



Snooze News

Ohio Perianesthesia Nurses NEWSLETTER

Presidents Message



Snooze News President's Message January 2011

By Nancy McGushin, BSN, RN, CPAN
OPANA President 2009-2011

The Potential for Change

Greetings OPANA members! I hope this edition of the *SNOOZE NEWS* finds all of you personally healthy, happy, and looking forward to the upcoming holidays. As an organization, we have much to be happy about. We just completed the 2010 OPANA Fall Seminar- "Continued Growth Through Sharing." This annual event was attended by 46 nurses, both members and non-members. Speakers included Dr. Tom Taghon, from Nationwide Children's Hospital in Columbus, who spoke about Pediatric Sleep Apnea. Dr. Peter Muscarella from the Ohio State University Medical Center gave a presentation on Minimally Invasive Pancreatic Surgery. Dr. Jeri Milstead from Milstead Innovations addressed Health Policy and Social Justice. Our own Sally Morgan gave an update on SCIP Measures, and yours truly gave a presentation on a new emergency cardiac care program called "The First Five Minutes." During our awards presentation, we learned that Renee' Garbark, our *Snooze News* editor, was the winner of the 2010 Outstanding Achievement Award. Congratulations, Renee'! As usual, Sue Straits-Guertin did an excellent job procuring the conference site, food, and other necessities. The OPANA Board worked very hard preparing and presenting this conference.

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President ' s Message Continued....January 2011

Our 2011 event will be held on Saturday, October 15th, once again at the Siegel Center at Mt. Carmel East Hospital in Columbus. Please mark your calendars and plan to join us in networking with colleagues, renewing acquaintances, and learning more about our exciting profession!

In September, President Elect Jeanne Guess and I attended the ASPAN Component Development Institute in Louisville, Kentucky. ASPAN offers the “CDI” every fall to assist component leaders in learning how to make our organizations stronger, so that we can better serve our members. Topics for the CDI included “Action Potential- Building the Professional Team,” “The Potential to Lead,” “Dollars & Sense- Budget Development,” “Letting Membership Work for You,” “Bylaws, Policies, & Procedures,” “Passion, Pride, & Potential- Certification at the Component Level,” “Conference Planning,” “Web-Based Newsletters,” and “Mapping Your Potential- Strategic Planning.” If you are interested in becoming a component leader, or if you are a district leader, you should plan to attend the next CDI, September, 2011.

The Potential For Change:

One of the lessons learned at the CDI is that change is necessary to keep our organizations vital and growing. Recent research shows that improving the performance of organizations through innovative change can only be accomplished when the members “feel” the need for change, and when the needed change is based on proven effective interventions. This involves increasing the team’s awareness of outcomes data that are directly related to their organization’s practices. OPANA leaders have the unique opportunity to assess the organization for needed changes. Through their relationships with other component leaders and the national organization (ASPAN), they are able to identify how planned changes may affect the membership. It is essential, however, that the members work together with leaders to ensure that needed changes take place and to prepare to deal with the potential crises that may develop as a result of change. If not anticipated and appropriately managed, unplanned crises can create discord within the group.

Resistance to change is common in organizations and can in itself create crises. Many people are threatened by change or feel that requested change is a criticism of past performance. Change often temporarily increases member stress, and can lead to internal and external customer complaints. Fear, uncertainty, and lack of continuity may leave members unable to deal effectively with the new organizational milieu (Waters, 2004). Resistance can impede the change process; however, not all resistance is negative. Resistance to change can be positive when viewed from the perspective of Appreciative Inquiry (AI), because it forces leaders

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AWARDS

Recruitment Award: Mary Beth Ryan

Scholarship Award: Bernadette Fields

Outstanding Member Award: Renee' Garbark (DAPANA)-
She is the Snooze news editor and will receive \$150.00,
membership registration and a certificate

Congratulations to All!

Congratulations to the New Certified Nurses!!!

