



CREATING THE FUTURE BY LEADING THE WAY

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MEMBERSHIP MEETING NORTH

DON'T MISS THIS CNSA EVENT!

Free Registration & Lunch Provided

WHEN

JUNE 2, 2018

TIME

7:45AM-3PM

WHERE

SAMUEL MERRITT UNIVERSITY
OAKLAND CAMPUS



Register at: www.goo.gl/nz8TjQ

BSN IN TEN

How New York's Recent Law Sets the New Standard for Future RNs

By: Evan Parker, CNSA State Legislative Director

After decades of national debate, New York became the first state to implement a minimum standard of educational preparedness for nurses. Recently, Governor Andrew Cuomo signed into law a new bill (www.goo.gl/t9XBb1) that requires all new RNs to obtain their BSN within ten years of initial licensure.

HISTORICAL SIGNIFICANCE

The push to create a BSN-level academic standard for nurses has been an ongoing effort for over half a century. In 1964, the American

Nurses Association House of Delegates first adopted a motion stating, "that ANA continue to work toward baccalaureate education as the educational foundation for professional nursing practice."

Since then, the ANA has remained adamant in their position on the educational preparedness of RNs, and this notable new law marks the first piece of such legislation to take effect.

In 2010, the Institute of Medicine published a report titled, "The

Future of Nursing," which called for 80% of registered nurses to hold a BSN by the year 2020. At the time of this publication, only 50% of the nursing workforce held a BSN.

While the number of BSN-level RNs has been steadily increasing since 2010, it is unlikely that the IOM will reach its forecasted goal. However, the enactment of New York's new law has numerous implications that could expedite the growth of these numbers.

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REASON BEHIND THE CHANGE

The actual wording of the bill explains that “with the increasing complexity of the American healthcare system and rapidly expanding technology, the educational preparation of the registered professional nurse must be expanded.” The Robert Wood Johnson report (www.goo.gl/BHkRsB) said that, “Nursing is the only health profession with multiple pathways to entry-level practice.”

Substantial research has shown that nursing units staffed with a greater percentage of BSN nurses

associated with better patient outcomes and fewer deaths.

WHAT THIS MEANS FOR YOU

According to the new legislation, actively-licensed RNs without a BSN will be grandfathered in, meaning they are not required to hold a BSN to practice as an RN. However, all newly licensed RNs from an ADN or certificate program must obtain their BSN within 10 years of licensure or their license will be suspended.

While the population most predominantly affected by this bill will be residents of New York state, the true impact of this bill extends

much farther. Any RN, regardless of which state licensure was obtained, will be required to hold a BSN within 10 years in order to practice in New York state. This applies to travel nurses, migrant workers or anybody looking for permanent relocation. Home to 8% of all RNs in the U.S., New York has set an enormous precedent that could create a cascade of additional states to follow suit.

With an increasing number of hospitals exclusively hiring BSN-level nurses, and an evolving legislative landscape, the impetus for BSN-attainment has reached an all-time high.

CNSA MEMBERSHIP MEETINGS

What is a Membership Meeting All About?

By Emily Anderson, Membership North Director



Membership Meetings are a great way to get connected with both local chapters and the statewide CNSA board. You start building your professional practice as a future registered nurse, learn more about nursing, and can even win a free NCLEX review!

MEMBERSHIP MEETING SOUTH

CNSA just hosted its Membership Meeting South at CSU San Marcos in San Diego. It was a fulfilling day for chapter leaders and members alike. Nursing students joined together to network with local chapters and participate in a variety of workshops offered including chapter development and best chapter practices. Directors gave presentations on strengthening community involvement and improving the image of nursing. Upcoming events were highlighted, and chapter leaders were offered a session on bylaw compliance. Students were able to meet and interact with the many vendor exhibitors and participate in NCLEX review.

