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Chapter 1

2008

1.1 September

Student Nurses Provide Care to Children in Tecate Mexico (2008-09-15 05:37)



By sunrise we had crossed the border into Mexico, leaving behind our textbooks and classrooms at UCLA, prepared to learn through experience from nurse leaders in the field. Drawn into the team, we witnessed the dedication, generosity, compassion, and tireless advocacy of nurses who embody both the art and science of nursing and inspire us to reflect on our future profession.

Kelly Peck on Teamwork

The teamwork behind Smiles International is breathtaking. Rotary clubs of San Diego, Oklahoma City, and Tecate, Mexico stand united behind an incredible vision: donating a few weekends a year to improve the lives of children born with cleft lips and palates. Families travel from long distances in Mexico, and the surgeons and nurses work tirelessly for two days. The non-medical Rotary members and volunteers who attended this mission also worked long days translating, building a supply room, and providing lunch. After the first day of assessing and interviewing children, we were welcomed into the beautiful home of a Tecate Rotary member for dinner. The generosity of everyone involved in the mission was incredible. Day two began early in the morning and the team worked late into the night to finish the last surgeries. The trip was an amazing example of how much can be accomplished with a vision and a team of people who want to make a difference.



May Wheelwright on Compassion

With the first surgery complete, the recovery nurse settled onto the room's twin bed, neatly made with donated sheets, and prepared to accept the toddler into her arms from the anesthesiologist. She rocked him gently, continuously assessing and intervening on changes in his status and pain from her intimate proximity. She welcomed him back to consciousness with a medley of English and Spanish. As students newly immersed in the high-intensity environment of the hospital, the science of nursing roars to the forefront as we learn to interpret data, research medications and decode complex pathophysiologic processes. It is the art of being a nurse that we sometimes forget to absorb. Our time in the Tecate clinic presented nursing at its raw core – stripped of fancy monitors and machines; pure heart, sweat, open arms and quick thinking. The integrity, intimacy and interpersonal nature of our new profession have never been clearer.

Barbara Adams on Advocacy

Volunteering in Mexico was one of the best experiences of my life. I was inspired to realize the difference nurses can make in the lives of their patients. I will never forget the woman who traveled six hours with her son for the surgery. The one year-old had been abandoned at birth because of his cleft palate deformity. She had taken him in as an infant. She sobbed when she saw how the cosmetic part of the surgery had changed the way his faced looked. My classmate also cried as she understood in Spanish the gratitude that was expressed to us by his adopted mother. I felt proud to become a nurse. The nurses advocated for us to become involved and treated us as thinking, intelligent beings instead of hazing us. I got a glimpse of how nurses could advocate for one another. Being a patient advocate can mean being a nurse advocate too, so that nurses feel empowered and treated with dignity, and can in turn have the resources to care for and advocate for patients

Diana Benitez on Inspiration



I always envisioned my future as a nurse doing international work, but I didn't think that the opportunity would present itself so soon. We were fortunate to meet the Honorable Tricia Hunter at UCLA, who gave us the opportunity to go with her to Tecate. The services rendered by this group of nurses, doctors and volunteers to the children suffering from cleft lips and palates were remarkable. It was incredible to see the work that the group did for the children and what an impact it had not only on the child but for the parents as well. Babies who had struggled to grow would now be able to eat and flourish, as well as smile. We knew that our work was giving them an opportunity at a different lifestyle. The trip was very inspirational as well as humbling. Our trip to Tecate confirmed my drive to serve international communities in my future as a nurse.

My Journey Through NSA (2008-09-15 17:36)

Fatima Arastu
Level III BSN student, San Francisco State University.



I became an active member of Nursing Student Association early on in my level 1 semester at San Francisco State University. First, when NSA was introduced at the orientation, I was very excited, curious, but also apprehensive of my involvement in this organization. The idea of juggling school, work and NSA was overwhelming. Instead of giving up like most students, I plead allegiance to NSA as much as to my nursing school. It's a cliché to say, "Every drop counts." In reality, it's true. I had to be an advocate and stand up for myself and my cohorts, by taking small steps to make bigger changes for the student body.

Foremost, I started out as a class representative for my cohorts and created a class yahoo group. This platform worked like a charm! It was a great tool for all of us to connect, bond and support each other so that we can have a smoother academic experience. Meanwhile, I also felt the need to have some kind of support program. A program that would help reduce the anxiety level of new students and of those who are exploring Nursing as a career. This program would also present current students' perspective and offer School survival tricks and tips.

I formed a Mentoring Yahoo group called SFSU Nursing Mentor. This became a communication channel for students who were clueless about requirements or things to expect in coming days as they kicked off their level 1 classes. Having recommendations from seniors who have gone through similar experiences made it easier for the new students. In conjunction, we added one on one mentoring, which is pairing up a mentor and mentee, and this helped take our program to the next level. It's been eight months since I started the program and we are constantly receiving positive responses from level 1 students. Due to its popularity, the Mentoring Program is now a standard offering at SFSU NSA.

