

ANA: Promoting Excellence for New RNs and the Faculty, Deans, and Administrators Who Shape Them

Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN

Having been a faculty member throughout my career, I know the unique joys and challenges educators face. In addition to teaching undergraduate and graduate students, as a chief nursing officer, I established strong clinician-faculty collaborative relationships at several schools of nursing. As president of the American Nurses Association (ANA), I know we must have a strong, well-educated workforce for the future, and we value the special role you play in educating and nurturing the next generation of registered nurses.

Tomorrow's nurses will require new leadership skills and competencies. As the premier association for all registered nurses, ANA is especially equipped to advance excellence for newly licensed registered nurses and the veteran nurses who educate, precept, and mentor them.

That is why ANA is working to shape the nursing workforce of the future by rolling out new resources not only for new RNs, but also for you, the school of nursing faculty, deans, and administrators who shape their education and onboarding to the profession. Read on to learn what we're doing for you and your students.

Resources for Deans, Faculty, And Administrators

ANA Faculty Online Community

Sometimes, only a fellow faculty member can offer the perspective and



solution to a challenge you are facing. ANA is dedicated to helping you navigate these challenges and has designed a new resource precisely for this purpose: an online community especially for our members who teach in schools of nursing.

This online community offers a personalized experience built on networking, sharing, and trust. Our ultimate goal is to foster a community that encourages you to seek advice and feedback from like-minded colleagues.

You have an opportunity to help us create the conversations and focus on the topics most pertinent to you. Some faculty questions we have already heard include:

- What are the best ways to model professional behavior?

- What are my legal obligations and liabilities as a school of nursing faculty?
- What do students need to know about transition to practice?

Log on with your ANA member ID at Community.ana.org to join the conversation.

ANA Webinar Series: Advancing Faculty Excellence

We know it can be difficult to balance classroom instruction, clinical supervision, research projects, and administrative demands. At ANA, we have designed an educational webinar series to maximize your limited time.

Our first faculty webinar, "**How to Effectively Teach Ethics to Nursing Students**," was held on October 26. Presenters Dr. Catherine Robichaux, assistant professor at the University of Texas Health Science Center and the University of Mary, and Dr. Eileen Weber, clinical assistant professor at the University of Minnesota School of Nursing, discussed how delivering a comprehensive education to nursing students includes providing them with the awareness and tools they need to successfully deal with ethical challenges in daily practice. This session also covered how unaddressed ethical issues in nursing practice can create distress for students and faculty, and ultimately, can affect patients.

I know firsthand that teaching nursing students in the clinical setting requires constant vigilance. Being on the lookout for breaches in safety and professionalism that might yield significant consequences

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FREE ANA Webinar Series: Advancing Faculty Excellence

November 29, 2016: 1:00 to 2:00 p.m. ET
How to Expertly Manage Students with Unsafe Behaviors in the Clinical Setting

To register, visit NursingWorld.org/FacultyWebinars

is always top-of-mind, yet teaching, modeling, and correcting such behaviors can be difficult. If you can relate, then I encourage you to join our second webinar on November 29, 2016, from 1:00 to 2:00 p.m. ET: **How to Expertly Manage Students with Unsafe Behaviors in the Clinical Setting.** Dr. Kristy Chunta of the Indiana University of Pennsylvania, who also serves as community manager of the ANA Faculty Online Community, will lead the presentation.

These webinars are free for members and non-members alike, so spread the word to your colleagues. We have designed these sessions to be relevant to faculty who teach in a range of nursing programs, including two-year associate, four-year baccalaureate, Master's, doctoral, or RN-to-BSN programs.

FacultyPak: Teaching Nursing Ethics

Chances are, you or a colleague use ANA's *Code of Ethics for Nurses with Interpretive Statements* to teach nursing ethics. As the steward of our profession's Code, ANA wants to make it as simple as possible for you to "teach the Code." We have developed a FacultyPak to aid you in this endeavor.

When used alongside ANA's *Guide to the Code of Ethics for Nurses: Development, Application, and Interpretation*, the FacultyPak is a powerful resource. In it, you will find slides, notes, assignments, and other resources that introduce the concept of ethics and the nurse's responsibility to use the Code as a guide to clinical decision-making. It is free and available to anyone teaching the Code. Download it today (www.1440n.com/ANA/15-335/3/) or add it to your upcoming teaching plans to prepare students for the ethical challenges they are likely to face in practice.

