

RANGE OF MOTION

The official newsletter of
the California Nursing Students' Association

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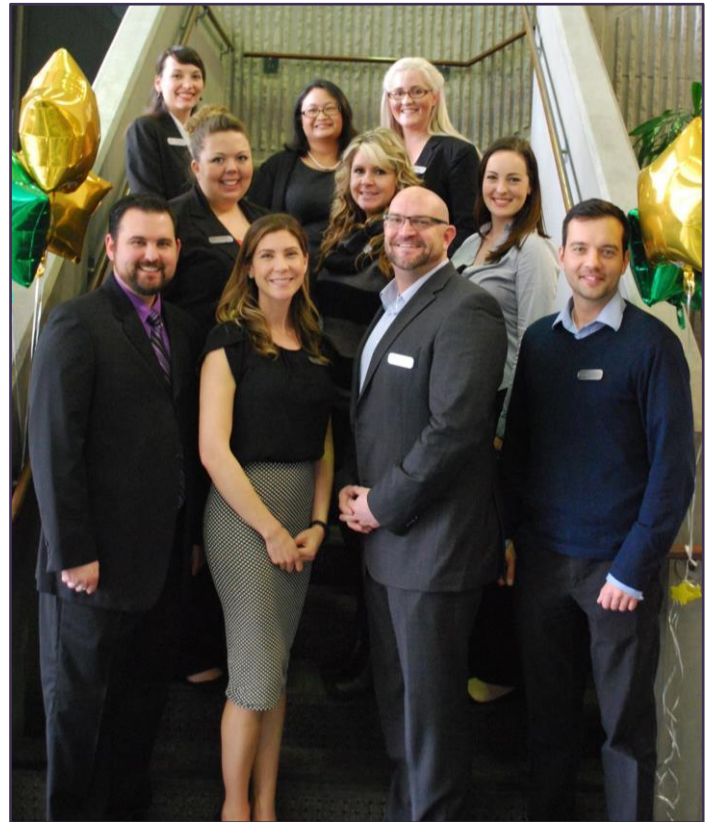
President's Message

By Thomas Ward, CNSA President

Students often ask me the same question, "What does CNSA do for me?" In my opinion, this is a very valid question as it touches on many topics that are of great concern to nursing students. Membership costs money for those on a tight budget, as well as time—both of which are in short supply for nursing students. So we have to be very discriminating about our choice of activities and limit them to things that help us grow and develop both personally and professionally.

In truth, CNSA provides many benefits to our members, some of which include networking opportunities, improvement of communication skills, examples of professionalism, travel opportunities, education, and exposure to fields of nursing they may not have experienced before. There are two other benefits that many students may not recognize though, the first being that CNSA gives all nursing students a "voice at the table," and the second is the opportunity to develop the subtle skill of leadership.

Now, the notion of leadership that some students may have is, "Why do I need to develop leadership? I'm never going to be a manager or administrator." I would propose the idea that nurses, by right of their profession, are leaders every day. John Quincy Adams said, "If your actions inspire others to



**2014-2015 CNSA Board of Directors
at Membership Meeting North**

dream more, do more and become more, you are a leader." Every time we educate a patient on their health behaviors or medications, we are being a leader. Every time we hold a patient's hand and encourage them through a procedure or advocate for their proper care, we are being leaders. It is important to remember that leaders are not always managers, and that we have the opportunity to be leaders daily. CNSA helps guide developing leaders through exposure and mentoring from the truly inspiring leaders within our field.

There are a lot of exciting changes happening in health care right now and as many of you may know, nurses are at the forefront. What some of you may not know is that CNSA is there as well. This is what I mean when I talk about having a "voice at the table." Through our partnerships with organizations such as the Association of California Nurse Leaders (ACNL), the California Action Coalition, and the American Nurses Association\California (ANA\C) we are ensuring that the students have a voice in the research and the decision-making affecting future health care policy. For example, three of our very own board members are taking part in the authoring of a revised white paper sponsored by the Gordon-Betty Moore Foundation regarding the future of nursing education. Additionally, two other CNSA members will be heading to Sacramento to work with ANA\C and get an insider's look at nursing legislation in the Capitol through our Nursing Students in Sacramento Internship (NSSI) program. It is through continued work and development of relationships that CNSA is able to extend these opportunities to our members.

It is exciting to see how we as nurses make a positive impact on the lives of our patients and in the future of health care. This is possible through the involvement of our members; so I encourage all of you to continue your development as leaders by taking advantage of what CNSA can offer you. There are many ways that you can get involved in leadership with CNSA. The most obvious route is to serve on the CNSA Board of Directors next term. If this is something that interests you, reach out to the current directors and ask questions about their roles and responsibilities. If you feel that may be too much for you to start with, each director also has specific committees that they chair. Some examples of the committees are the Convention Committee, the Community Health Committee, the Bylaws Committee, the Resolutions Committee and many others. As you read through the reports by the directors, if you see something they are doing that interests you, send them an email asking what you can do to help. Besides the state level, you can also get involved at the chapter level. Go to your local meetings and see what your chapter is up to in the community and what opportunities are there to volunteer, or even create your own CNSA chapter if your school

President's Message (Continued)

does not have one already.