Apart from this support system for my peers, as a Public Relations Director I was able to establish a NSA website. SFSU NSA website has been a great platform and asset to our chapter. It keeps students updated on various volunteer opportunities, events, announcements, meetings, resources and numerous initia-

tives.

A year long journey with NSA has been a stimulating and empowering experience. As an active member I have helped organize events, volunteer, advocate for the student body, raise crucial funds and implement the above programs. NSA allowed me to shine as a leader and bring to the surface many skills that I had yet to explore. I agree, being so actively involved in these projects requires time, commitment and enthusiasm, but it's not impossible. If I can do it while taking an average of 1517 units per semester, working 1624 hours as a nurse assistant at Stanford 's Blood & Marrow transplant unit and maintaining 3.9 overall GPA, so can the rest of you. It's all about managing time and shifting one's perspective towards Nursing school in general and accepting NSA to play a major role in developing your interpersonal and critical leadership skills.

As I always say to my cohorts, NSA provides a professional networking platform in the comforts of our own campus! What more can you ask? Make the most out of this wonderful resource. NSA calls for collaboration, communication, and knowledge sharing on various levels academic and professional! My journey so far has taught me the above outside of the traditional classroom setting. My batch mates will grow to be my peers in the healthcare industry and, thanks to NSA, I intend to continue this journey as a contributor, leader, and an active learner right from the early stages and urge you all to do the same.

Beginnings and Endings - President's Message (2008-09-15 17:38)

Jim Edmunds
CNSA President, 2007-2008



As I come to the end of my term, I've been reflecting on this year, as well as the past three years. I say this because May 17th marked the end of my three year adventure in nursing school. I look back to the first day of class, wondering what was ahead of me—what was I going to face over the next few years?

Regardless of where you are in school, I'm sure some of these same questions have crossed your mind. I'm sure, like me, you've asked yourself: "will this ever end?" "How much longer?" "If I have to write one more Care plan..." and ultimately: "You're kidding, we're done with school, and now I have to take the NCLEX!" I remember someone telling me in the beginning that I would be amazed at how fast the three years would go. I just smiled and said "sure." She was right, they did go fast, and before I knew it, I was sitting in the Hurst Review class with a test date staring me in the face.

I know that there is a cross section of students reading this message—some of you are just beginning your adventure in nursing school, and with CNSA, others are midway and then there are the old timers who are staring down the NCLEX in the next few months. Regardless of where you are, I encourage you to make the most of what is ahead, enjoy your time in school and by all means get involved in CNSA/NSNA. Take the opportunity to run for office whether at the chapter level, state level, or as a number of our members

have, the national level. The adventure has been one I wouldn't trade for anything. It all goes too fast, and before you know it, you're alumni getting letters asking for money.

I am excited about this year's convention, for the chance to talk about the accomplishments of the past and the vision for the future. Thank you to everyone!

Are You A Leader Ready to Make a Difference? (2008-09-15 17:40)

Patricia McFarland, MS, RN, FAAN
Executive Officer, CNSA



As the convention approaches, we find ourselves in the midst of change—and with change comes opportunity. The opportunity before you is to assume a leadership role in CNSA. As a nursing student, your primary goal is to successfully complete nursing school and pass the NCLEX. Your focus is school. It's all about acquiring the knowledge, skill and evidence to safely practice the art and science of nursing. You will spend the rest of your career mastering these components of your practice.

Inherent in the registered nurse role is that of leader. Many of you will find yourselves seeking out formal leadership roles. For those of you interested in leadership, now is time to start. Consider running for a CNSA office or becoming involved in your school chapter. But how do you know if the time is right or CNSA is a good fit with your career goals? Consider using the following questions to help shape your decision to run for an office:

Why Volunteer?

Volunteering should be an internal driver rather than an external one. Are you personally passionate about your new career? Are you passionate about leaving a legacy? Do you care about the next generation of nursing students? Are you vested in developing your leadership skills?

What Do You Want in Return?

Are you interested in gaining experience from and exposure to California's nursing leadership community? Networking opportunities with other students and key members of California's professional nursing associations? The chance to make a difference?

If you expect recognition and fame, volunteering in CNSA may not meet your needs. Students volunteering must balance school with personal choices and CNSA's organizational needs. Therefore, it is important to consider your personal goals before volunteering, as a student and a leader failure should never be an option.

Getting Started

So you want to make the commitment to get involved. How do you get started?

- Use the first few days of the CNSA convention to meet and network with fellow students and current members of the Board of Directors.
- Ask the dozens of volunteers who are at the convention how they became involved in professional organizations and leadership.
- Make a commitment to introduce yourself to the Association of California Nurse Leaders and the American Nurses Association \ California's leadership who are volunteering at the convention and serving as role models and mentors.
- Talk with your school dean and faculty advisor about their experience in professional nursing organizations.
- Assess your personal goals and interest in volunteering for CNSA.