CPAN

Michael McGann
Diane Battke
Theresa Lynn Bretz
Robin Ann Houk
April Bowe
Cynthia Johnson
Peggy Ann Agle
Melissa Winkler

CAPA

Carla Jean McKinnon
Joan Marie May
Kathleen Mary Makary
Vinnie Ardillo
Eileen Gorey
Carolyn N. Mitchkash
Shelley M. Sykes
Linda Murdoch
Renee Lynn Garbark
Lisa Ann Law
Cathleen Diane Ickes
Sandra Perch
Kristi Ann Lutz
Barbara A. Napierala
Lori Ann Ramnytz
Mary Alice Plesz

Ohio Legislative Update

Sally Morgan, RN, APNP-BC

Ohio has long been known as a battleground state and the 2010 elections demonstrated how hard the pendulum can swing in Ohio politics. Republicans captured four statewide offices held by democrats and regained control of the state legislature. All legislation now pending in the Statehouse will cease to exist when the new legislative session starts in January, so if the legislature doesn't convene for its customary lame duck session in the next few weeks, no bills will be passed this year. This has major impact on bills that specifically target nursing issues such as workplace violence. Nurses must start working with the new legislators and find new sponsors for these bills. The upcoming year should be interesting!

Ohio House of Representatives - <http://www.house.state.oh.us/>
Ohio Senate - <http://www.ohiosenate.gov/>



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of the change process to examine the reasons for the change and the steps needed to implement it. Resistance can also reveal a legitimate concern in the way the change will affect the organization and cause the organization to examine the change process more carefully (Moorhead & Griffin, 2004). The leaders of the change process should be aware of the ideas and concerns of the team members throughout the change process to determine that the change is truly moving toward the desired goals (Felgen, 2007).

Porter-O'Grady and Roussel (2007) indicate that the leadership of an organization should use specific processes to build a solid infrastructure for addressing and adapting to crisis and change. These processes include five focused factors- goals, competency, resources, work demands, and results. Many organizations focus mainly on financial and material resources. While it is true that an organization needs adequate materials and the financial stability to respond effectively and efficiently to a change process, it must also have the knowledge necessary to respond appropriately, redirecting its focus and adapting behaviors to meet the needs of the new dynamic that has been created (Porter-O'Grady & Roussel, 2007). The leadership of OPANA is responsible for educating and mentoring members in how to manage change processes effectively. When leaders equip members with the skills needed to manage change, the culture of the organization becomes more engaged, adaptable, and ready to take on challenges (Koehle, Bird, & Bonney, 2008).

In preparing for changes, OPANA leadership should also assist members in the use of AI, which focuses on the strengths that already exist within the organization and how those strengths will allow the members to continue to support the organization in the future (Watkins & Mohr, 2001). Members should focus on the desired outcomes of change and how it can fit into the overall philosophy of the organization. It must not be forgotten that there are perianesthesia patients and their care at the heart of the process.

Sincerely,
Nancy McGushin- OPANA President

References:

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- Moorhead, G. & Griffin, R. (2004). *Organizational behavior: Managing people and organizations* (7th ed.). Boston, MA: Houghton Mifflin Company.
- Porter-O'Grady, T. & Malloch, K. (2007). *Quantum leadership: A resource for health care innovation* (2nd ed.). Sudbury, MA: Jones and Bartlett Publishers.
- Waters, V.L. (2004). Cultivate corporate culture and diversity. *Nursing Management*, 35 (1), 36-37, 50.
- Watkins, J. & Mohr, B. (2001). *Appreciative inquiry: Change at the speed of imagination*. San Francisco, CA: John Wiley & Sons, Inc.

Up and Comers: The Path to Goal Fulfillment

Tanya Spiering, BSN, RN, CPAN
Regional 5 Director for ASPAN

A nurse came to work in our PACU and she enjoyed a challenge. She was well-liked by her co-workers and got along well with everyone, from the environmental service personnel to the anesthesiologists. She was a real go-getter and an integral part of our healthcare team. She was entering that period of her life when her children were entering secondary schools. She pictured herself at a crossroads, with opportunities yet to explore. She thought about the road less traveled and then made the decision to take a risk and pursue her dream of becoming more involved; in seeking to become certified in the perinaesthesia specialty.

When eligible, she and a PACU colleague sat for the CPAN examination and left the test site feeling miserable and deflated. They were thrilled beyond belief when they both received the great news that they had passed! They both agreed that all the hard work and studying had paid off. This was however, only a stepping stone for more professional accomplishments yet to come. The following year, our nurse heard that her director had tapped her as a potential candidate for a Component office. Her friend advised her that perhaps she had enough challenges at the moment with a daughter graduating from college and a son graduating from high school. Did I mention that our nurse enjoys a challenge?

