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Seeking exam writers/reviewers

Nurses working with newly licensed nurses and nursing faculty are needed to write and review for NCLEX™ exams: NCLEX-RN™ and NCLEX-PN™. Earn more than 30 contact hours with travel and expense reimbursement through the National Council of State Boards of Nursing. Or apply for a project to assess end of life care content in the NCLEX™ exams. For more information, call 312.787.6555 ext. 496 or visit ncsbn.org.

Media Guide available

The "2000 Media Guide to Health Care Experts" is available from Sigma Theta Tau International. The guide includes nursing experts on health care topics. For a free copy, contact Andrea McDonald at 1.888.634.7575 (U.S. and Canada toll free) or e-mail: mcdonald@stti.iupui.edu.

Coalition to fight nursing shortage

Seventeen of the nation's leading nursing and health care organizations have formed a coalition, "Nurses for a Healthier Tomorrow," to develop a national advertising campaign designed to recruit and retain nurses. The goal is to raise at least \$1 million for the campaign. Sigma Theta Tau is one of the coalition members. For more information call Kathy Bennison at 1.888.634.7575 (U.S. and Canada toll free).

New names

Sigma Theta Tau's major publications have new names. Check your next copy of *Reflections on Nursing Leadership* (formerly *Reflections*) and *Journal of Nursing Scholarship* (formerly *Image: Journal of Nursing Scholarship*) to see the new look. Along with *Excellence*, these names emphasize the society's fundamental principles of leadership, scholarship and excellence.

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EXCELLENCE

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Fact or Fiction?

Nursing shortage plagues global health care



Convention panelist Heather Clarke describes the impact of the current nursing shortage in Canada.

You're in the hospital and push the bedside call button for help. No one comes.

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.

"It may sound strange to think of it in this way, but nurses are actually in a great position during nursing shortages. It's a time when nursing is suddenly understood as really important," says Gray. "Wages go up, the breadth of opportunities improve, con-

ditions improve. Nurses need to prepare to take their careers further during a shortage."

Despite 2.5 million registered nurses in the United States, a shortage exists among nurses with needed specialties, skills and experience. As a result, hospital recruitment efforts to reverse the shortage include large sign-on bonuses, salary increases and tuition reimbursement plans. Some even offer lawn services and maids in order to attract new nurses.

Incentives cannot erase the issues facing nursing, including an aging workforce, lack of ethnic and racial minorities and a decrease in baccalaureate prepared nurses, says Marilyn Chow, RN, DNSc, FAAN, vice president, patient care services, Summit Medical Center, Oakland, Calif.

"There are two issues facing us now—how do we recruit nurses and how do we ensure a long term nursing supply?" says Chow. "A lot of what we're faced with now didn't happen overnight. We need to address some of the long term concerns of the nursing shortage."

Driving the increased demand for specialized nurses are several factors—shrinking health care dollars, an aging population that needs increased health care, new employment opportunities outside the hospital and dramatically increased nursing workloads that have left many nurses overworked. These same factors have discouraged young people from entering the profession.

FACT, PAGE 6 ➤

Genetic Testing

Nurses alleviate patients' fear of the unknown

It was a day that changed her life forever. It was the day she got the results of her genetic testing.

More than two years ago, Nancy Prouser discovered she had inherited a genetic mutation that significantly increases her risk of breast and ovarian cancer.

What you know, or don't know, about genetic testing could affect your future as a health care provider. A panel explored this often-controversial issue during a two-part symposium sponsored by Kaiser Permanente at the society's convention last November. Participants provided the medical, nursing and consumer viewpoints.

The BRCA2 mutation Prouser carries had caused her father's breast cancer at the age of 76. Her mother also died from breast cancer at the age of 58, but it is unknown if she had the mutation.

"... despite how well I know

and understand myself, I was unable to predict that this journey would become not only one of the greatest challenges of my life, but also one of the loneliest," says Prouser, professional education coordinator for the Oregon Breast and Cervical Cancer Program.

"... despite how well I know and understand myself, I was unable to predict that this journey would become not only one of the greatest challenges of my life, but also one of the loneliest," says Prouser.

For Prouser it was not good news. Grappling with insurance, legal and employment issues, she eventually determined surgery was the best way to ensure her future.