If you decide that filling a CNSA leadership position is your goal—then commit! But remember, your most important job is finishing school. The most successful board members deliver and follow-through without constant reminding from staff and fellow student leaders. Successful CNSA Board Members often become exceptional nurse leaders later in their careers.

Are you ready to accept the challenge?

Life after Graduation... Made Incredibly Easy (2008-09-15 17:41)

By Brandy C. Azevedo
CNSA Vice President



As I sit at my desk writing this article, I ponder the recent years of my nursing study. This is only the most recent chapter in my college education. After many years of hard work and study, I will be graduating this December. It is so close, I can taste it. My desk is an organized mess and my bookshelf is teeming with everything from Lippincott's Review for NCLEX-RN to Fluid and Electrolytes Made Incredibly Easy. While I peruse the titles of texts that I've referenced over the past twenty-four months, I've come to realize that there's nothing I'd like more than a manual to the world beyond nursing school.

Sure, I've had my favorites for each semester, like my care-plan book for Med-Surg, and my mental-health

handbook for Psych, but I know that there is no curriculum for the learning that will take place after graduation. There is no “So You’ve Just Passed the NCLEX-RN: What the Heck Do You Do Now for Dummies” text that I can purchase as a reference for my experiences as a new graduate nurse.

So, what the heck do we do? First, we continue to ask “why” in every situation we encounter. If there’s one thing I’ve taken from my lessons while in nursing school, it’s that we should never take anything for granted. Second, we must ask “what am I going to do about it?” Nursing is not a profession of taking orders and following procedure. It is our responsibility as nurses to advocate for what is best for our patients, and that often means not accepting the status quo.

But should we be satisfied with only advocating for our patients at the bedside? What about the issues that affect our patients indirectly through budgets, health care policy and legislation? More importantly, how do we advocate for our patients on these issues? This is where a resource would be quite handy! Fortunately, we have one! While there is no book called “Advocating for your Patients Beyond the Bedside... Made Ridiculously Easy,” we do have other resources available to us. These resources include joining and participating in the American Nurses Association (ANA) and the American Nurses Association California (ANA\C). These organizations help us maintain awareness of issues that impact nursing while providing an opportunity to get involved in changing those issues.

If there’s one thing that I’ve realized while in the nursing program, it’s that learning is best done through experience. Studying theory and practicing simulations are great ways to create a foundation of knowledge, but that knowledge is worthless unless applied in real-life situations. This holds true for more than just nursing curriculum. We may hear about “professional” nursing from our instructors, and we may discuss leadership in our final courses as we prepare to graduate, but we become professional nurses and leaders through taking advantage of opportunities presented to us outside of the classroom. Participating in the pre-professional organizations CNSA and NSNA helps us as students become politically conscious and socially aware. Continuing that participation in professional organizations like ANA and ANA\C provides a plethora of opportunities to further develop our leadership, activism and stewardship, while allowing us to be the effective, knowledgeable advocates that our patients need.

Living in a Foreign Country: An Outsider’s Perspective (2008-09-15 17:41)

By April Simoni
CNSA Secretary/Treasurer



Once again, I found myself overseas this summer...this time in the amazing country of Argentina. Knowing little about Argentina beforehand, I decided to go because it was the best study abroad option I could find for the summer and the most relevant to nursing. I went to

improve my Spanish, while in the meantime familiarizing myself with Argentina's healthcare system. What I came back with was much more than just a few new vocabulary words: I came back with an entirely new understanding of the world and of myself. This past summer tested my ability to adapt to unfamiliar and sometimes uncomfortable situations, which made me stronger as a person. My experience abroad provided me with the grounding needed to become a better nurse.

As nursing students, we are continually asked to adapt to new and unfamiliar situations. As much as we have studied, we cannot possibly know everything going into our clinicals. So much of the information we learn is by encountering new patient scenarios. We are thrown into new clinical settings every few months and are expected to adapt accordingly. When I reflect on how my experience traveling translates to patient care, I realize it is very comparable to nursing. It can be a challenging experience, one that continually tests one's ability to adapt to new situations and environments.

This summer I immersed myself in an entirely different culture than my own, learned a new language in order to communicate with others, and stepped outside my comfort zone in order to understand people of another culture. In nursing, we are dealing with the same types of issues. As every patient is unique, a nurse must not only be able to adapt to the setting in order to communicate effectively, but also have the ability to connect with the patient by understanding what they are going through. Only through this process will the nurse create the most effective nurse-client relationship. By overcoming our anxiety in relation to entering new patient scenarios, we will have the capability of communicating more effectively and developing more therapeutic relationships with our patients.