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MEMBERSHIP MEETING NORTH

We are excited to facilitate a memorable event for the members located in Northern California on June 2nd at Samuel Merritt University. Our membership meetings provide an opportunity to promote professional development and empower current and future nursing students through knowledge and resources.

What will you gain from attending? Get a sneak peek into different NCLEX test products and participate in a mini-review. Meet personally and have your questions answered by several educational institutions for advancing your profession further. Share your passion for nursing with your peers and colleagues and hear presentations by nurse leaders in the state.

CNSA AS A RESOURCE

CNSA looks forward to every opportunity in which we can serve the needs of our members. We strive to promote the profession of nursing by enhancing and strengthening nursing students through their journey to becoming an RN. I would love to hear from you if you have questions about our event and am available as a resource for your chapter and members.



STARTING & MAINTAINING A SUCCESSFUL CHAPTER

How do I establish a new CNSA chapter?

By: Erl Malboeuf, CNSA Membership Director South

Learn some best practices that can help you create, or sustain, a CNSA chapter at your School. Does your school have permanent email addresses, and a social media presence? How do you create bylaws, and how do you make sure they're in line with NSNA policies? This article can help.

CONTACT NSNA

Begin by reaching out to the National Student Nurses' Association (NSNA) for resources. I suggest also sending an email to nsna@nsna.org with your name, school, and interest in establishing a new chapter. You need not be enrolled in a nursing program as pre-nursing students may join as Associate Members and form a constituent chapter (NSNA Bylaws Amended April 2017 Article IV, Section 2.2).

CREATE BYLAWS + POLICIES & PROCEDURES

After contacting NSNA, begin to write bylaws appropriate for your chapter's needs. Note that there are certain parts of the bylaws that need to be the copied exactly as NSNA has them written to be a constituent chapter.

For help with bylaws, contact CNSA Legislative Director, Evan Parker cnsalegislativedir@gmail.com and I can help as well. A policies and procedures manual addresses daily, monthly, and annual functions of each board position. The manual is meant to give the officers a better grasp of what is expected of them. For help with writing policies and procedures, contact CNSA Vice President, Jade Evans cnsavicepresident@gmail.com. Currently, not all chapters within California are constituent chapters of NSNA.

If you are curious as to your chapter's status, please contact me. Apply & renew annually for NSNA constituency here; www.goo.gl/caZACa. Applications for 2018 NSNA constituency are due online no later than April 20, 2018. Once established, hold meetings following Robert's Rules of Order.

BOARD OF DIRECTORS

I suggest starting out with at least the following four officers as part of

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Chapter Spotlight West Coast University North Hollywood

The West Coast University Los Angeles CNSA chapter is a student-centric organization that focuses on enhancing the nursing experience for our students. We provide volunteer opportunities that allow students to give back to their community by providing meals to the homeless and elderly, donating blood, and participating in community outreach projects.

Through CNSA, students are able to have a voice on campus by expressing concerns through their leadership and dedicated to both this organization and our campus. Recently, WCU-LA jump-started our mentorship program that allows every student to have a mentor and friend through nursing school who can help guide and advice them throughout their program.

CNSA provides students the leadership and care that will help them become successful nurses in the future!

Come see us at [@cnsawcula](https://twitter.com/cnsawcula)



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your executive board of directors: President, Vice President, Secretary, and Treasurer. Add the following directors as your chapter grows: Fundraising, Community Service, Membership, Communications, and Legislative. Choose advisors to support you along the way.

PERMANENT EMAIL ADDRESSES

Be sure to make permanent emails that are passed on when directors leave their position i.e. cnsamemsouthdir@gmail.com. Services like Google Mail are free, and easy to use. This will facilitate easier communication with CNSA as well as your school administrators. Send me your chapter President's and Vice President's email address so CNSA can contact your chapter with important updates throughout the year.

SOCIAL MEDIA

Social media can help your chapter grow quickly by reaching a large audience simultaneously. Contact CNSA Communications Director, Laarni Ramirez for tips on how to make your chapter shine online.