"Although I never wavered from my decision to be tested, it did take me several weeks to finally muster my courage to follow through. I needed some time to process the implications of this information

GENETIC, PAGE 2 ➤

Online courses

The forecast for nursing education

The future of nursing education could include less bricks and mortar, and more technology.

Students completing coursework from the privacy of their own homes, wearing their pajamas and favorite slippers. Educators connecting students from diverse backgrounds and multiple geographic locations. All this is possible through Web-based learning.

Three sessions related to online education were presented at the Sigma Theta Tau International convention last November. Society members explored the world of the Web with nursing colleagues from around the globe.

How is online education catching on with nursing? Currently, Web-based nursing programs are offered through: Indiana University School of Nursing, Indianapolis; Lewis University, Romeoville, Ill.; University of Missouri-Columbia; Duquesne University, Pittsburgh, Pa.; St. Joseph's College, Standish, Maine; University of Calgary, Alberta; The State University of New York at Stony Brook; University of Wyoming; and Regents College, New York.

Making Web-based courses work for you

How will Web-based courses affect your workload? What skills are needed to effectively teach a course online?

These are some of the questions a panel of educators, administrators and a student tackled at a convention session moderated by Daniel Pesut, RN,

ONLINE, PAGE 2 ➤

Welcome to the premiere
issue of *Excellence*.

For more information on how to receive
customized issues in the future, please see page 5.



Sigma Theta Tau International

Honor Society of Nursing

PhD, FAAN, chair, department of environments for health, Indiana University School of Nursing. The panel was sponsored by NursingCenter.com.

Workload, class sizes, costs, skills and training, and technology were identified as issues nursing educators may face. Viewing the Web as an opportunity for greater learning can be a key to success.

"Depending on how you design it, an online course could provide more interaction among students one on one and in a group," Pesut says. "I think nursing educators are serving as the pacesetters in Web education and are taking full advantage of this. Because nurses want to reach out, they have really taken a hold of it and evolved along with the technology."

The faculty at Indiana University was trained by a consultant to prepare them for the world of online teaching. The school of nursing offers Web-based graduate nursing programs, RN to BSN and RN to MSN degrees and some undergraduate courses. Technical support is available in-house, and the distance learning program is a model for other colleges in the nation.

"Because of the way health care is and the way nurses work, it's (online) really the way to go," says Linda Finke, RN, PhD, associate dean, graduate programs, Indiana University School of Nursing.

Finke says online courses also provide partnership opportunities for colleges. Indiana University is collaborating in an acute practitioner program that serves nurses in Indiana, Kentucky and part of Illinois. There may be similar alliances among several of the nation's top nursing schools to provide joint offerings over the Web, giving students access to their combined resources and expertise.

Case Study: Lewis University goes online

Transforming a classroom course into a Web course can be an exciting and challenging journey. Through a \$50,000 grant, Lewis University, Romeoville, Ill., was able to set out on that path.

The Master's in Nursing program is offered online through an effort spanning two years. The project is headed by Beth Brooks, RN, MS, director of graduate studies, and Sue Barrett, RN, PhD, associate vice president, Center for Professional Education & Outreach Initiatives. The online program was launched with a technology vendor and faculty training, including how to take the syllabus from a class and convert it to an online class.

"That first year didn't cost Lewis Uni-

versity anything," Brooks says. "The College of Nursing pushed this initiative, and then other colleges came on board and wanted to go online too."

Currently, 19 courses in the MSN Case Management program are online with plans to post the remaining five courses by fall semester. Brooks says the feedback from students and faculty has been mixed.

"Whenever anyone calls me or e-mails me and wants to know what it's like to take an online course, I have them run through a quiz that's on our Web site," she says. (See quiz below.)

She has marketed the online program through advertising, a virtual marketing database and postings on Web bulletin boards and search engines. Her section of the university's Web site receives 1,000-1,200 hits per month as a result.

In the future, Lewis may build a virtual university component enabling students to apply and register online, access printable forms for transcripts and complete other administrative functions.

Her advice to educators beginning an online endeavor is to seek the advice of others and ask for input on potential pitfalls.

For students, Brooks warns that computer savvyness is a must. If a student per-

ceives an online course will require less work, she says to think again.

"If you don't participate in class now, everyone knows it because you aren't speaking. If you don't participate online, everyone knows it because there's nothing to look at on the screen."