When I think back over my experience in Argentina, I realize that maneuvering through challenging scenarios has made me a better rounded person and will help me immensely throughout my nursing career. This past summer has given me a new appreciation for those who travel or move to the United States, and what they deal with on a daily basis while trying to adapt to our culture.

Every one of us will encounter patients from different backgrounds than our own at some point during our nursing careers. Traveling abroad has provided me with the tools to better relate to patients from other backgrounds, and has increased my knowledge of other cultures—all of which are integral facets for quality nursing care. With this said, I can only encourage others to travel. Learning about other cultures is both personally and professionally enriching. My best advice is to experience it for yourself!

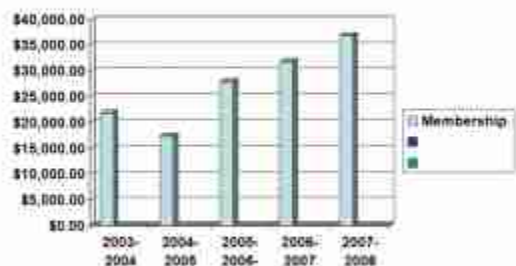
Five Years and Going Strong (2008-09-15 17:42)

Patricia McFarland, MS, RN, FAAN
CEO Association of California Nurse Leaders

In August 2003, under the leadership of Judy Husted, MS, RN, 2003 ACNL president, and driven by the passion of ACNL Board Member Katie Bray, MS, RN, ACNL entered into a relationship with the California Nursing Student's Association. Developing a close working and mentoring relationship between ACNL and CNSA had been the vision of Katie Bray's and what she hoped would be her legacy from her time spent as an ACNL Board Member.

Timing is everything

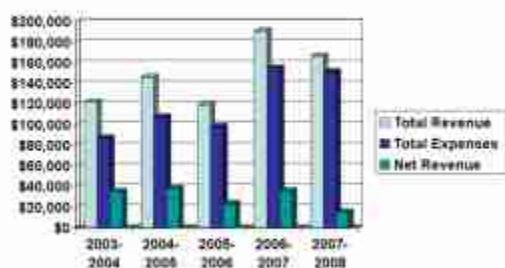
CNSA Membership Growth in Dollars



As the ACNL Board began planning our 2003 strategic direction conversation soon turned to CNSA. Rumor was CNSA was looking for a new management consultant. Conversations were occurring between CNSA's 2003 management team and key members of ACNL. But the final decision as to who would manage CNSA was up to the CNSA Board of Directors. It was clear that the student organization was in trouble. They did not have enough revenue to pay the bills let alone a new management company. Their annual convention was losing money and they had become disconnected from California's professional nursing associations. While membership was holding steady at about 2500, several schools had withdrawn from CNSA.

Fortunately, CNSA was led by some very creative and responsible students. ACNL was one of several professional organizations that responded to the CNSA Board's Request for Proposals (RFP). In June of 2003, CNSA President John DeBour, a student at Point Loma, met with the ACNL Board. Following the meeting the board agreed to enter in to a one year relationship with CNSA. One year has now turned into five, and the CNSA and ACNL Boards have agreed to continue the relationship for another two years.

CNSA's Financial Growth



Since ACNL began working with the students we have helped them pay off all previous debts, shown a profit for each of the five years, increased their overall revenue and attendance at the Annual Convention and helped to grow the membership to more than 4000, making CNSA the largest state nursing students' association in the country. Along the way we have met and mentored hundreds of students, while encouraging them to embrace life long learning and professional involvement. Several of the past CNSA board members have gone on to become members in ACNL and ANA/C. Others are completing their graduate degrees in nursing. They all are aspiring nurse leaders. Without question the students we have been fortunate to work with are now outstanding clinicians in facilities across California.

Since ACNL began working with CNSA , the CNSA Board has had financial support to attend the national and mid year conventions for NSNA, the last three boards have had the opportunity to develop and then refine the organization's strategic direction and vision. Most importantly, each board has assumed the

responsibility of organizational stewardship. They have made excellent decisions that led the organization to a 5 year positive cash flow. Please see the graphics that show total revenue, total expenses and net revenue for CNSA over the last 5 years.

With the down turn in the economy and the challenges with rising expenses, the next few years will require the CNSA Boards to be equally as vigilant with regards to the organization's finances.

Speaking on behalf of the CNSA Mentor Team – Donna Kistler, Joanne Kingsbury, Ginger Manss and Brenda Brozek from ACNL; Dr. Susan Bowman, Dr. Louise Timmer and Mary Foley, from ANA\C; and myself—it has been our pleasure to support CNSA over the years. We would especially like to thank the nursing leadership from: Kaiser, Cedars-Sinai, Stanford, CHW, Tenet, UC, Providence and NurseWeek for their ongoing financial commitment to CNSA. Without all of you we would not be able to do what we do best: support the next generation of nurse leaders!