The possibilities for involvement reach far beyond the things that I mention in this short message, so I encourage you to explore on your own. Look at the CNSA website, read our newsletter, and reach out to the Board. Additionally, National (NSNA) convention is coming to Phoenix in April. This is a tremendous opportunity to see how our organization works and to meet the board, as we will all be there. It is an especially great opportunity for us in California since it is so close. Even closer to home, we will be hosting the Membership South Meeting in August, in Southern California. Be on the lookout for more specific information coming to your email inbox. I look forward to seeing you all soon!

UPCOMING EVENTS!

NSNA Annual Convention: April 7-11, 2015

ANA\C RN Day at the Capitol: April 13, 2015

Membership South Meeting: August 22, 2015

CNSA Annual Convention: October 16-18, 2015

Stay updated on CNSA events by visiting our website:

www.cnsa.org

You're Hired! A Nurse's Guide to Success in Today's Job Market

Be a success in your job search! This valuable guide provides resources and tips to help you land a job. It's never too early to begin planning your job search strategy.

Order today on the CNSA website!

<http://www.cnsa.org/you-re-hired---book>

CNSA members receive a discount.

Also available on Amazon: **www.amazon.com**



The CNSA Convention Committee needs YOU!

The CNSA annual convention is on October 16-18, 2015. If you would like to be part of planning this amazing event, contact CNSA Convention Director, Scott Miller, via email: cnsaconventiondirector@gmail.com

Membership Meeting North Highlights

By *Nessa Osuna, CNSA Membership Director North*

Some things in life are so good that they have to be shared. I feel this way about nursing school and California Nursing Students' Association! It was a little more than a year ago that I began my love affair with CNSA. I recall sitting at new student orientation and thinking I could hardly afford my tuition, let alone an optional nursing association. Other older and wiser students advised me to make the leap of faith to try CNSA out because its rewards far exceeded the expenditure. To my overwhelming satisfaction they were absolutely right! CNSA has given me guidance, comradery, and a sense of belonging. It has opened doors to new opportunities and lasting friendships. The most spectacular part of CNSA is that it has given me the opportunity to develop my leadership skills and to help make nursing an even more wonderful profession.

As Membership Director North, one of my main priorities was to create a fun and educational membership meeting.



CEO of ACNL and CNSA, Patricia McFarland, speaks to CNSA members about issues that impact California nursing students.

Eager to begin creating my vision for an amazing event, I sought committee members to help me along the way. I feel very blessed to be supported by the CNSA State Board, Danielle Gardner-Membership Director South, Sarah Klaner, Christopher Radford, Morgan Garcia, Melissa Byrne, and Stephanie Smith.

So you may ask yourself, "What is so exciting about a membership meeting?" I am so glad you are curious. A membership meeting is a place where nursing students come together for a day to enrich their understanding of nursing as a profession and to network with other nursing professionals. The day started out with coffee donated by Starbucks and delicious breakfast donated by Raleys. Students mingled with one another over coffee and pastries while visiting our sponsors' tables. Kaplan and Hurst helped shed light on how the NCLEX works and gave delightful presentations on their NCLEX preparatory courses.

We were also very fortunate to have outstanding guest speakers! Our first speaker was Patricia McFarland, the amazing nurse leader and Chief Executive Officer of ACNL and CNSA, who updated us on the challenges of facing the Board of Registered Nurses (BRN). She explained that the BreEze system was recently audited due to

concerns about the system's performance. This audit identified many problems occurring with the BreEze system such as the long wait times for students to receive authorization to test for NCLEX, and she is helping CNSA to voice the concerns of student nurses. Her promise to advocate for students who have experienced significant delays in NCLEX test results and licensure won the hearts of every student in the room. Her commitment to CNSA and student nurses everywhere was comforting and inspirational. It is a great feeling to know that nurse leaders are continuing to be strong advocates for students.

She also encouraged students to realize their full potential as nursing leaders, and gave recognition to a very special man, Philip Bautista. Philip joined us at the meeting as a past CNSA Board member, Legislative Director 2010-2011, who has taken his amazing leadership skills to the next level. He is now the reelected Membership Director of American Nurses Association, California (ANA\C), the Membership Assembly Representative at the national association level, and a visionary leader! Phillip explained that ANA\C promotes collaborative relationships as all nurses are leaders at some level, and ACNL is an excellent choice for advancing nursing leadership. ANA\C represents the entire profession of registered nursing regardless of specialty, level of education, or area of practice. ANA\C works with ACNL and other nursing associations to ensure that the vision for the IOM is followed and to ensure that nurses are able to work to their fullest scope of practice through advocacy in legislation, policy, and professional involvement.