Let's Get Connected!

Web conferencing in nursing

Computer conferencing allows for cost effective and convenient participation for people in global locations. Usenet groups, chat rooms, e-mail, bulletin boards, listservs, Web pages and Web-based conferencing are a few options reviewed during a session of the society's convention last November.

Web-based conferencing is a forum for attendees to read and add messages to discussion areas using a Web browser. As nursing becomes more global, Web technology will play a greater role for educators and clinicians.

At Georgia College & State University, Milledgeville, juniors in nursing baccalaureate programs rely on Web conferencing for their fundamentals course. There are discussion areas for students to interact with faculty and for clinical practice questions.

"From an educational standpoint, we're looking at a future of education 'on demand' and at the convenience of the student," says Deborah Clark, RN, MSN, MBA, CCRN, assistant professor of nursing, Georgia College & State University. "For some students, going to the conference or classroom site will be their choice. But for many others, studying at home on the Internet will provide continuing education credits as well as entire degrees in the future. Busy professionals may not be able to get away from work or home for conferences or classes but may log on from home to participate or interact with other professionals with similar interests."

The choice of using Web conferencing, according to Clark, should be evaluated based on the needs of the organization, the learner's needs, costs and time constraints.



If you would like to receive future issues of Excellence related to education, please mark the form on page 5 of this newspaper.

Online Quiz

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

- | | |
|--|---|
| <ol style="list-style-type: none"> My need to take this course now is... <ol style="list-style-type: none"> high - I need it immediately for degree, job, or other important reason. moderate - I could take it on campus later, or at some other place/time. low - It's a personal interest that could be postponed. Feeling that I am part of a class is... <ol style="list-style-type: none"> not particularly necessary to me. somewhat important to me. very important to me. I would classify myself as someone who... <ol style="list-style-type: none"> often gets things done ahead of time. needs reminding to get things done on time. puts things off until the last minute. Classroom discussions are... <ol style="list-style-type: none"> rarely helpful to me. sometimes helpful to me. almost always helpful to me. When an instructor hands out directions for an assignment, I prefer... <ol style="list-style-type: none"> figuring out the instructions on my own. trying to follow the directions on my own, then asking for help as needed. having the instructions explained orally first. I need faculty comments on my assignments... <ol style="list-style-type: none"> right away, or I get very frustrated. within a few days, or I forget what I did. within a few weeks, since I can review what I did. Considering my professional and personal schedule, the | <ol style="list-style-type: none"> amount of time I have to work on an advanced course is... <ol style="list-style-type: none"> more than enough for a campus class. the same as for taking a class on campus. less than for taking a class on campus. When I am asked to use VCRs, computers, voice mail or other technologies that may be new to me... <ol style="list-style-type: none"> I look forward to learning new skills. I feel apprehensive, but try anyway. I put off or try to avoid it. In rating my skills, sending e-mail, and finding electronic resources, I would say that... <ol style="list-style-type: none"> I am comfortable and competent. I am able to complete the tasks, but am not accomplished at them. I am not sure what this question means. As a reader, I would classify myself as: <ol style="list-style-type: none"> good - I usually understand the text without help. average - I sometimes need help to understand the text. slower than average. |
|--|---|

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 need to make a few adjustments in your attitudes and planning to succeed. If you scored 10 or less, online courses 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.

on my life and on my future," Prouser says.

Since the prognosis she has had both a mastectomy and an oophorectomy (removal of the ovaries), events she says have emotionally and physically consumed her life for the past two years.

"Those of us with this mutation who don't have cancer are in a pre-diagnostic condition," she says. "We are a new group of patients and when you think about prevention, it is primary prevention that you're doing to remove body parts to prevent cancer."

Implications of Genetic Testing

Prouser's experience is just one story of the effects of genetic testing on patients. Health care professionals also face many implications with this form of diagnosis, as the future will include working with patients who may or may not want to know if they've inherited a deadly disease.

The use of genetic testing is trickling

down from specialists to the mainstream, primary care setting and into nursing, according to one of the panelists, David Witt, MD, chief medical geneticist, director of the Kaiser Permanente Regional Huntington Disease Predictive Testing Program, San Jose, Calif. The field of medical genetics deals with the diagnosis, counseling, testing and management of genetic and inherited disorders.

