Sigma Theta Tau International Honor Society of Nursing

EXCELLENCE

Fact or Fiction:
Nursing shortage plagues global health care

You’re in the hospital and push the bedside call button for help. Is there anyone to help you? Possible? Such a scenario may be the greatest fear health care consumers have about the nursing shortage. As a global shortage builds, a recent Harris Poll indicated more than half of Americans believe the quality of health care is affected “a great deal” by a shortage of nurses.

Where is the future of health care going, and how can practicing nurses survive the nursing shortage? A panel at the Sigma Theta Tau Convention in November participated in a “town meeting” to discuss the nursing shortage. The panel was moderated by Barbara Bronson Gray, RN, MN, editor, Web RN, a new Internet venture by Healtheon/Web MD. NurseWeek/HealthWeek sponsored the event.

“Is my life going to be affected?” asks Gray. “What can nurses do to change the things that affect them?”

You can affect change. Opportunity exists in this arena. There are always challenges, but an opportunity exists to make a difference. Make the decision to be tested. It did happen to me. It will happen to you. It could happen to your patients. Then what can we do? What can we change? What can we be accountable for? That’s the focus for this presentation. Your decision to be tested, it did happen to me. It did happen to my family. It did happen to my patients. It could happen to your patients. What’s going to happen to your family? What will you do? What can you do? What can you change? How can you prevent things from happening to you and to your patients? That’s the focus for this presentation.

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Online Quiz

Note one question for each answer, score the evaluation as directed, and assess how well online courses fit your needs.

1. My need to take this course now is...
   A. high - I need it immediately for degree, job, or other important reason.
   B. moderate - I could take it on campus later, or at some other place/time.
   C. low - It's a personal interest that could be postponed.

2. Feeling that I am part of a class is...
   A. not particularly necessary to me.
   B. somewhat important to me.
   C. very important to me.

3. I would classify myself as someone who...
   A. often gets things done ahead of time.
   B. needs reminding to get things done on time.
   C. almost always forget to do things.

4. Classroom discussions are...
   A. rarely helpful to me.
   B. sometimes helpful to me.
   C. almost always helpful to me.

5. When an instructor hands out directions for an assignment...
   A. figuring out the instructions on my own.
   B. trying to follow the directions on my own, then looking for help as needed.
   C. having the instructions explained orally first.

6. I need faculty comments on my assignments...
   A. right away, or I get very frustrated.
   B. within a few days, on what I did.
   C. within a few weeks, since I can review what I did.

7. Considering my professional and personal schedule, the amount of time I have to work on an advanced course is...
   A. more than enough for a campus class.
   B. the same as for taking a class on campus.
   C. less than for taking a class on campus.

8. When I am asked to use VCRs, computers, voice mail, or other technologies that may be new to me...
   A. I look forward to trying them.
   B. I feel apprehensive, but try anyway.
   C. I put off or try to avoid it.

9. I am able to follow the directions on online courses...
   A. right away, or I get very frustrated.
   B. within a few days, on what I did.
   C. almost always forget to do things.

10. I am not sure what this question means.
   A. I am not sure what this question means.
   B. the same as for taking a class on campus.
   C. I am not sure what this question means.

11. As a reader, I would classify myself as...
   A. I am able to complete the tasks, but am not accomplished at them.
   B. I am not able to complete the tasks without help.
   C. I am not sure what this question means.

Scoring: Add 3 points for each "A" that you selected, 2 points for each "B", and 1 point for each "C". (If you scored over 20, online courses may be a real possibility for you. If you scored between 11 and 20, online courses may work for you, but you may need to make a few adjustments in your attitudes and lifestyle before you can really use them. If you scored 10 or less, you may not currently be a suitable option for you - talk to the instructor before you enroll).

This online quiz is reprinted with the permission of Lynne Schrum, Department of Instructional Technology, The University of Georgia, Athens.
Back to Basics
Thompson to focus on chapter/member development

President Patricia E. Thompson receives the presidential chain from Immediate Past President Eleanor J. Sullivan. With plans to keep chapter development and member support at the forefront of her leadership, Patricia E. Thompson, RN, EdD, Little Rock, Ark., became president of Sigma Theta Tau International, Honor Society of Nursing, during the convention in November. She will serve as president for the 1999-2001 biennium.

A nursing educator for 28 years, Thompson is associate dean, baccalaureate education, and department chair, nursing education, at the University of Arkansas for Medical Sciences College of Nursing. She is a member of the Gamma Xi and Beta Chi chapters.