So, our nurse jumped right in and assumed the position of Vice President/President-Elect of her Component (by default). She attended her first Leadership Development Institute (LDI) shortly thereafter, where she was chosen by her component leader to become a member of a new initiative called Up & Comers.

This program enabled our nurse, and many others to grow into leadership roles within ASPAN that remain only dreams in many other organizations. By working with a mentor, Up & Comers allows you to pursue your interests in any direction: public speaking, committee chair, journalism, leadership, and most importantly mentorship.

I experienced first hand this marvelous opportunity and if you haven't already guessed, I am "our nurse", Tanya Spiering, BSN, RN, CPAN, current Regional Director for Region 5 for ASPAN. In addition, I can proudly state that I am a Past President of CBSPAN, and an active, participating member of the Clinical Practice Committee. My accomplishments don't stop there. I am also Co-author of ASPAN's Safety Toolkit. Most importantly, I can boast that I am a Charter Member and Graduate of ASPAN's Up & Comer's Mentorship Program. My professional

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Up and Comers: The Path to Goal Fulfillment Continued.....

career has progressed beyond my wildest dreams. I am no longer standing at that crossroads, wondering which road to travel. I have proudly chosen to continue to be guided by other ASPAN leaders, as I spread my wings to experience leadership at new heights within ASPAN. My journey has not ended. In many ways, it has just begun. I know that whatever goal I set and whatever position I choose to pursue, there will always be an ASPAN mentor ready to guide me. On the other hand, I have also become a mentor and readily share my knowledge and leadership with others in order to get them started on their own personal journey.

Won't you consider becoming "that" nurse in your practice setting? Won't you challenge yourself to study hard and become certified? Won't you decide to take that road less traveled and pursue a more active and adventurous role within your specialty organization?

If the answer is yes, I invite you to join the Up and Comer's program. Contact your Regional Director for more information on how you, too can be a part of this exciting journey! You will certainly be glad you did!

Fondly,

Tanya

Membership

NOPANA 53

WPANA 11

COPANA 80

CAPANA 109

GCPANA 329

DAPANA 74

NEOPANA 68

TOTAL: 724

Important Dates to Remember

First International ASPAN Meeting: Toronto Canada October 2-6, 2010

National Conference 2011 Seattle WA-April 3-7 2011 (see ASPAN Website)

National Conference 2012 Orlando, FL

National Conference 2013 Chicago, IL

Board Meeting January 15, 11:00am (Brio' s Polaris Mall)

Scholarships

I want to encourage OPANA Members to take advantage of our scholarships. This is one of the benefits of membership. Points are accumulated for being: a member, attending meetings / workshops, serving on the Board, Certifications and several other categories. Points convert to dollars, one dollar per point and points carry over for 2 years. You can request up to \$75.00, if you have the points, for attending either the Spring or Fall OPANA Seminar. Just submit the completed forms, which can be downloaded from our web site, to your local District Scholarship Chair. She will verify your request and forward the forms to me.

If you are not a member of OPANA this is a great benefit you are missing out on. Some say the dues for ASPAN Membership is too high. By getting points and scholarship money it helps offset the cost. It really is something I hope you will consider not only for the monetary value but also it will hopefully encourage you to become involved at the Local, State and National levels.

Sincerely,
Jane Booth RN, CPAN
OPANA Scholarship Chair



District Charitable News 2011

Since it is the Holiday season I thought it would be fitting to share some of the community service projects that are conducted through out the year by our districts.

Renee' Garbark RN, BSN CAPA
Editor Snooze News

NOPANA

The Northwest Ohio district meets 4 times a year and have a business meeting as well as an educational presentation. We have a speaker or a video of a recent presentation. We meet from 10-12 on a Saturday morning and a continental breakfast is provided. At our recent meeting, it was decided that we would not only give a monetary gift to a women's homeless shelter for Christmas but continue Christmas all year. Each meeting we will focus on a food bank or shelter in need of items and each member attending will bring the requested item to the meeting. We look forward to continuing the Spirit of Christmas all year!

Jeanne Guess MSED, RN
President, NOPANA

DAPANA

Several years ago DAPANA was looking for a service project and adopted the Wounded Warrior Project (WWP). This project was founded in 2003 by a group of veterans who wanted "to provide tangible support for the severely wounded". Out of this desire to help, the WWP backpacks evolved. When a wounded soldier arrives at a military trauma hospital, he or she is provided with a backpack that contains basic necessities such as clothing and toiletries as well as other items such as playing cards.