Most importantly, don't forget that this venture is meant to foster a positive future for you as a nurse leader and create a stronger community through your collective engagement and involvement around your school. Learn and have fun along the way!

Chapter Spotlight

SONOMA STATE UNIVERSITY

Breaking into the field of nursing is no easy task. Having someone to help guide and to encourage is a vital component in the successful completion of a program. At Sonoma State University Nursing Club offering mentorship and support to fellow students is a top priority.

Over the past year, we have had the pleasure of hosting events for the health-pathway students from the local high schools, holding Q&A sessions for pre-nursing students, and most recently, helping to host the third annual Mi Futuro Youth Healthcare Symposium. While this event revolved around many health professions, we were able to show what nursing was about and how these young, mostly minority, students could become apart of our future. Offering opportunities for prospective nursing students to be able to ask questions and feel comfortable in engaging with our club is very rewarding.

As nursing students, we may be viewed, at times, as unreachable and too busy to be approached. However, that is not the case, and our mission is to help others in their journey into nursing.



FEMININE HYGIENE PRODUCT DRIVE

LUX on Her Side: Statewide Community Health

By: Holly Kreczkowski, CNSA Community Health

The month of February marked the beginning of a year long community health initiative to raise awareness of the disparities and legislation surrounding feminine hygiene products and to increase donations of these items across the state of California.

MENSTRUATION: A MONTHLY CRISIS FOR SOME WOMEN

In many states across the nation there is a luxury tax on items that are deemed “non-essential”, in many states this includes items such as tampons, pads, and menstrual cups. This tax has been estimated to cost females over \$20 million in taxes over the course of their reproductive lifetime.

Fortunately, on January 1st, 2017 California joined eight other states that have eliminated this “tampon tax” with legislation AB-156. This tax exemption however is only in effect until January 1st, 2022 when this legislation will need to be revisited. This community health campaign aims to increase education about this legislation as well as increase awareness surrounding these products amongst the homeless and low-income population.

The Seventh Generation TamPonification Campaign said, “Women’s shelters in the U.S., go through thousands of feminine care products monthly. Assistance agencies generally help with expenses of “everyday” needs, but

one of the most BASIC needs, feminine hygiene products is overlooked.”

LUX on Her Side is a partnership between CNSA and California State University, Fullerton. This initiative began as a month-long campaign to encourage individual school chapters to collect donations of feminine hygiene products and donate them to women in need. This project has since grown into a year-long effort to raise awareness and grow community partnerships statewide.

A MOVE IN THE RIGHT DIRECTION

Most recently at Membership Meeting South at California State University San Marcos CNSA encouraged attendees to bring along a donation for the LUX on Her Side drive and was able to collect: 432 pads; 190 tampons; 20 razors; 12 bottles of shampoo and conditioner; 11 bars of soap; 5 cans of shaving cream; 2 tubes of toothpaste; and 1 pack of personal bath wipes. These items were then donated to Rachel’s House in San Diego.

Rachel’s house is a women's facility aimed at assisting battered and homeless women. The center is open daily for drop in services and operates a nightly shelter. Drop in services include phone use, mail pick up, and a place for homeless women to store their belongings during the day. The night shelter at this facility is able to house up to 35 women at

a time and the average stay is reported to be 30-60 days. For many this center provides a safe place to sleep at night, a place to get a shower and a warm meal, do laundry, and even receive medical services. Women at this center are also able to receive assistance in obtaining other services, attend groups such as recovery and smoking cessation. Additionally, mental health clinicians, recovery specialists and resource specialists are available to meet on an individual basis. This center accepts donations of funds and goods including clothing, bedding, cleaning supplies, and hygiene products.

With the incredible outpouring of support for this event statewide, CNSA had decided to continue this initiative throughout the remainder of this year and will have donation collection bins at both Membership Meeting North as well as Annual Convention. We look forward to your continued support and hope to see many more local chapters collecting donations as well!