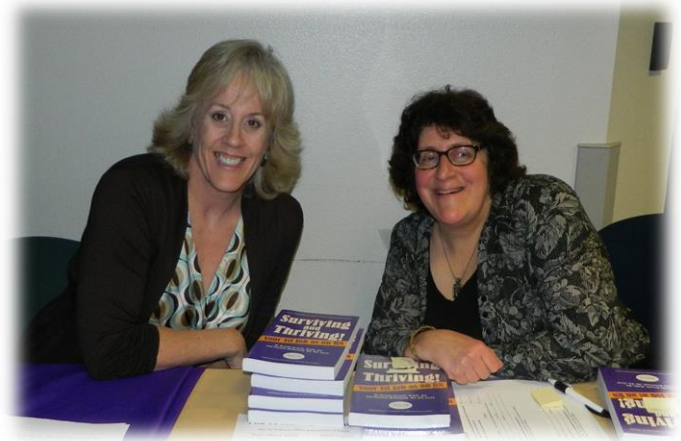
We also were blessed to have Nancy Ryan a marriage family therapist join us to teach us how to blend our work and personal lives. She led students through a guided meditation and encouraged everyone to make a plan when dealing with life stressors. The tips and tricks she taught students left everyone feeling refreshed, balanced, focused,

Membership Meeting North Highlights (Continued)

balanced, focused, and ready to enhance their well-being.

What good is work life blending if you cannot land a nursing job? We thought of that too and asked Brenda Brozek to give us tips on how to make an everlasting impression during interviews. It is no wonder her books, "You're Hired!" and "Surviving and Thriving" are a huge success on Amazon. She is like your very own genie in a bottle! If you have questions, she has answers. I personally enjoyed her presentation on how to make a personal connection with interviewers and tips for making your resume a force to be reckoned with.

Inspirational nurse leaders were not the only ones working hard to educate students during the meeting. While munching delicious Chipotle burritos, students mingled with one another and decided what informational sessions they wanted to attend after break. CNSA state board members held multiple breakout sessions to give students several opportunities to learn more about CNSA and how to get involved in leadership roles. Presentation topics included



Family-marriage therapist, Nancy Ryan, spoke on ways to maintain a good school/work-life balance. Following Nancy's presentation was Brenda Brozek, author of "You're Hired!" Brenda discussed strategies to make oneself marketable when entering the nursing job market.

toolkits to start new CNSA chapters, assistance with nursing school applications for pre-nursing students, how to apply to Nursing Students in Sacramento Internship (NSSI) at RN Day, getting involved in legislation and running for a state board position at the annual CNSA convention.

We were so lucky to have Hurst and Kaplan sponsor our event. Not only did they give students NCLEX study materials, candy and brochures, but they also donated NCLEX reviews to the opportunity drawing benefiting Flo's Cookie Jar. Two lucky students won NCLEX review sessions and we raised funds for an invaluable nursing charity. If you are ready to breeze through the NCLEX on the first attempt, consider our generous sponsors, Kaplan and Hurst, when looking for a guaranteed NCLEX test preparatory course.



Nurse educator from Stanford Hospital, Shirley Sampson, spoke about the Stanford nurse residency program.

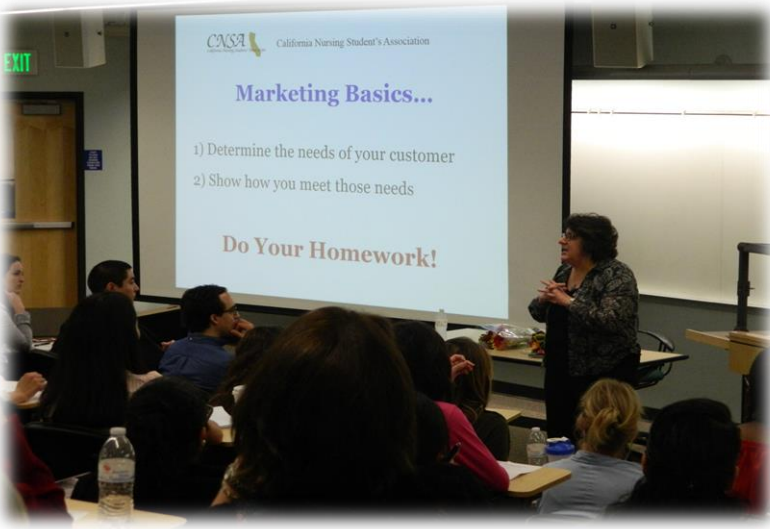
After the winners of NCLEX reviews accepted their gifts, an amazingly personable and gifted speaker joined us. Shirley Sampson, a nurse educator from Stanford Hospital, came to speak about Stanford's nurse residence program and to answer questions on how to master panel interviews. She gave us invaluable insight into what hospitals really want from new graduates and how to present yourself professionally during interviews. Her presentation taught us that Stanford Hospital values its nurse residents and interviewers want to hear how you have handled crisis, confrontation and real life situations during your clinical experiences. Shirley captivated her audience and demonstrated her love of nursing by staying after her presentation to finish answering student questions.