DAPANA has provided monetary support to this program, and thanks to the attendees of the OPANA spring conference, the speakers who asked that their honorarium go to the WWP, physician groups, DAPANA, and OPANA, we were able to donate close to \$5000.00 to the worthy project. You can visit www.woundedwarriorproject.org for more information on all the services provided to our wounded heroes.

Gayle Jordan MS, RN
DAPANA Secretary and District Representative

District News Continued on Page 11

District News From GCPANA

GCPANA held its 2nd annual Shop and Learn Bus Trip to Grove City Outlets on Saturday, November 6th. 29 women enjoyed each other's company, learned about anesthetic agents from Amy Hanna and fulfilled their Ohio nursing and the law requirement with a lecture from Rita Hall. Attendees had the option to shop 'till they dropped, have a leisurely lunch at one of the many restaurants nearby or just take a stroll at the outlet. We held a brief business meeting and relaxed on the way home. We did come home to find a few inches of snow on the ground at the Beachwood Mall (our departure site). We plan on repeating this event next year around the same time. It's a great start to your holiday shopping and a great way to relax and visit with your colleagues while someone else does the driving. And don't forget about those contact hours. Non-nurses are welcome and are given a discounted rate.

Our winter meeting will be held during PeriAnesthesia Nurse Awareness Week (PANAW) on Wednesday, February 9, 2011 at Hillcrest Hospital. The topic is "The Practical Guide To Robotic Surgery" by Dr. Berglund. Thanks to Jeanne O'Toole and Deb Grida for hosting the event at their hospital. More details in January--Look at the GCPANA page at the OPANA website for more information as it becomes available.

We are looking for ASPAN members to join the GCPANA Board of Directors. We currently have two vacancies. The first open position is for President-Elect. This person shall assist the President in all duties throughout the year, and shall assume the duties of the President in the absence or disability of the President. The President-Elect shall assume office at the May general meeting. The second position is for Contact Hour Committee Chairperson. The Contact Hour Committee Chairperson shall apply for certification of educational offerings along with other duties.

The next GCPANA Board Meeting will be held on January 4, 2011. Please meet us for dinner if you are interested in joining the Board or just want to learn more information about what we do. The meeting will be held at Dino's III in Willowick at 6 pm.

Contact Teri Shine, GCPANA President, for more information or any questions @ tshine2141@aol.com

Pearls of Nursing History (1930)

Jeanne Guess MSED, RN CAPA

What would you be doing if you were a nursing student in 1930? You may not have given this any thought, but the student nurses worked 6 1/2 days a week. The shift hours would vary because the students staffed the hospital. Regardless of the shift worked, the student was expected to be in class. The classes were taught by doctors and the students were supervised by the nuns whose religious community ran the hospital. Work involved not only caring for the patient's physical needs, but also the housekeeping, food preparation, dietary instruction and central supply duties. These duties were considered part of their course work and they were graded. School records show not only a letter grade but also comments of the student's behavior and temperament. The students lived in housing adjacent to the hospitals and had strict social rules. They could not marry and had strict curfews. As the hospitals remained committed to student centered care, the private duty nurse was used for those patients willing and able to pay.

References: School records from Teresa Chambers RN graduate of Mercy Hospital School of Nursing 1933. Mercy Hospital Archives, Holly Uppal M.A. Toledo Ohio



Teresa Chambers RN
Mercy Hospital School of Nursing



Letter From the Editor Renee' Garbark RN, BSN CAPA

Dear OPANA Members,

I need your help with the newsletter. We have listed the deadlines and publication dates below for the Snooze News. If you know anyone in your work center that that would like to write an article for the Snooze News please have them contact me (renee.garbark@wpafb.af.mil). I am here to assist anyone who has questions about what to include and how to get started. Articles do not have to be a full research article to be considered. We are interested in process improvement projects and other items that are of interest to the perianesthesia nurse.

Thank you,

Renee' Garbark

Publication Dates and Deadlines

<u>Deadline</u>	<u>Publication Date</u>
November 1st	January 2, 2011
March 1st	April 1, 2011
June 1st	July 1, 2011
Sept. 1st	October 1, 2011