"I plan to focus on supporting and developing our members and chapters, as well as provide opportunities to strengthen and expand our international efforts," Thompson says. "My leadership will include a focus on honoring our past, continuing the missions related to our purposes and planning our future." For more information on Thompson and her presidential call to action, please see the First Quarter issue (February) of Reflections on Nursing Leadership.

In addition to Thompson, the following society officers for the 1999-2001 biennium were installed during the convention House of Delegates session:

President Elect
Mary L. Wylke, RN, PhD, FAAN, Cleveland, Ohio

Vice President
Carol Picard, RN, PhD, Boston, Mass.

Secretary
Heather E. Clarke, RN, PhD, Vancouver, British Columbia, Canada

Treasurer
Linda Q. Everett, RN, PhD, CNNA, Iowa City, Iowa

Directors
Fatimee Gaston-Johansson, RN, DrMedSc, FAAIN, Baltimore, Md.
Maureen R. Keefe, RN, PhD, FAAN, Charleston, S.C.
Clarann Weinert, SC, RN, PhD, FAAN, Bozeman, Mont.

Research Committee
Terry A. Bulger, RN, PhD, CS, Tucson, Ariz.
Julie E. Johnson, RN, PhD, Reno, Nev.
Cecile A. Langeuchar, RN, PhD, Tampa, Fla.
Patsy B. Messner, RN, PhD, C FAAN, Hollywood, Fla.

Back to Basics
Eleanor J. Sullivan, RN, PhD, FAAN, St. Louis, Mo.

Regional Chapters
Coordinating Committee Chair
Linda L. Fekken, ARNP, PhD, West Palm Beach, Fla.

Region 1 Coordinator
Carol Harper-Huston, MSN, MPH, ADA, Chico, Calif.

Region 2 Coordinator
Karen Meeks, RN, PhD, Omaha, Neb.

Region 3 Coordinator
Sharon Decker, RN, MSN, CS, CCRN, Lubbock, Texas

Region 4 Coordinator
Beverly S. Reigel, RN, PhD, Cincinnati, Ohio

Region 5 Coordinator
Donna M. Zuecker, RN, PhD, Amherst, Mass.

Region 6 Coordinator
Anna C. Alt-White, RN, PhD, Washington, D.C.

Region 7 Coordinator
K. Sue Haddock, RN, PhD, CNA, Columbus, S.C.

For more information please visit our Web site at nusingociety.org/media. News releases about each officer are listed in the news release archives section.

Nursing Legends Honored

Dorothy Jones is one of seven Founders Award winners honored by Nancy Dickenson-Hazard, executive officer, and Eleanor J. Sullivan, immediate past president.

Society awards recognize lifetime achievements in health care

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Founders Awards
Elizabeth Russell Belford Award for Excellence in Education
Diane Billings, RN, EdD, FAAN, Indianapolis, Ind.

Mary Toile Wright Award for Excellence in Leadership
Billey Brown, RN, EdD, FAAN, Manchaca, Texas

Edel Palmer Clarke Award for Excellence in Chapter Programming
Beta Nu Chapter, Greenville, N.C.

Dorothy Garrvis Adams Award for Excellence in Fostering Professional Standards
Dorothy Jones, RN, BSN, MSN, EdD, Braintree, Mass.

Edith Moore Copeland Award for Excellence in Creation
Jeanine Young-Mason, RN, EdD, MS, FAAN, Phillipston, Mass.

Elizabeth McMillans Miller Award for Excellence in Research
Clarann Weinert, SC, RN, PhD, FAAN, Bozeman, Mont.

Mae Hippensteel Lingeman Award for Excellence in Nursing Practice
Mary Florence Woody, RN, MA, FAAN, Atlanta, Ga.

Honorary Members
Diana Natalicio, PhD, El Paso, Texas
Margaret Wright, Tobyho, West Indies
Carolyn McCarthy, Mineola, New York

Board of Directors Awards

Public Service Award
Monique Bengqu, PC, OC, Ont, Canada

Presidential Award
Roger Bulger, MD, Washington, D.C., and Elizabeth Carnegie, RN, DPA, and Nancy Cherry Chase, MD.

Nell J. Watts Lifetime Achievement in Nursing Award
Mo-In Kim, RN, Seoul, Korea

Lucie S. Kelly Mentor Award
D. Ray Clawson, MD, Lexington, Ky., and Shirley Martin, RN, PhD, St. Louis, Mo.

Clinical Scholarship Award
Linda Aiken, RN, PhD, FAAN, Philadelphia, Pa.

Audrey Hepburn Award
Ida M. Martinson, RN, PhD, FAAN, San Francisco, Calif.