For those of you who were unable to attend the meeting, I hope that you can make the CNSA Membership Meeting-South on August 22, 2015. Danielle Gardner, CNSA Membership Director-South, will coordinate this meeting and she has guest speakers from UCLA, Children's LA, Brenda Brozek, Corrine MacEgan (Vice President of ANA\C), as well as many breakout sessions focused on scholarships, convention, and resolutions. You won't want to miss this meeting! To RSVP contact Danielle Gardner at cnsamemsouthdir@gmail.com. We hope to see you at future CNSA events!

Moments from Membership Meeting North



Moments from Membership Meeting North (Continued)



View more pictures from Membership Meeting North on SmugMug!
www.cnsapics.smugmug.com/Membership-Meeting-North-2015



Presents

**SoCal
Membership Meeting
at
West Coast
University**

590 North Vermont Ave, Los Angeles CA 90004

Saturday, AUGUST 22, 2015

TIME: 0800 - 1600

Keynote speakers from UCLA, Children's LA,
Brenda Brozek author of "You're Hired",
and special guest Corinne MacEgan BSN, RN, CHPN, and
ANA\C Vice President

**Connect with CNSA members from Southern
California, learn about safest nursing practice, hear about
upcoming events and scholarships, meet directly with CNSA
board to see how YOU can become involved.**

Please RSVP to cnsamemssouthdir@gmail.com

Also, check the CNSA Website and Facebook page for the most up-to-date information and further details!

Post your resume onto the new CNSA Career Center!

Job Seeker Benefits:

- **Access** to high quality, relevant job postings. No more wading through postings that aren't applicable to your expertise.
- Personalized job alerts notify you of relevant job opportunities.
- **Career management** – you have complete control over your passive or active job search. Upload multiple resumes and cover letters, add notes on employers and communicate anonymously with employers.
- **Anonymous resume bank** protects your confidential information. Your resume will be displayed for employers to view EXCEPT your identity and contact information which will remain confidential until you are ready to reveal it.
- **Value-added benefits** of career coaching, resume services, education/training, articles and advice, resume critique, resume writing and career assessment test services.



Visit
careers.cnsa.org



Interested in writing a CNSA resolution?

Here are the deadlines for the 2015 CNSA resolutions:

September 5, 2015: *Intent and/or first draft submission deadline*
September 19, 2015: *Final draft submission deadline*

For more information and instructions, refer to our resolution resources on the CNSA website:

<http://www.cnsa.org/resolutions-toolkit>

For any questions, feel free to contact CNSA Legislative Director, Valery Bessmertnyy: cnsalegislative@gs.com

Developed by nurse leaders and educators, 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. Support fellow nursing students by contributing to Flo's Cookie Jar.

For more information, visit the CNSA website:
<http://www.cnsa.org/flo-s-cookie-jar>



Shedding Some Light: What is Breakthrough to Nursing and What Can I Do?

By Melissa Byrne, CNSA Breakthrough to Nursing Director

"What is Breakthrough to Nursing?" This is a question that I am often asked by incoming nursing students and my peers. People who are part of programs such as Breakthrough to Nursing are the reason why I am in nursing school today. For me, *Breakthrough to Nursing* is about creating opportunities, breaking barriers, and serving others. As nursing students, we know what it means to overcome challenges. Personally, I have faced obstacles while pursuing my undergraduate degree, and I know many others who have as well. Something that seemed so insignificant at the time, but really made a difference in my attitude, was that somebody believed in me when I did not believe in myself. I was inspired to overcome personal obstacles and was pushed to be successful—as a result, I learned to dream big. I believe that everybody should feel as empowered and motivated as I do to make a difference. I also believe that we can do this for others.

The goal of the *Breakthrough to Nursing* program (including the *Cultural Awareness and Image of Nursing* committee) is to organize, represent, and mentor students into becoming sensitive to our culturally diverse society. As students, we are taught that nurses should educate, encourage, and empower those they reach. This can be done in so many ways-- so it truly is what one makes out of it. For instance, I learned how to make a difference at the local level. Now my next goal is to make a difference across California, and I need *your* help! I think we can do this by bringing nursing to the community at large and showing them what we do. For example, several CNSA chapters wore red to as part of the American Heart Association initiative to increase awareness of cardiac disease in women. Other outreach can be done through open houses at nursing programs, going to local community events, holding clinics, encouraging mentorship programs, and participating in career fairs. The *Breakthrough to Nursing* state project for this year is to promote CPR in schools and heart-healthy education. I learned that according to a study conducted in Denver, Colorado, the Latino population is 30% less likely to receive CPR in an event. Since California has the highest Latino population in the entire nation, I think it is time we do some work!

If you're interested in getting involved with *Breakthrough to Nursing*, please feel free to contact me via email: cnsabreakthroughonursingdir@gmail.com. I look forward to hearing from you!

Speaking up on Breakthrough to Nursing...

BTN means a lot to me because my journey to nursing was fraught with naysayers. That is why I love to reach out to others and make sure they have the help and positive guidance they deserve and need. The culture of nursing is changing and we need to foster mentorship instead of living in the past where nurses had little patience for their younger counter parts mistakes or "shortcomings."