Penny Wars (2008-09-15 17:43)

California Nursing Students' Association
5th Annual Penny Wars October 10th-12th, 2008

A Community Health Fundraiser to benefit Flo's Cookie Jar
Sponsored by CNSA
What is Flo's Cookie Jar?

Flo's Cookie Jar provides emergency grants-in-aid to prelicensure RN students facing a one-time need that otherwise would force them to leave school. For more information check out their website at:
[1]<http://www.floscookiejar.org/images/index>

Start Collecting your Pennies Now!!!!



The Penny Wars will be held during California Nursing Students' Association Annual Convention, in Universal City, California, October 10th - 12th, 2008. Half of the proceeds will be donated to Flo's Cookie Jar and the other half will go to the winning chapter's Nursing Students' Association. For more information contact Kelley Stewart or visit the website CNSA.org
Kelley Stewart CNSA Community Health Director
[2]cnsakstewart@gmail.com

1. <http://www.floscookiejar.org/images/index>
2. <mailto:cnsakstewart@gmail.com>

Practice Standards for Healthy Work Environments (2008-09-15 17:43)

By Donna McNeese-Smith, MN, EdD, RN, CNAA
Associate Professor Emeritus,
Former Nursing Administration Graduate Program Coordinator
UCLA School of Nursing
Vice Chair of the ACNL Environment of Practice Committee



The Nursing Profession has made good progress toward decreasing the nursing shortage by increasing the number of nursing school graduates. However, if nursing leaders do not address the issues negatively affecting the environment in which nurses must practice, we will continue to have dissatisfied nurses, high turnover among the nursing workforce, and an ongoing nursing shortage. There is a growing body of research showing that much of nurses' dissatisfaction is caused by a lack of collaboration and effective communication among the healthcare professionals who serve patients, as well as administrative policies that have not supported the professional practice of nursing.

According to the research analysis of Michelle Sayre, RN, MSN, MBA, a Nurse Executive and member of the Association of California Nurse Leaders (ACNL):

Collaboration has been studied in healthcare research as an opportunity for improving ineffective communication styles between nurses and physicians. The American Association of Critical-Care Nurses (AACN) has recommended that nurses be relentless in pursuing and fostering true collaboration as part of the solution to reducing preventable medical error. However, collaboration continues to be more of a wish than a reality in healthcare. From administration to direct patient care providers (including nurses and physicians), members of healthcare organizations continue to operate in systems where: (a) nurses' voices are to be heard as long as they don't "rock-the-boat"; (b) the most powerful stakeholders, i.e., corporate, hospital, and medical staff administrators jeopardize patient care due to inadequate communication structures and patterns, (c) there is a lack of accountability for inappropriate behaviors on the part of members of the healthcare organization, especially the most powerful; and (d) there is a seeming inability of people in the present healthcare system to fully consider, as much as possible, when decisions are made, all involved stakeholders and the extent to which they are interconnected.

The ACNL Environment of Practice Committee (EOP) has the goal to create a Standard of Practice that can be used throughout healthcare organizations to evaluate and improve work environments. This committee collected documents created by eight different nursing organizations for the purpose of improving nursing work environments: American Association of Critical Care, American Association of Colleges of Nursing, American Organization of Nurse Executives, Canadian Nurses Association, Forces of Magnetism, National League for Nursing, Nurses Association of New Brunswick, and the Texas Nursing Association. Each of these documents was influenced by the perspective of the nurses from which it originated. The EOP Committee found that all the organizations were equally intent upon influencing and evaluating the ways in which the environment of practice affects the ability of nurses to provide excellent patient care and find satisfaction in their role as nurse professionals. These documents provided a rich description of issues that should be addressed to create a recommended standard of practice descriptive of a healthy work environment (see box below for details).

The Committee is in the process of completing the final work on the standard. It is hoped that this document will lead to organizations identifying opportunities for improvement in the work environment, as well as the development and implementation of policies and practices that will be used to build and maintain

healthy work places for nurses throughout the state of California, the nation and perhaps even globally.

The Healthy Work Environment

(Make a boxed item)

The nine categories ACNL's standard will address, and some of the issues related to each aspect of the standard.

1. Collaborative Practice Culture

Involves issues related to teamwork, accountability, psychological safety to raise critical issues, trust, conflict resolution, zero tolerance for verbal or physical abuse, and positive relationships among all team members.

2. A Communication Rich Culture

Clear and respectful communication (verbal, non-verbal, written, and electronic) among all team members.

3. A Culture of Accountability

This standard addresses not only knowing and performing all elements of his/her practice, but having correct and fair consequences (a just culture) applied to all members.

4. The Presence of Adequate Resources

Having adequate numbers of qualified staff members, supplies, and equipment to be able to provide quality patient care. It also refers to orientation and support staff, and support for work/home life balance.

5. The Presence of Expert, Competent, Credible, Visible Leadership

Leadership, for this standard, supports professionalism, and the nurse executive having the authority and accountability for resources for patient care. Competent leadership exists at all levels of the organization.