Technology Awards

Clinical Nursing Applications
Martha Redner Engelke, RN, PhD, and Bonnie Britton, RNC, MSN, both of Greenville, N.C.

Knowledge Advancement
Susan Ruppert, RN, PhD, CCRN, CS, RN, both of St. Louis, Mo.

Computer-Based Professional Education
Joan Fleitas, RN, EdD, Fairfield, Conn.

Media Awards

Nursing Electronic Research
Karen Meeks and Jerry Drake, Fairfax, Va.

Nursing Print
K. Lynn Wiek, RN, PhD, Houston, Texas

Public Electronic
Patricia Hurley, West Orange, N.J., and Pat Batte, New York

Public Print
Christine Gorman, New York

Faculty of Nursing, the University of Minnesota

Photography
Caroline E. Brown, RNC, MS, DED, Morgantown, W. Va.

Research Awards

International Research Utilization Award
Helen Brown, RNC, EdD, CNA, and Rebecca Saunders, RNC, PhD, both of Greensboro, N.C.

Eugene Award

International Research Dissertation Award
Co-awardees Winifred Anderson, RN, BSN, MN, PhD, Los Gatos, Calif.

International Research Dissemination Award
The University of North Dakota College of Nursing, Pressure Ulcer Research Group, Grand Forks, N.D.

Diana Langero, RN, PhD, principal investigator; Helen Melland, RN, PhD; Dawn Mazzoni, RN, PhD, Susan Hunter, RN, MSN, Bette Olson, RN, MS; and Patricia Thompson, RN, MS, Lubbock, Texas

1998 - 1999 Best of Image: Journal of Nursing Scholarship Awards

Research
"Effects of Care Management on the Nurse-Context-Perceived Quality of Care, Work Satisfaction, and Control Over Practice," by Mary R. Lynn, PhD, and Becky Kelles, MPH, CD, Image issue 29:3 (237-241).

Theory
"Multidrug-Range Theory of Chronic Sor­row," by George E. Eakes, RN, EdD, Mary L. Burke, RN, DNSC, and Margaret A. Hainsworth, RN, PhD, CS, Image issue 30:2 (179-184).

State of the Science" "Reviewing the Literature on Falls Among the Elderly," by Elaine Raukdi, RN, MS, Image issue 30:1 (47-52).

Health Policy

Education
"Assessing Urinary Incontinence with Educational Continence-Care Competencies," by Mary Marmoll Jirovec, RN, PhD, FAAN, Joan E. Wynn, RNCS, PhD, FAAN, and Thelma Joan Wells, RN, PhD, FAAN, Image issue 30:4 (375-378).

1998 - 1999 Best of The Online Journal of Knowledge Synthesis for Nursing Award
"Flushing Protocols for Tunnelled Central Venous Catheters: An Integrative Review of the Literature," by Lori Buswell, RN, BSN, OCN, and Suzanne C. Beyea, RN, PhD, CS
Three favorite aspects of job:
• Making a difference in the lives and health of others.
• Creatively teaching students, patients and their families.
• Mentoring nurses and NPs.

Three challenging aspects of job:
• Identifying how to effectively communicate (connect) with students, colleagues, patients, and their families.
• Continuing to strive for the highest level of excellence in teaching and clinical practice.
• Making time and trying not to take myself and others too seriously.

Job description:
Faculty member in RN and Master's Program (Adult and Family Nurse Practitioner); Director of the RN to BSN Program at SUNY Stony Brook; Family Nurse Practitioner in the Primary Care Clinics at the VA Medical Center, Northport, New York.

Education:
BSN, 1970, D'Youville College, Buffalo, New York
MS, 1977, SUNY Stony Brook (Family Nurse Practitioner)
PhD, 1990, Adelphi University, Garden City, New York (Nursing Research)

Sigma Theta Tau Chapter:
Alpha Omega, Kappa Gamma

Best advice:
"Strive for excellence with the understanding that learning is a life long process. Don't be afraid to question or admit you don't know something. The only stupid questions are those which go unasked. Strong positive interpersonal relationships are the key to success. Treat and advise others (students, patients and their families) as you would like yourself or a member of your family treated/advised."

New Sigma Theta Tau has shaped her career:
"Sigma Theta Tau has been the thread of excellence throughout my professional career. ...Courage, honor, and a love of nursing are often needed when introducing a new idea or practice protocol, or when enabling and empowering others."