-Libby Chase, *Monthly Shot* Editor, CSU Sacramento

For me, breakthrough to nursing means opportunity. Even though the culture in today's society is shifting, there are still many people who do not even consider nursing as a career. This is why I love breakthrough to nursing. I get the chance to show others the opportunity of nursing as a profession. A few years ago I did not even think of myself as a future nurse, but now I can't wait to show others what a great profession it is!

-Daniel Duron, Breakthrough to Nursing Chair, CSU Stanislaus

Breakthrough to nursing provides an excellent opportunity to act as student leaders today, so that we can enjoy the fruits of our labor tomorrow. By reaching out to populations otherwise underrepresented in our field, we are creating a more well-rounded and diverse workforce that can better care for the patients and families we see on a day-to-day basis. Personally, breakthrough to nursing has encouraged me to step out of my comfort zone and reach for new goals in my academic and pre-professional career by striving to make this profession more accessible to those who may not have otherwise considered it an option.

-Jacquelyn Yerian, CNSA Chapter President, CSU Fresno



Cultural Competence in the Delivery of Nursing Care

By Narisa Kanchana, CNSA Cultural Awareness Committee Chair

California has one of the most diverse populations in the United States. Its diversity is evident in that there is no ethnicity or race that constitutes a majority of the state's population. According to the United States Census Bureau, California ranks first in the nation for its foreign born population and fifth for the proportion of residents that are nonwhite. Since 1980, each group of minorities has doubled in percentage in California. This can be seen in Chart 1 (California's Population, 2014). With this growing percentage, the demographics of our patient population have changed drastically and evidence shows that there is a gap in patient care of minorities. With such a high percentage of minorities in California, it is imperative for nurses to be well versed in culturally competent practice.

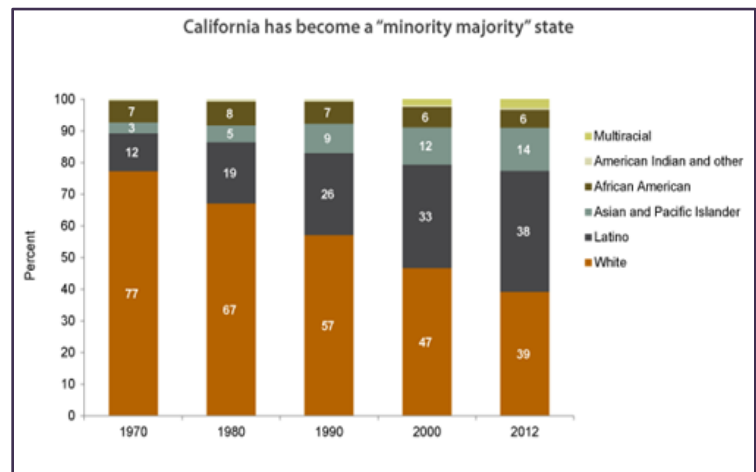
"Historically, people in racial/ethnic minority groups are more likely than non-Hispanic whites to be poor, to lack a high school education, and to experience disparities in health and health care services" (AHRQ Activities to Reduce Racial and Ethnic Disparities in Health Care: Program Brief", 2009). To combat these alarming disparities, health professionals must acknowledge that a person's health is determined by complicated relationships between health, genetics, individual behavior, socioeconomic status, physical environment, literacy levels, and current legislative policies in order to make accurate assessments and clinical judgments.

With the exponential growth and advancement of medical technology, and the subsequent improvement of patient outcomes, the overall health of Americans has improved significantly in the past few decades. However, not all Americans have benefitted from these improvements. Minorities experience significantly fewer benefits from these improvements compared to their Non-Hispanic white counterparts. These areas include quality of care, access to care, and outcomes. Other issues identified by the Agency for Healthcare Research and Quality include healthcare provider biases, poor patient-provider communication, and health literacy issues (AHRQ Activities to Reduce Racial and Ethnic Disparities in Health Care: Program Brief", 2009).

Although there has been a movement toward closing the gap between quality of overall care between minorities and whites, disparities continue to be a problem for certain populations. For example, blacks, Asians, American Indians, and Hispanics fall short when it comes to the

percentage of the respective population over 50 who receive colon cancer screening. This gap has widened in recent years ("Minority Health: Recent Findings: Program Brief," 2013).

Another disparity that exists is new AIDS cases in the Hispanic and black populations compared to those of non-Hispanic whites. "In 2008, the proportion of new AIDS cases was more than nine times as high for blacks, and more than three times as high for Hispanics as for whites" (AHRQ Activities to Reduce Racial and Ethnic Disparities in Health Care: Program Brief, 2009). Since HIV is preventable through education, such as the correct use of condoms and safer sex, it is shocking to see these statistics in these populations. The need for, and means of reducing the risk of contracting any preventable ailment can be conveyed through effective provider-patient communication and education. However, there is a barrier present as evidenced by the aforementioned statistics. Although that specific barrier cannot be identified, clear communication and understanding is a powerful tool to facilitate full understanding and optimal compliance with the patient. A meta-analytic review of HIV interventions for people living with HIV (PLWH) was conducted to determine their overall efficacy in reducing HIV risk behaviors. It was found, based on behavioral theory, that the following characteristics of delivery significantly reduced sexual risk behaviors: delivery designed to specifically address HIV



California has become a very diverse population with the number of ethnic minorities increasing over time. Now as a "minority majority" state, California needs more culturally competent nurses working in the field.