Resources for Nursing Students And New RNs

Free for Nursing Students: Become an ANA Subscriber

ANA's bylaws require that our members be RNs. However, we recognize that nursing students may want and need to access the content and benefits available to members on NursingWorld.org. Your students can sign up to access ANA members-only content, including:

- *The ANA Code of Ethics for Nurses with Interpretive Statements*
- The full text of ANA's principles and position papers

Chances are, you or a colleague use ANA's **Code of Ethics for Nurses with Interpretive Statements** to teach nursing ethics. As the steward of our profession's Code, ANA wants to make it as simple as possible for you to "teach the Code."

- ANA's award-winning publications:
 - *American Nurse Today*.
 - *The American Nurse*.
 - *The Online Journal of Issues in Nursing (OJIN)*.
 - *ANA SmartBrief*.

Becoming an ANA subscriber is free for NSNA members or for anyone open to receiving membership information from NSNA. Encourage your students to visit www.joinANA.org and sign up.

Welcome to the Profession Kit

It's a great time to be an RN. In addition to being the most trusted profession in America 14 years in a row, nurses are taking a greater leadership role in today's healthcare system. To smooth the transition from nursing student to RN, ANA has developed a digital "Welcome to the Profession" Kit that provides resources to answer your students' questions in the following areas:

- Career:
 - Resume Writing.
 - Interview Success.
 - Finding the Right Job.
 - Job Outlook for Nurses.
 - Social Media and Nursing.
- Self-Care:
 - Staying Healthy.
- Professional Issues:
 - Advocacy.
 - Keeping Informed.
 - Get Connected Locally.
- Patient Care:
 - Best Practices in Patient Care.

The Welcome to the Profession Kit is one of many benefits of students becoming a subscriber of ANA.

New RNs Online Community

New RNs benefit from peer support just as much as faculty, so in addition to the faculty-only online community, ANA launched an online community exclusively for RNs in their first five years of practice. This members-only community offers a unique experience that encourages networking and sharing in a safe environment.

Here, new nurses can ask things they may not have learned in the classroom. Some conversations we've seen include questions like, "As a new nurse, how do I delegate?" and "What are some night shift challenges and how do I overcome them?" If the new RNs you know are still in the process of looking for a position, you can assure them they have peers who have been or are going through this process, as well who can make suggestions and share their success stories.

Under the guidance of Community Manager Dr. Elizabeth Davis, the community holds live chats and online Town Halls on a variety of topics, from how to write a resume to what new RNs should consider when voting for a local, state, or national candidate for political office.

Coming Soon: Online Community For Nursing Students

We will be launching an online community for pre-licensure nursing students later this fall. Students who have joined ANA as subscribers will be notified as soon as the community opens for participation.

In Closing

Many of the resources I described are available only to ANA members. If you are not already a member, consider this your personal invitation to join. We need more voices of faculty, administrators, and deans within our association ranks. We also need your help connecting nursing students and new RNs with ANA early in their careers because they are the future of our profession and the American Nurses Association.

I wish you success as another academic year begins. Don't forget—just as you are a resource for your students, ANA is a resource for you. **DN**

NSNA 65th Anniversary Convention Highlights

Pre-Conference Faculty Workshop

Learning to Use Debriefing for Meaningful Learning

Debriefing has been identified as an essential component of practice teaching for the development of clinical reasoning skills and to augment meaningful learning in students. The evidence supporting it as a powerful method for teaching and learning continues to grow. However, good debriefing doesn't just happen. We need nurse faculty who are prepared to apply evidence-based debriefing methods that use Socratic reasoning and critical conversations to guide students to reflect in, on, and beyond the clinical experience. By transcending the traditional learning environments of today, students will be thoughtful clinicians tomorrow. During this one-day workshop, we will learn how to engage students in critical conversations during debriefing and how to use the Debriefing for Meaningful Learning method. Contact hours will be awarded for this program by the National League for Nursing, an authorized provider through the International Association of Continuing Education and Training (IACET). There is no partial credit awarded. You must attend the learning event in its entirety and complete all required assessments to receive contact hours.