It was not until I attended my first biennial convention, despite my active contributions to both of my chapters, that I experienced the palpable and 'electrifying' feeling of being part of Sigma Theta Tau's community of scholars. Visiting headquarters during the 75th Anniversary Biennial Convention, and again last summer as a fellow in the International Post Doctoral Institute was a moving experience for me. ... Both of these experiences have been extremely energizing to me, and reinforce my commitment to the ideals set forth by the six founders. I urge members who have not participated in either a biennial convention or visited society headquarters to do so for your 'Sigma Theta Tau fix.'"

Mary Anne Dumas is one member whose career is profiled on our new Web site, Career Profiles in Nursing, at nursingsociety.org/career. This site offers society members, students and others interested in a nursing career insight into the many career opportunities within nursing-administration, clinical practice, pediatric nursing, research, education and more. It links you directly with each person and leads you to the universities from which they graduated. Visit the site today to ask these nurses questions through e-mail and explore the world of nursing.

Thanks to 1999 convention sponsors
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University of Pennsylvania Health System Nursing Services and University of Pennsylvania School of Nursing
Gold Sponsors
Beth Israel Deaconess Medical Center
Kaiser Permanente
The Mount Sinai Hospital, New York
Induction of 23 honor societies will bring more than were approved for chartering during the House of Delegates session at convention:

Blessing Rieman College of Nursing, Quincy, Ill.
California State University, San Bernardino, Calif.
California University of Pennsylvania, California, Pa.
Delta State University, Cleveland, Miss.
Dominican College of San Rafael, San Rafael, Calif.
Eastern Minnesota University and James Madison University, Harrisonburg, Va.
Elmira College, Elmira, New York
Graceland College, Independence, Mo.
Hong Kong Polytechnic University, Hong Kong, China
Marshall College, Canton, Ohio
Nazareth College, Rochester, New York
New Mexico State University, Las Cruces, N.M.
North Carolina Central University, Durham, N.C.
State University of West Georgia, Carrollton, Ga.
Tennessee State University, Nashville, Tenn.
University of Arkansas, Fayetteville, Ark.
University of South Carolina-Aiken, Aiken, S.C.
University of Tennessee, Martin, Tenn.
University of Texas-Pan American, Edinburg, Texas
Virginia Polytechnic Institute and State University, Blacksburg, Va.
Viterbo College, LaCrosse, Wis.

A representative of the Hong Kong chapter designate speaks at the convention House of Delegates meeting.

We are pleased to welcome the following new honor societies into Sigma Theta Tau. The following societies were approved for chartering during the House of Delegates session at convention:

Agri Khan University, Pakistan
Allen College of Nursing, Waterloo, Iowa
Aga Khan University, Pakistan

New honor societies welcomed

Excellence: Nursing Issues and Trends

Customized clinician, educator and administrator newspaper debut in April

You can discover nursing’s challenges and victories in today's health care arena as well as forecasts for the future of the industry as a whole. Through Excellence, you will learn of trends and issues in nursing administration, education and clinical practice. Following this general introductory issue, you will receive a customized version of this quarterly publication.

The version of the newspaper you select will also provide relevant society news and updates on products, programs and services specific to your area of nursing practice. If you do not select a version before March 15, you will automatically receive the clinical practice newspaper in April. However, you can always change your selection later, or decide not to receive the newspaper at all.

While it is critical to provide our members with more and more customized information pertinent to their individual needs, it is also critical to provide them with the best information, says Nancy Dickenson-Hazard, RN, MSN, FAAN, executive officer. "If anything, this is the age of information overload. That's why we are working with nurse leaders in the three areas of clinical practice, education and administration to help shape the editorial content as well as offer first hand knowledge of current issues and trends in nursing."

This quarterly publication will feature guest articles from an editorial advisory group comprised of nursing leaders. Currently this distinguished group includes: Matlene Ruiz, RN, BSN, MA, director, education and consulting, Kaiser Permanente, San Diego; Pamela Kaiser Triolo, RN, PhD, FAAN, senior vice president and chief nursing executive, The Methodist Hospital, Houston; and Diane Billings, RN, PhD, DRNS, associate dean of teaching, learning and information resources, Center for Teaching and Lifelong Learning at Indiana University School of Nursing, Indianapolis.

Future issues will include these topics:

• The role of continuing and online education in nursing
• Staffing issues in today's health care environment
• Entry into practice issues in nursing education
• Role of technology in nursing administration
• Medicare and nursing compliance fraud
• Grade inflation
• Managing the stress of clinical practice
• How managed care affects health care

You can choose which version of the newspaper you would like to receive by calling our Member Service Center at 1-888-634-7575, faxing your request to 317-634-8188, sending an e-mail: marketing@stti.iupui.edu, or by completing and returning this form.