Source: California Department of Finance 1970-2000; American Survey 2012.
From: Just the Facts: California Population, PPIC, 2014.

Cultural Competence in the Delivery of Nursing Care (Continued)

transmission risk behaviors, delivery by healthcare providers or counselors, delivery to individuals, delivery conveyed in an intensive manner, delivery in settings where PLWH receive routine services and medical care, and delivery that addressed a myriad of issues related to mental health, medication adherence, and HIV risk behavior (Crepaz et al., 2006). According to the meta-analysis, direct education by a healthcare provider is an intervention characteristic that is associated with efficacy of reducing HIV risk behaviors in PLWH. It is established that an important factor to patient outcome is provider-patient communication, which can be heavily influenced by the provider's cultural competency.

Effective patient/family teaching and subsequent outcomes are an essential aspect of nursing. According to the *American Nurses Association: Scope of Standards and Practice* (2004), "Health teaching is part of a nurse's duty." It is our responsibility as nurses to educate patients in the most effective manner to promote compliance and improvement of health outcomes. To ensure optimal education and learning, nurses employ patient teaching strategies. "This process includes assessing and prioritizing learning needs, assessing learning styles, and implementing teaching strategies designed to address identified learning needs. As a part of this process, cultural beliefs and literacy issues must be addressed. Congruence between teaching and cultural values is necessary for successful teaching outcomes" (Chang, 2007). Since cultural influences vary from person to person, it is important to assess each patient individually. "Asking the patient and family to define what they perceive as the cause of illness and what health practices the patient continues to follow will allow for development of an individualized culturally sensitive teaching plan. In assessing cultural beliefs, multiple areas should be considered, including the patient's perception of illness and treatment, the social organization including family, communication behaviors, expression of pain, folk health care beliefs, past experience with care, and language" (Chang, 2007). Although this communication technique is not the ultimate cure-all of health disparities, it is an important first step to achieving health equity.

It is crucial to utilize culturally sensitive nursing care to improve the health outcomes of our diverse pool of patients and every measure should be taken to make accurate assessments of learning needs and health

literacy to facilitate effective learning and positive health outcomes. It is important to acknowledge that awareness and recognition of barriers caused by cultural differences and biases are potential and effective driving forces behind closing the gap between health disparities. A culturally competent nurse is not one who is educated about every culture possible in the patient population, but is one who is aware that it is a vital role in patient health.

References

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Cultural Competence and the Growing Hispanic Population: What Nurses Can Do

With the growing Hispanic population, as discussed in this last article, nurses should recognize the implications in providing culturally competent care for these patients. Here are a couple of things nurses can do for this population:

Consider their cultural diet habits and provide education on healthy food choices. Nurses are always educating their patients. While some patients will meet with a dietician to discuss diet options, it is always good for a nurse to reinforce and re-educate to promote healthy habits at home. The following link provides some guidance on healthy diet choices for the Hispanic population:

[Culturally Healthy Meals for the Hispanic Population](#)

Learn some of the language. Nurses should familiarize themselves to the basics of the Spanish language- or even some words commonly used in practice. This will help improve communication between nurses and patients. The following link basic terms and phrases in Spanish to get started!

[Basic Spanish for Nurses](#)

-The resources provided here were compiled by Cultural Awareness Committee Members Robert Garibay (CSU Stanislaus) and Erica Johnson (San Diego State University).

CNSA Local Chapters “Go Red for Women”

By Melissa Byrne, CNSA Breakthrough to Nursing Director

Heart disease is the #1 cause of death in women. The American Heart Association (AHA) sponsors *National Wear Red Day* to raise awareness about heart disease and stroke in women. The nation-wide event is held on the first Friday in February every year. This year, *National Wear Red Day* was held on February 6, 2015. The following pictures are of local CNSA chapters promoting awareness for this cause in their schools and local communities.



San Francisco State University



Sacramento State University

Sacramento State further promoted awareness of heart disease in women by holding a CPR health fair on their campus.



San Diego State University & UC San Diego

SDSU and UCSD came together for “Go Red for Women” by holding a community health screening.



CSU Fresno

Community Health Outreach Made Easier

By Michelle Heslop, CNSA Community Health Director

"Give a man a fish and you feed him for a day. Teach a man to fish and you feed him for a lifetime." This Chinese proverb exemplifies the role that nurses play regarding patient education. In our care plans, we make sure to educate our patients about their medications, warning signs, and methods to change lifestyle, etc. As student nurses we are privileged to have access to a wide variety of resources to enrich our knowledge of both illness and wellness. We have an awareness of sources and know how to analyze their credibility-- a skill all too often overlooked. This calling to teach and prompt awareness extends beyond the hospital setting and out into the community.

