means networking with current nurse leaders, staying updated with advances and new practices, as well as learning about yourself and your future as a nurse leader. Being a member of the Board of Directors allows you to dive deeper into the CNSA organization and truly enhances your transition into a professional nurse leader. CNSA provides countless opportunities for student nurses to become involved, learn from influential nurse leaders, and create a positive future of nursing.

If leadership sparks your interest even a little, I encourage you to consider running for the CNSA Board of Directors. The 2014 Nominations and Elections packet is posted on the CNSA website. Please feel free to contact me with any questions regarding Board of Director positions or the elections process. I hope to see you at elections this year!

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Image of Nursing

By Melissa McClanahan

Summer is upon us. A year of nursing school is quickly becoming a memory. We are starting summer jobs, searching internships or planning to take the NCLEX. The future is here, our future. In our roles as students, parents, children, volunteers and leaders, are defined as individuals. But a new future, as significant as the letters RN after your signature, will cloth you with a different perception and will define people's opinion of you. As you begin a career in nursing, you have the potential to be lost amid a sea of unrelenting stereotypes and clichés rigorously pounding public perception through social media and undying traditions. Despite all this, despite the obviously substandard and archaic image of our profession, you found nursing! What happened? A family member cared for with competence and compassion? Or stories from an admired friend or relative? A student in my cohort, who will be walking across the stage at graduation this month, experienced a severe illness in high school and was hospitalized for months at a time. Several years and multiple surgeries later, she returned to the same unit as a volunteer and again as a nursing student during her senior clinical rotation. Every time she stepped onto the unit, it was not the memories and fears of illness that drew her there; instead she was motivated by the passion and dedication of the same nurses who cared for her and with whom she now works side by side. The healing hands that mended her body also shaped the rest of her life.

We all have a story to tell; none of us found nursing because nurse ratchet inspired us or because we wanted to wear our Halloween costume year round. Someone moved aside the layers of ignorance and misguided media to show us a glimpse into a world of care and compassion that never sleeps, works without recognition and stands several million strong. As the nurses of the future, it is important to change perception one action at a time and begin a chain reaction that started with the nurses who inspired you and will motivate you to inspire change in others. We must change opinion one person at a time, ensuring that the image of nursing we leave behind is better, stronger and more unified than the one we have been handed today.

Why did you choose nursing? Email us at iondir@cnsa.org and we will share your inspiring stories on the Image of Nursing Facebook page!

<https://www.facebook.com/imageofnursingcalifornia>

Daisy Award

The DAISY In Training Award was created to help students be reminded on why they wanted to become a nurse.

"By recognizing Nursing Students for the above-and-beyond care and compassion you show patients and their families as you are learning, we celebrate what it truly means to be a nurse."

For more information visit:

<http://www.cnsa.org/daisy-award.html>



CNSA Sponsored Resolution

By Julie Montoya and Chelsea Halford

In June 2013, the California State University, Sacramento's Resolutions Committee was tasked with writing a resolution for the California Nursing Students' Association's (CNSA) annual convention. Our resolution, "In Support of Awareness and Advocacy for Conservative Use of Diagnostic Procedures Involving Radiation," began with a public health concern and five dedicated nursing students. For months we researched our cause, compiled and refined our resolution, and finally submitted it to CNSA for review. With a final review from the state Legislative Committee, our resolution was ready for the CNSA convention. In October 2013, delegates at the CNSA annual convention not only adopted our resolution but chose to sponsor it at the National Student Nurses Association annual convention in 2014.

In early 2014, we again reviewed our resolution, revised it for a national audience, and sent it to the national Resolutions Committee for review. Thankfully, it was entirely an online process! On April 8, 2014, we departed on our journey to Nashville in hopes that our resolution would again be adopted. For two days, the over 575 delegates in the House of Delegates heard speeches on the 59 resolutions and then voted on each resolution. We also staffed a booth where delegates and others could ask questions and make suggestions about our resolution. It was a busy and exciting time.

We were excited to speak on behalf of our resolution on Friday and Saturday and felt pride in representing our state. We were also enthused when a delegate from another state spoke in "pro" of our resolution. During the second day of the House of Delegates meeting, 87% of delegates voted to adopt our resolution, which was thrilling. In addition to the adoption of our resolution, being part of the House of Delegates and attending the NSNA annual convention was a wonderful experience.