6. Shared Decision-Making at All Levels

Decision making is data-driven and evidence-based and nurses are involved in decision making at all levels, particularly for patient care issues. A structure exists to give all nurses control over their practice.

7. The Encouragement of Professional Practice & Continued Growth/Development

This standard supports continuing education and certification, participation in professional associations, orientation and mentoring, formal education, career development, and research.

8. Recognition of the Value of Nursing's Contribution

Not only does this standard speak to salaries, career mobility and support for nurses practicing at the level for which they have been prepared, it supports providing opportunities for expansion, and encourages nurses to work to improve the profession of nursing.

9. Recognition by Nurses for Their Accountability and Contributions to Practice

While the organization must recognize the value of nursing, nurses must support nursing leadership roles, research activities and health care policy; they must build coalitions with other disciplines, and support and mentor nurses new to the profession and the organization.

Flo's Cookie Jar: Here Today, Here Tomorrow (2008-09-15 17:43)

By Kristine Yahn, MBA, RN
Co-Founder and Advisory Board Chair

Flo's Cookie Jar



Nakia and her family had planned carefully for her return to school. What they hadn't planned was a short period of unemployment for her husband coinciding with a sizeable increase in rent. Heading into her last semester, Nakia turned to Flo's Cookie Jar for help.

"My husband is back at work and we can now pay the rent each month, but we got behind in those few weeks. We just don't have an extra \$2000 to catch up – and as long as the debt continues, it grows every month. Please help us! I can't give up now on my schooling!" Nakia went on to vow that she would give back to Flo as soon as she started her career as an RN.

The plea is a familiar one. Whether it is a combination of unexpected events, a bizarre accident or a family emergency, student nurses have few options without a large cache of cash, parents able to help or a rich friend. You may have had a similar experience—being on the brink of a financial fall is frightening. And it certainly isn't conducive to focused concentration on school and clinical.

The plight of student nurses in need of funds is just one part of the overall challenges of educating enough nurses to meet our needs in California's hospitals, clinics and other practice settings. But if we can keep every capable student in their program, we can make a dent in the attrition rate – and make a real difference in the lives of these individuals. With the continued generosity of so many, we are on track to do just that. A recent development was not just a step but a leap in the right direction.

The nurse leaders who founded Flo's Cookie Jar started with a dream: to anchor the fund with money enough to ensure that students in next decade and beyond would be helped by this emergency fund. That dream came true in a classic story of being in the right place at the right time.

When I contemplated employment at the Foundation for California Community Colleges (FCCC), I knew it would be an opportunity to continue the focus on alleviating the nursing shortage and lack of educational capacity. Managing the Flo's Cookie Jar grant program could be part of that work. Once there, we began to consider new ways to leverage the proceeds of the endowment fund that insurance giant WellPoint had given FCCC by order of the Insurance Commissioner. The purpose of that endowment is to benefit Community College RN education.

With the support of FCCC CEO Paul Lanning, the Board agreed to designate \$3 million for Flo's Cookie Jar. The proceeds from the investment of the designated fund will be given to the CNSA Foundation monthly, designated as funds for grants to Community College RN students who meet the criteria for grants from

Flo's Cookie Jar. We anticipate the proceeds to be at least \$100,000 annually, enough to help about five students each month. The endowment is intended to last forever, giving us cause to believe that students will be helped long after we are gone.

We are also challenged to match the funds with monies from other sources. Not only do we need to match the CCCS funds, we need to raise equal funding for pre-licensure BSN and MSN students. All donations are very much appreciated. Each day we are reminded that the needs of the students far exceed our ability to help. We all look forward to the time when we will say "yes" more often than we say "no". Thanks to the generosity of many people, Flo's Cookie Jar has made a difference for many students.

Here are some numbers we're very proud of! From the first grants in May, 2006 to December 31, 2007, over \$205,000 was raised and given out in grants, keeping 150 students in school. Less than 1 % of the funds have been used for administrative costs. Those costs have been in-kind donations from ACNL, FCCC and Californians for Patient Care (CPC). We are grateful to The California Endowment and UniHealth Foundation for their generous grants, and to all of you for your help.

Information and applications are available on the newly refurbished website: www.floscookiejar.org. The application has explicit directions for students and their program directors. If you have a speaking opportunity, please contact Kristine Yahn at 916-325-1855 or Patricia McFarland at 916-779-6949.

Successful COCR-North Held at Stanford Hospital (2008-09-15 17:44)

Rafael Ramos, RN, BSN
CNSA COCR- North Chair



In July, CNSA conducted a highly successful Council of Chapter Representatives - North Meeting sponsored by Stanford Hospital and Lucille Packard Children's Hospital. Sixty-five students from 11 schools attended the event at Stanford School of Medicine. Participating schools were: San Francisco State University, San Jose State University, San Joaquin Delta College, Sacramento State University, Biola University, Monterey Peninsula College, American River College, Saddleback College, Fresno State University, San Diego State University and University of California at Irvine.