We do not need to wait until we are able to sign R.N. after our names to start making an impact in our communities. We should start now! Reading, care plans, exams, family obligations, and time can get in the way of coordinating community outreach, health promotion campaigns, and volunteering. But what if there was a way to cut down on the planning so you could have a little time to make an impact and promote wellness?

This is why CNSA wants to help! Monthly Health Awareness Toolkits are being created each month to help all chapters with their community health needs. The toolkits provide sources, facts, media, and ideas for all chapters to implement. In March, we have focused on Patient Safety Awareness. This kicks off our campaigns to help student nurses bridge their roles in community health, patient education, and the hospital setting.

Methods to implement the upcoming toolkits can include social media postings, or placing posters around your campus, hospitals you have clinical at, awareness booths, and other places. We are hoping to get multiple chapters involved statewide to increase the impact of our promotions. By doing this, we are able to see how nursing students can make an impact on the entire state! Please email us, we want to know about how you are implementing the toolkits and raising awareness. We also welcome any input for upcoming toolkits. If your chapter is participating with multiple chapters, your chapter is be eligible to apply for the CNSA Multi-Chapter Community Service Award presented at the CNSA annual convention.

Please email cnsacommunityhealth@gmail.com with pictures of your chapter implementing the toolkits, ideas, and for any help.

Check out these resources to stay current with local and national updates!



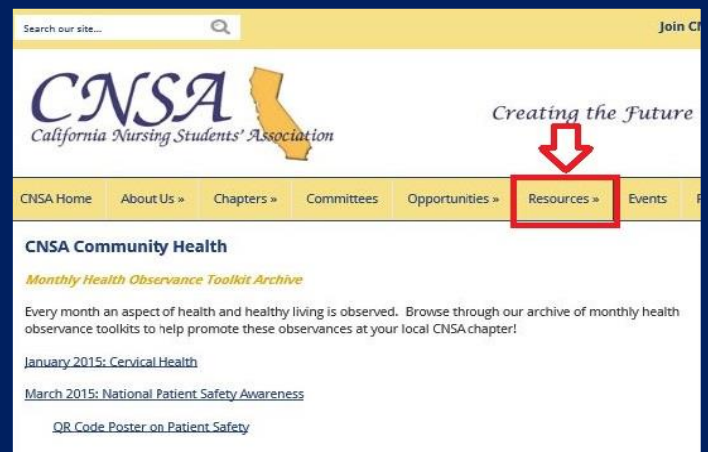
National Student Nurses' Association:
www.nсна.org



Association of California Nurse Leaders:
www.acnl.org

Where to find Monthly Community Health Toolkits

You can find these Monthly Community Health Toolkits on the CNSA website (www.cnsa.org) by scrolling on the "Resources" menu and clicking on "Community Health".



NEW Chapter Development Toolkits

By Danielle Gardner, CNSA Membership Director South

On November 21, 2014 the new Board of Directors for the California Nursing Students' Association met in a hotel conference room in Sacramento. I think I can speak for the board, that there were a lot of expectations, nervousness, and excitement in that room. As the meeting began, we got to know each other, began to understand the history of our organization, and most importantly began to dream. We dreamed of what CNSA could look like while using our vision statement, "Creating the Future by Leading the Way," to guide us.

We broke up into teams and started thinking about various goals we wanted to achieve. Interacting with other professional organizations, implementing goals for chapters, a 10% increase in membership and chapters, and increasing Breakthrough to Nursing at the chapter level were a few of our goals. I remember taking quite a few deep calming breaths, as we are taught to do sometimes in nursing. I remember looking at my counterpart Membership Director North, Nessa Osuna and thinking, with 81 different CNSA chapters, she and I both had quite a job ahead of us.

Currently, I am the Membership Director at my school's CNSA chapter, I also know a lot about recruitment and retaining members. Through my term of office I have learned quite a few things, especially pertaining to resources-- more specifically, putting those resources into the hands of the members. I created various documents that were easily accessible to members, explaining different processes at our school. I began thinking: what if we had a resource toolkit that had everything a chapter might need to start or continue to grow and develop?

With the help of the CNSA Board of Directors and my committee members, I have created a CNSA Chapter Toolkit. By looking at national, state, and various chapter level bylaws, we developed a *how-to* for chapter level positions.

Included in this toolkit is almost every chapter level director position one might need. At the beginning of every toolkit there is a description of the position and general responsibilities that position entails. In addition, each toolkit has different resources. For instance, the presidential toolkit has included the application for constituency status; and the membership toolkit has a sample PowerPoint for recruitment.

My hope is that this resource will serve members at the chapter level. I want these toolkits to provide new CNSA chapters with a strong beginning, and to strengthen the existing CNSA chapters. I dream for California to have the strongest nursing students' association chapters in the nation, and I really believe these toolkits will be a step in that direction. You can access the various toolkits under the "Chapter Resource" tab on our website at www.cnsa.org.

Finally, if you have any questions, are interested in starting a CNSA Chapter, or want to tell us how the toolkits have impacted your school, I would love to hear from you! Email me at cnsamemsouthdir@gmail.com.