Speaker: Kristina Thomas Dreifuerst, PhD, RN, CNE, ANEF

Dr. Dreifuerst is an assistant professor at the Indiana University School of Nursing. The teaching method she developed, Debriefing for Meaningful Learning (DML), has been adopted by schools of nursing and interdisciplinary schools in health sciences across the United States, Canada, Australia, and the United Kingdom for use in simulation and other clinical settings.

Sponsor: National League for Nursing, Washington, DC, and National Student Nurses' Association (NSNA), Brooklyn, NY

Mary Wakefield to Keynote NSNA 65th Annual Convention

Think Big: Nursing on a Global Scale

NSNA is pleased to announce that Mary Wakefield, PhD, RN, who serves as the Acting Deputy Secretary of the Department of Health and Human Services, will keynote the 65th Annual NSNA Convention. The Keynote takes place during the Opening Ceremony on Wednesday, April 5, 2017, at the Hilton Anatole in Dallas, TX.



Mary Wakefield



Prior to becoming Acting Deputy Secretary, Dr. Wakefield was administrator of the Health Resources and Services Administration (HRSA) from 2009 to 2015. HRSA, an agency of the U.S. Department of Health and Human Services, works to strengthen the health care workforce, build healthy communities, increase health equity, and provide health care and support services to people who are geographically isolated, economically or medically vulnerable, or live in a health professional shortage area.

Dr. Wakefield joined HRSA from the University of North Dakota (UND), where she was associate dean for rural health at the School of Medicine and Health Sciences.

In the 1990s, she served as chief of staff to two North Dakota senators: Kent Conrad (D) and Quentin Burdick (D).

She also has served as director of the Center for Health Policy, Research and Ethics at George Mason University in Fairfax, VA, and worked on site

as a consultant to the World Health Organization's Global Programme on AIDS in Geneva, Switzerland.

Dr. Wakefield is a fellow in the American Academy of Nursing and a member of the Institute of Medicine (IOM). She served on the IOM committee that produced the landmark reports *To Err is Human* and *Crossing the Quality Chasm*. She also co-chaired the IOM committee that produced the report *Health Professions Education* and chaired the committee that produced the report *Quality through Collaboration: Health Care in Rural America*.

In addition, she has served on the Medicare Payment Advisory Commission, as chair of the National Advisory Council for the Agency for Healthcare Research and Quality, as a member of President Clinton's Advisory Commission on Consumer Protection and Quality in the Health Care Industry, and as a member of the National Advisory Committee to HRSA's Office of Rural Health Policy.

Dr. Wakefield is a native of Devils Lake, ND. She has a Bachelor of Science degree in nursing from the University of Mary in Bismarck and master's and doctoral degrees in nursing from the University of Texas at Austin.

Please join us for the 65th Annual NSNA Convention, April 5-9, 2017. Visit www.nsna.org for more details.

Source: <http://www.hhs.gov/about/leadership/mary-wakefield>

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65th Anniversary Special Plenary Session

Julie A. Fairman, PhD, RN, FAAN, nurse historian, author, and researcher will bring to light the many changes in clinical practice and nursing policy since the inception of NSNA in 1952. A highly accomplished nurse historian, her article "History Counts: How History Can Shape Our Understanding of Health Policy," co-authored with Penn Nursing colleague Patricia D'Antonio, won the 2015 American Academy of Nursing Excellence in Media Award. Her book, *Making Room in the Clinic: Nurse Practitioners and the Evolution of Modern Health Care*, which examines the growth of the nurse practitioner movement, won the Lavinia Dock Award for Exemplary Historical Research Writing. "History shapes nursing and health care practice and policy because it shows us what works, what doesn't, and how context shapes our thinking."



Julie Fairman

NSNA, nursing students, and nursing education, embedded in the evolving context of professional nursing and advancing practice, will help today's NSNA members understand how the past impacts the present and influences the future. Engaged in policy development and on the cutting edge of change through the process of writing and debating resolutions, NSNA student leaders have gone on to become leaders of the nursing profession. Dr. Fairman will take us on a journey that shapes our understanding of how the past can advance our understanding the present and help us envision the future.

Dr. Fairman is Professor of Nursing; Professor, Department of History and Sociology of Science; and Endowed Chair, Nightingale Professor in Nursing at the University of Pennsylvania School of Nursing, Philadelphia, PA.

Watch for more information on the NSNA website at www.nсна.org



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