This article is written by Holly Kreczkowski while a student at National University studying for a Baccalaureate Degree in Nursing. The views expressed in this article are those of the author and do not reflect the official policy or position of the Department of the Navy, Department of Defense, nor the U.S. Government.

Upcoming Events

MEMBERSHIP MEETING NORTH

JUNE 2
SAMUEL MERRITT UNIVERSITY OAKLAND

CNSA ANNUAL CONVENTION

OCTOBER 5-7
VISALIA, CA

CHAPTER BYLAWS AND POLICIES

Why they play a crucial role in local chapter operations

By: Jade Evans, CNSA Vice President

It may seem dry and underwhelming but the key to success lies within a chapters Bylaws and Policies. Think of Bylaws as the foundation to a house and your Policies as the blue print which directs how to build the remainder of the home.

BUILDING A FOUNDATION FOR LOCAL CHAPTERS: BYLAWS

The foundations of any professional group are detailed in the Bylaws, defining the governing and operational rules for the organization. These bylaws articulate the important objectives, principles, and overall purpose of your local constituency as well as dictate matters that relate to the overall functioning of the Board of Directors. This helps to ensure a successful relationship between the Board of Directors and general membership as a built-in system of checks and balances.

As a constituent of NSNA there are portions of the NSNA Bylaws that are consistent throughout all chapters and can be found at www.nсна.org/association--chapter-resources.html. CNSA's 2017-2018 Bylaws can also be found along with chapter resources at www.cnsa.org/bylaws.

LAYING THE FRAMEWORK: POLICIES

Where bylaws provide the foundation, policies provide the Board of Directors flexibility managing individual positions and tasks, outlining the organizational practices which allow for day to day operations to

proceed. Think of a to-do list for each Director. This outline helps maintain consistency between Director transitions, and assists Directors in completing their responsibilities. For example, in the Policies for a Fundraising director, one may be able to find contact information for past donors, along with a sample donation letter, and instructions on how and when to send out information on fundraising events.

WHEN COMPOSING YOUR BYLAWS AND POLICIES KEEP THE FOLLOWING IN MIND

- Keep it clear and concise! Your Bylaws and Policies are the framework to which you will be held by general membership.
- Find the balance between too restrictive and too flexible.
- Policies can be changed by the Board of Directors at any time, given consensus.
- Bylaws can only be changed through a passing vote with general membership, generally following an annual review.

Finally, Bylaws exist to be core of the Chapter. First ask yourself, "Is this essential to the functioning of our Chapter?" If you are unsure, ask yourself, "Could this change in the next year?" If so, it may serve best in your chapter's policies and not as a bylaw! Please reach out if you have any questions, we are here to help!



THE OFFICIAL CNSA HONOR CORD IS HERE!

The CNSA Honor Cord reflects your dedication and achievements during nursing school as an active participant in your transition to become a nursing professional.

Wear them with pride to signify your membership and accomplishments in a student-run organization that spans your school, the state of California and the nation!

Honor Cords are sold in bundles of 5 for \$75
Each comes with an custom CNSA charm.

NEW EMPLOYMENT IN CALIFORNIA

Newly Licensed RN Workforce Has a Bright Future

By: Stephanie Lichtwardt, CNSA President

A 2018 California nursing workforce survey shows employment outlook continues to improve for new graduates with a positive trend in the last 5 years. Increased opportunities for employment exist in various settings and roles to fill needs for nurses in diverse and specialty practice areas.

2018 HEALTHIMPACT NEWLY LICENSED RN SURVEY

HealthImpact publishes an annual report on the state of registered nurse (RN) employment in California based on data collected from a survey completed by newly licensed RNs during the year prior. HealthImpact is a nonprofit organization in California that seeks to actively develop a well-prepared nursing workforce through a unified voice of nursing leaders, healthcare providers, academic institutions, and policy makers.