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Chapter Resources

The following is a list of links to toolkits and other resources for your local CNSA chapter positions. We hope that you will find the information useful in providing guidance for initiating or sustaining your local chapter.

- [President Toolkit](#)
- [Vice President Toolkit](#)
- [Secretary toolkit](#)
- [Treasurer Toolkit](#)
- [Legislative Toolkit](#)
- [Communications Toolkit](#)
- [Membership Toolkit](#)
- [Mentorship Toolkit](#)
- [Community Health Toolkit](#)
- [Breakthrough to Nursing Toolkit](#)

For any questions or assistance regarding any of these positions, please contact the respective [CNSA board member](#).

New CNSA Chapter Toolkits are available on the CNSA website to help develop starting chapters and strengthen existing ones.

CNSA Advisors

Susan Bowman: susanbowman@otcwb.com
Brenda Brozek: brenda@acnl.org
Donna Kistler: dlkistler@comcast.net

Ginger Manss: ginger.manss@dignityhealth.org
Patricia McFarland: patricia@acnl.org

Legislative Corner: Current Issues Affecting Your World

H.R.30 - Save American Workers Act of 2015

Summary by Stephanie Smith,
CNSA Legislative Subcommittee Chair

This bill amends the Internal Revenue Code to change the definition of "full-time employee" for purposes of the employer mandate to provide minimum essential health care coverage under the Patient Protection and Affordable Care Act from an employee who is employed on average at least 30 hours of service a week to an employee who is employed on average at least 40 hours of service a week. The House of Representatives passed the Save American Workers Act of 2015, on January 8th, 2015. It now has to go to the Senate for a vote.

If this bill is passed it could have a serious effect on thousands of healthcare providers and RNs throughout the states. Most nursing staff workers are now working three twelve hour shifts and this would not be considered a full time employee. It is important to send emails to the Senate to share with them that approval of this bill would hurt the thousands of nurses who are currently receiving benefits from having full time status with 36 hour work weeks.



CARE Act

Summary by Lance Capisanan,
CNSA Legislative Subcommittee Member

What is CARE Act you may ask? The Caregiver Advise, Record, Enable Act or CARE Act is a bill that supports millions of Aging Americans to live independently from costly institutions such as nursing home facilities. The three main components of the bill are: recording the family caregiver's name when a family member is admitted into a hospital or a rehabilitation unit, notifying the family caregiver if the loved one is being discharged to another facility or back home, and providing detailed instructions of basic nursing and medical skills, and knowledge to the family caregiver whose taking care of the loved one at home.

These components give a basic summary or "hand-off" to the family caregiver so that he/she is aware of the current status of his/her loved one. This will prepare the family caregiver when their loved ones are discharged from the facility. Some of the detailed instructions given to family caregivers are bathing, dressing, feeding, medication management, transportation, etc. According to AARP, there is about \$450 billion annual savings across the states, which comes from the unpaid care that family caregivers provide to their loved ones.

Legislative Corner (Continued)

Community Colleges Pilot BA programs

Summary by Will Gallegos, CNSA Legislative Subcommittee Member

After nearly five years of negotiations, post-secondary education has something to look forward to. Senate Bill 850 (SB 850) was introduced by Senators Block, Anderson, and Hill on February 19, 2010. On September 28, 2014 Governor Jerry Brown signed and filed SB 850 allowing 15 community college districts to begin a pilot bachelor's degree program. Commencing January 1, 2015 the 15 community college districts will collaborate with CSU and UC systems to establish a curriculum that can begin enrolling students as early as the 2017 academic year with the provision of graduating the newly enrolled class by July 1st, 2023 at which point the previously mentioned provisions shall be

inoperative. In doing so, California has become the 22nd state to allow their respective community colleges to bestow baccalaureate degrees to their graduates. However, SB 850 requires that the districts offer baccalaureate programs/curricula that are currently not being exercised at a CSU or UC. Meaning, community college districts will not be able to offer BSN degrees and various other much sought after credentials. Nonetheless, this is a great start at expanding and enhancing the public post-secondary educational system in California. The board of governors is given the responsibility of designing and implementing a funding model for the statewide pilot program by March 31, 2015.



Phasing Out of Inappropriate Nomenclature for Healthcare Professionals by the Society of Hospital Medicine

Summary by Nicole Rumpf, CNSA Resolutions Subcommittee Chair

With many different professionals (nurse practitioners, physician assistants, pharmacists, etc.) working together to provide care in hospitals, these groups are often lumped together in communications as "allied health." In order to differentiate these roles from doctors, sometimes they are referred to using generalized terms such as "non-physician provider," "physician extender," or "mid-level". Although these terms might seem expedient or harmless, they diminish the hard work and achievements of these dedicated professionals by failing to recognize their appropriate titles. To maintain respect for all valued members who provide care as part of hospitalist teams, the Society of Hospital Medicine has committed to phasing out such inappropriate and generalized terms in all future materials, instead using the names of individual groups such as "physician assistants," "nurse practitioners," or "pharmacists."



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