Topics discussed included: How to Write a Resolution, Advantages of Being a Nursing Assistant Prior to Landing One's First RN Job, and Creating a Professional Portfolio. Presenters were CNSA Board members, Staff Sergeant George Hampton from the US Army Nursing Recruitment team, Patricia McFarland from ACNL and Flo's Cookie Jar, and Dr. Susan Bowman from ANA\C.

One of the highlights of the meeting was a discussion between the different schools about what's going on in their respective Student Nursing Associations, including their various activities and member recruitment ideas. Most students gained valuable information just by listening and sharing with each other. Brandy

Azevedo, CNSA Vice-President gave an encouraging “pep-talk” about running for state office that was well received by the participants.

In addition, Staff Sergeant George Hampton delivered a presentation about the benefits of being part of the US Army Healthcare Team. Dr. Susan Bowman pointed out the importance of joining the American Nurses Association of California and Patricia McFarland discussed how Flo’s Cookie Jar has helped hundreds of nursing students in California pay for their emergency financial needs. The final event of the day, was the much anticipated, “Meet and Greet” of the Nursing Recruitment Team and hospital tour where everyone was able to see the different adult care units at Stanford Hospital as well as the Children’s Hospital in Lucille Packard.

The event was truly a success! Thanks to the Stanford Hospital Human Resources Nursing Recruitment Center led by Sharron Hadick and Jacqueline Guardado who generously provided the room, breakfast and lunch to all participants and guests.

Never Underestimate the Healing Power of Caring (2008-09-15 17:44)

By Trina Eagal
CNSA Breakthrough to Nursing Director



I was working as a student nurse in the Postpartum unit of a hospital during the summer before my last year in nursing school. Often the patients in this unit, although in pain, are overcome with joy as they welcome their newborns into the world. Throughout the day, I was greeted with smiles upon entering the room and thanked for making their bed.

A week before returning to nursing school, I encountered a woman who was teary and distraught when I entered her room. Wondering if her tears were from pain, I asked if she would like me to check when her pain meds were due. At first she did not respond, and seemed quite standoffish, so I mentioned this to her nurse. The comment I received back from the nurse was that she’s always crying, and basically there’s nothing we can do about it.

I didn’t feel comfortable leaving a patient sobbing, so after completing my morning vital signs, I returned to her room. Again, she was curled up in her bed, no lights, no television. In an effort to let her know that I was there, I began talking about my experiences with having children. I talked about my hospital stay, how old my children are, how fun they are and how scared I was at first.

This caused my patient to turn in her bed and look at me. I stopped talking and asked her if she had a boy

or girl. "Boy." She muttered. I also asked if she had other children. This caused her to begin to whimper. I sat quietly and held her hand as she cried. After she was able to control her tears, she asked: "what if I can't love this one as much as the others?" This question caught me off guard.

We began to delve into a conversation that lasted about 30 minutes. After discussing many of her concerns, she stopped crying. I left her in her room as she thumbed through her address book. I checked on her again later that day, and she had the newborn in the room with her, telling the person on the phone how much he looked like her other son. She was smiling and laughing.

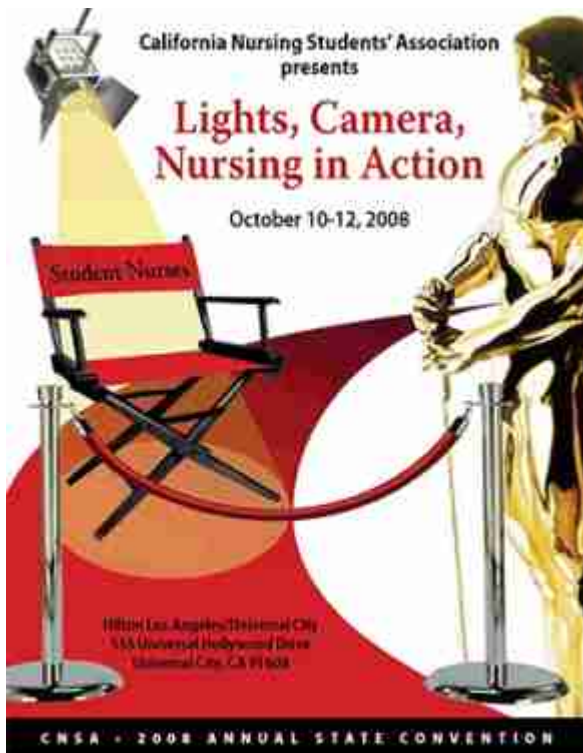
Each time I entered the room after that, she was either sleeping with her baby or breastfeeding. I didn't see her cry the rest of the day.