Creation of this report is supported by contributions from the California Nursing Students' Association (CNSA), the Association of California Nurse Leaders, the California Association of College in Nursing, and the California Hospital Association. CNSA is proud to partner with professional organizations in providing this important research and supporting the new graduates of California.

CONTRIBUTING TO AN INFORMED AND PREPARED WORKFORCE

This report is a valuable resource for soon to be and newly licensed registered nurses as they prepare to transition into professional practice. The data provides significant insight into healthcare and employment trends in California, which translates into useful knowledge for nursing students about practice areas with increased job availability and what employers are looking for in potential candidates.

Nursing students have an opportunity to be proactive in their search for successful employment by respondents

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Figure 1: 2018 Key Findings

1. Employment Rates:
 - a. 81.1% of working in their first RN job
 - b. 96.4% found employment within 6 months
 - c. 81.2% working in acute care
2. Reported barriers to hire:
 - a. Lack of experience: 72.9%
 - b. No position available: 31.0%
 - c. Lack of BSN degree: 21.1%
3. Transition to Practice Programs
 - a. Employer provided program: 52.7%
 - b. Nursing school provided program: 4.2%

in this annual report. By evaluating the data, we are positively contributing to the growth of an informed and well-prepared nursing workforce that responds appropriately to the needs of California healthcare organizations and employers.

IMPLICATIONS FOR THE FUTURE OF NURSING

Recent changes in the delivery of healthcare services, combined with a current nursing workforce on the verge of retirement, have created a need in California for nurses to be employed in non-acute and diverse settings. Trends show that health maintenance and disease prevention are increasingly becoming the focus of care. As such, students must be adequately prepared to enter these specialty areas through course content that reflects current workforce needs in non-acute settings.

Many new nurses fear their lack of experience will be a significant barrier to finding their first job. Transition to practice programs are continuing to show effectiveness as a way for new nurses to gain experience and skills. They should continue to be advocated for statewide in line with the 2020 IOM Future of Nursing Report recommending all new graduates enter transition to practice programs upon employment. An increase in 12.3% in participation over last year is promising and should encourage all nursing students to seek information about transition to practice programs as they prepare to enter the California nursing workforce.

For more information about the success of Transition to Practice Programs, please visit:

<https://healthimpact.org/2015/09/journal-articles-highlight-impact-success-of-rn-transition-programs/>

For a downloadable version of the 2018 California Newly Licensed RN Employment Survey, please visit:

<https://healthimpact.org/resources/publications/>

Director's Spotlight

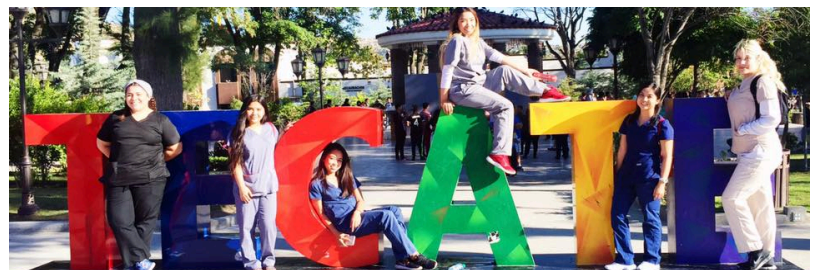
LAARNI RAMIREZ

QUICK FACTS:

WEST COAST UNIVERSITY – LA CAMPUS
GRADUATED JANUARY 2018
ASPIRES TO WORK IN THE NICU
FAVORITE MOVIE IS DISNEY PIXAR UP!

Favorite Quote

“Attract what you expect. Reflect what you desire. Become what you respect. Mirror what you admire.”



WHY CNSA?

Through CNSA, I learned the **true value of becoming a nurse**. Through CNSA I went to volunteer programs like recycling, meals on wheels, midnight mission and even medical missions. The very first time I went on a medical mission, I felt **a sense of purpose**. And I would like to keep fulfilling that purpose for the rest of my life.

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