The entire resolutions process initially appeared daunting, but was a rewarding exercise in research, writing and editing, teamwork, and public speaking. We began with a topic we were passionate about and created a product for state and national platforms. As our resolution progressed, we had opportunities to work with dozens of people from the state and throughout the nation who were passionate about resolutions and helped us along the way. In Nashville, having our resolution adopted brought a wave of accomplishment, joy, and closure- we had achieved all we set out to do almost a year earlier.

If you have a concern and want to see change, create a resolution! As students, resolutions allow us to advocate for our clients and our communities, and you will learn so much along the way!



Congratulations Zack Huddleston NSNA Director West!

Read about his campaign experience.

Running for a position on the National Student Nurses' Association Board of Directors was a fun, exciting, and nerve-racking experience. Before deciding to run, I asked myself these questions: Why do I want to do this? What can I do for NSNA? Do I have the time and motivation? These three questions were important because this is not something you do lightheartedly. More likely than not the answers to these questions would become the core of mine and others' campaigns.

Campaign and Goals.

The first thing I had to do was piece together my campaign. This included determining what I wanted my goals as Director to be. Each candidate at NSNA Convention had a list of goals they stood behind and presented. Your goals should be pertinent to NSNA and its Constituents. These goals are people will see your campaign and candidacy as. They want to know how it will benefit them. It is also important to factor in your own experience and background as people do ask why you are qualified.

Campaign Materials.

Determining what campaign materials I used was extremely important. This material could be the deciding factor of a person's vote. You want people to remember you when they see your campaigns materials. Because of this I chose to pass out postcards with a brief description of myself and my campaign, including a picture. My other piece at materials was buttons. People like to show support to candidates by wearing a sticker or button. It helps if you can be creative in a way that people can distinguish the button/sticker from a distance.



Putting It All Together.

Finally, at convention I put all the pieces of my campaign together hoping to make a lasting positive impression. However, it is not all about the goals and materials, but being able to present yourself and your goals. Every day, the other candidates and I found ourselves running from one place to another, from State caucus meetings to House of Delegates. We gave at least a dozen speeches each day trying to rally votes and show people we were a strong choice for the position. There was even one day I did not eat for 12 hours. It is recommended that you have a Campaign Manager that helps you with candidate schedules and presentations. I strongly agree. Without my Campaign manager's advice and support I would not have been able to get done what I did.

I cannot fully explain the feelings behind being a NSNA candidate, but I can say that if you have a drive to do something more and make a difference, this is a great way to go. Best of luck to those that are considering NSNA candidacy, and always remember you can make a difference.

The Nursing Student in Sacramento Internship Recap

By Alexis Broggi

One of the many amazing opportunities provided by CNSA is the Nursing Student in Sacramento Internship (NSSI). It is a sponsored three day internship position which is open to all CNSA members. Two students are selected to participate and are trained by legislative nursing professionals of the American Nurses Association California (ANA\C) on the legislative process at the state level. The two interns meet executive members of ANA\C, sit-on a multitude of legislative committee meetings and meet with California senate and assembly members.

The event takes place every year during RN Day at the Capitol, which means that this year it was held on April 7-9th. The two recipients of the NSSI for 2014 were Stephanie Smith from CSU, Sacramento, and Ashley Diamond from CSU, Northridge. Ashley described the experience as a, "wonderful opportunity to explore the intersection between legislation, policy, and nursing. During the three day internship I met, learned from, and was inspired by nurses who are not only providing excellent patient care in the clinical setting, but are also using their voices to impact policy and legislation related to nursing practice and patient care."

The CNSA State Board of Directors would like to take this opportunity to congratulate these two recipients and acknowledge their achievement of completing this internship. We have had significant positive feedback on this internship from both the recipients and from the ANA\C executive members. If this is something you are interested in participating in next year, the information and application will be posted on the CNSA website. If you have any questions or would like more information on this unique opportunity, contact our Legislative Director at cnsalegislatedir@gmail.com.

Be sure to visit these great resources to keep up to date
with local and national updates:



Search:
California Student Nurses' Association



NSNA.org



Flo's Cookie Jar provides emergency grants-in-aid to pre-licensure RN students facing a one-time need that otherwise would force them to leave school. Developed by a group of experienced nurse leaders and educators, Flo's Cookie Jar is uniquely structured to provide two types of emergency grants-in-aid, not to exceed \$2,000



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