What this experience taught me was that there isn't always a medication or an exact formula to make people feel better. Sometimes we need to draw on life experiences to determine what "interventions" we can perform in order to improve their condition.

Sometimes it just takes caring.

Welcome to Convention 2008! (2008-09-16 18:39)

"Lights, Camera, Nursing in Action" By Megan Munz CNSA Convention Director



Welcome to the 2008 CNSA Convention. I am so excited it has finally arrived! We have amazing speakers for the keynote addresses and breakout sessions!

Be sure to check in when you arrive on Friday to get your packet of information and syllabus for the weekend. If you have time before the first House of Delegates meeting, feel free to explore

the hotel and grab some lunch. Then, don't miss the parliamentary briefing, followed by the bylaws

and resolutions hearing. This is your chance to voice your opinion and help put ideas into action. Then comes the highly anticipated opening ceremony and keynote address by TV journalist Anne Ryder who will give an interesting and inspiring presentation. Finally, on Friday night, CNSA presents: A Evening at the Oscars! This is your chance to dress in your best or even like your favorite actor/actress and show off your moves on the dance floor!

On Saturday, be sure to check out the exhibit hall during breakfast and between breakout sessions. This is your opportunity to check out future employers and speak one- on-one with human resource representatives. This is a must do whether you are just beginning nursing school or about to graduate. Saturday evening is all yours. Take the opportunity to check out Universal City Walk, conveniently located just outside of the Hilton. Have dinner at one of the many fabulous restaurants, see an IMAX movie or just enjoy all the great shopping. Whatever you decide, be sure to have fun!

Sunday will kick off with elections for next year's officers followed by any unfinished business from Saturday. The conference will wrap up with the announcement of our new Board of Directors and a wonderful closing banquet, where we will recognize scholarship recipients and CNSA award winners.

Thank you all for making the 2008 CNSA Convention such an amazing success! Remember to start planning for the upcoming NSNA Mid-Year Convention in Reno, NV, November 13-16, 2008, as well as the Annual NSNA Convention in Nashville, TN, next Spring. Both are guaranteed to be amazing experiences that you won't want to miss!

Exclusive CNSA Career Resources (2008-09-19 01:23)



Although the school year is just beginning, it is never too early to begin focusing on the tools that will help you find your first nursing job. Whether you are looking for part-time work, an externship or full-time employment, the CNSA here to help you. CNSA provides its student members with an online Job Resource Center, accessible through the CNSA website at [1]<http://www.cnsa.org/> and click the "Jobs."

The CNSA Job Resource Center is designed to meet the specific needs of job seeking nursing students

throughout California. Available on the Job Resource Center are the following resources:

- New Grad Programs and Internships from across California and the nation
- Resume Writing Center (Including sample resumes, action verbs, etc.)
- Interview Center (Including sample questions, advice, tips, etc.)
- Salary Center (Salary Worksheet, glossary of key terms, negotiation tips, etc.)

AfterCollege's Tips To Making The Best First Impression With Your Resume

1. Summarize of your professional and personal experiences in an organized manner - There are three basic types of resumes: chronological, functional and a combination of the two. Choose the best one that summarizes your professional and personal experiences. Be sure to include education, clinical experience, employment, skills, and interests.
2. Target your skills to the position you applying for - read the job description and highlight any of the specific skills, abilities and qualifications required or preferred. Be sure to include these words in your resume.
3. Use action verbs in the job descriptions and skills you acquired - It's important to be concise and specific, but be action-oriented. Begin each sentence with an action verb. They attach significance to the position being described and also draw attention to desirable traits that employers are looking for. Note: check out the Career Tools section of the CNSA Job Resource Center for a sample list of action verbs.
4. Promote Yourself - This is your chance to highlight how great of a candidate you are. Be sure to include any tasks, education, training, and experience that you did well. Be specific about what you did and the outcome of your efforts. Emphasize any achievements, results produced, and recognition from others. If possible, quantify your results (i.e. voted nursing student of the month in January 2008, etc.)
5. Proofread, Proofread, Proofread! - Any grammar or spelling mistake on your resume could be seen as flaws in your qualifications. Make sure to check the spelling, grammar and punctuation of every word - even your name and address! A good way to do this is pick and partner in class and swap resumes. Having someone else proofread your resume may catch a small mistake you may have otherwise missed.

Take Caution (in small box)

Privacy concerns in the Information Age

Students should be very careful when registering with online services or sharing contact information with vendors at conferences. Many career related services will actively sell your contact information and resumes without your knowledge. We urge you to please be cautious when choosing online services and to be sure and read each website's privacy policy.

If you register through the CNSA Job Resource Center, your contact information and resume are 100 % secure. AfterCollege, Inc. will never share or sell your personal information without your expressed consent.

1. <http://www.cnsa.org/>

BlogBook v0.4,
L^AT_EX 2_ε & GNU/Linux.
<http://www.blogbooker.com>

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