Members: please complete this form.

EXCELLENCE

Reply Form

Want to know more about the latest issues and trends in nursing? We have a new product to meet your needs in clinical, administrative or educational nursing roles. Sigma Theta Tau is excited to offer Excellence, a customized quarterly newspaper that provides an overview of daily nursing practice and updates on society programs and products.

Choose the version you would like to receive by calling our Member Service Center at 1-888-634-7575, faxing at 317-634-8188, sending an e-mail: marketing@stti.iupui.edu, or by completing and returning this form.

Thanks to 1999 Convention Exhibitors
Raising research funds

Silent Auction, Fitness Walk/Run a success

You may find it hard to believe, but running a mile or donating a work from your personal art collection can benefit nurse researchers around the world.

How, you ask? By raising more than $18,000 for the Sigma Theta Tau International Research Fund. Through this fund, the society supports nurse researchers globally.

More than 400 walkers, runners and joggers conquered the 1.2 mile trail at the Fitness Walk/Run, which contributed $4,400 to the fund. The Fitness Walk/Run was hosted by San Diego Chapters: Gamma Gamma, Zeta Mu At Large and Xi Theta. More than 48 chapters and several members donated a total of 115 items at the society board of director's Silent Auction. The event raised more than $14,000 for nursing research. Auction items varied from autographed copies of nursing books to artwork to jewelry.

FACT

“The first time when the best and the brightest men and women are not considering nursing,” Gray says. “I have a car pool of 13-year-olds and there isn’t one of them who even knows anyone who wants to be a nurse. If nursing doesn’t solve this entry into practice issue, the best and brightest don’t see it as good enough. They are looking for a good career for a baccalaureate degree.”

Gray sees the shortage affecting educators not only in recruitment of students, but potentially in the restructuring of nursing education. Gray recommends a four-year broad education program including clinical with a fifth year as a paid internship. She also advocates for a universal entry into practice for nursing. Currently nurses have academic preparation ranging from associate, baccalaureate, master’s or PhD degrees.

A national proposal is in the works with a goal of two-thirds of registered nurses to hold a baccalaureate degree by 2010. California has a similar state initiative sponsored by the Association of California Nurse Leaders.

Others view health care as having a professional shortage, not a nursing shortage. “We have a shortage of leaders and of leadership,” says Heather Clarke, RN, PhD, director of policy and communications, Registered Nurses Association of British Columbia. “There are cuts in top positions and management positions, and there are non-nurses assuming these roles.”

As technology progresses, there could eventually be a nursing surplus, according to Luther Christman, RN, PhD, FAAN, dean emeritus, Rush College of Nursing. With clinical nurses spending up to 70 percent of their shifts with non-clinical duties, he says if other staff assumed these duties, nurses could return to patient caregiving.

Areas outside of the U.S. face similar problems. In Vancouver there are reports of hospital units with up to a 25 percent staffing shortage, while other units are reducing the number of beds for patients. In the United Kingdom, there is a shortage of funding for nursing, says Dame June Clark, DBE, PhD, RHV, FRCN, professor of community nursing at University of Wales, Swansea, United Kingdom. She was a convention keynote speaker.

“Where there appears to be a shortage of nurses it’s actually a shortage of money to keep nursing posts open,” Clark says. “In England the government is using some very short term and counterproductive ways to address it.”

Increasing skills and capabilities may be the best way to ride out the shortage. By preparing for the future now, nurses can help ensure they will always have a place in health care.

“In the future we need people who can do more. With genetic counseling and Internet diagnosis, if nursing doesn’t gear up for that we will have a shortage of knowledge,” says Gray. “That’s the hidden shortage, the shortage of incredibly experienced and knowledgeable people who are comfortable with technology and treating patients all over the world.”

For more information, visit Sigma Theta Tau’s Web site at nursingsociety.org/media and select “Facts on the Nursing Shortage,” a paper with recommended solutions.

Are you moving?

Sigma Theta Tau International would like to know if you change your mailing address, telephone number, fax number or e-mail address at home or work. You may update your information by replying online at nursingsociety.org, calling 1.888.634.7575 (U.S. and Canada toll free) or 1.800.634.7575 (International) or e-mailing memberserv@sti.upui.edu.

Mark your calendar now for the 36th Biennial Convention!

November 10-14, 2001
Indiana Convention Center and RCA Dome Indianapolis, Indiana

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Honor Society of Nursing
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Please include Sigma Theta Tau in your will - a bequest today benefits nurses tomorrow.