Genetic testing is available for a growing number of diseases including hemophilia, Duchenne muscular dystrophy, cystic fibrosis, sickle cell anemia, Down Syndrome, Huntington Disease and Tay-Sachs disease. Commonly, couples considering having children and pregnant mothers are tested for these and other diseases.

Witt says one out of 10 Americans has a genetic disorder, with another one out of 10 carrying a multi-factor disorder (caused by a combination of genetics and environment). As a medical geneticist he deals with patients ranging in age from

fetuses to the elderly, and works with every system of the human body.

People with a family history of genetic disease, or who have symptoms of a genetic disease, may want to consider testing. The March of Dimes identifies some high risk groups for these illnesses as: women who are pregnant after age 34, couples who already have a child with a genetic disorder and women who have had more than two miscarriages.

Witt says the benefits of genetic testing for patients include gaining information that cannot be obtained any other way, supplementing information derived from other forms of testing and in some cases saving money for patients and health care providers.

More and more hospitals and medical centers around the country have accredited genetic counseling and testing services. As genetic testing becomes more common as a preventative measure, nurses and health care workers will face issues of privacy, patient con-

fidentiality and an increased need for patient support and counseling.

As the field of genetic testing progresses, more and more information will be available on other people's genes. And nurses in the future will continue to evolve their practices to meet the demands of this type of testing.

The Human Genome Project, a collaborative effort of the U.S. Department of Energy and National Institutes of Health, seeks to sequence the entire human genome and develop treatments for genetic disorders. This 15-year long project, which began in 1990, is moving ahead of schedule with a first draft of the genome expected to be published by early spring.



If you would like to receive future issues of Excellence related to clinical practice, please mark the form on page 5 of this newspaper.

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

May L. Wykle, RN, PhD, FAAN, Cleveland, Ohio

Vice President

Carol Picard, RN, PhD, Boston, Mass.

Secretary

Heather F. Clarke, RN, PhD, Vancouver, British Columbia, Canada

Treasurer

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

Directors

Fannie Gaston-Johansson, RN, DrMedSc, FAAN, Baltimore, Md.

Maureen R. Keefe, RN, PhD, FAAN, Charleston, S.C.

Clarann Weinert, SC, RN, PhD, FAAN, Bozeman, Mont.

Research Committee

Terry A. Badger, RN, PhD, CS, Tucson, Ariz.

Julie E. Johnson, RN, PhD, Reno, Nev.

Cecile A. Lengacher, RN, PhD, Tampa, Fla.

Patricia R. Messmer, RN, PhD, C, FAAN, Hollywood, Fla.

Suzanne S. Prevost, RN, PhD, CNAA, Murfreesboro, Tenn.

Donna M. Romy, RN, PhD, Edmonton, Alberta, Canada

Susan Noble Walker, RN, EdD, FAAN, Omaha, Neb.

Nominating Committee

Billye J. Brown, RN, EdD, FAAN, Manchaca, Texas

Cynthia Flynn Capers, RN, PhD, Akron, Ohio

Pamela S. Chally, RN, PhD, Jacksonville, Fla.

Joan M. Creed, RN, MN, Columbia, S.C.

Sally Brosz Hardin, RN, PhD, FAAN, St. Louis, Mo.

Sue Malloy, RN, EdD, San Jose, Calif.

Eleanor J. Sullivan, RN, PhD, FAAN, St. Louis, Mo.

Regional Chapters

Coordinating Committee Chair

Susan L. Folden, ARNPC, PhD, West Palm Beach, Fla.

Region 1 Coordinator

Carol Jorgensen Huston, MSN, MPA, DPA, Chico, Calif.

Region 2 Coordinator

Karen Grigsby, RN, PhD, Omaha, Neb.

Region 3 Coordinator

Sharon Decker, RN, MSN, CS, CCRN, Lubbock, Texas

Region 4 Coordinator

Beverly S. Reigle, RN, PhD, Cincinnati, Ohio

Region 5 Coordinator

Donna M. Zucker, RN, PhD, Amherst, Mass.

Region 6 Coordinator

Anna C. Alt-White, RN, PhD, Washington, D.C.

Region 7 Coordinator

K. Sue Haddock, RN, PhD, CNAA, Columbia, S.C.

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



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

Nursing Legends Honored

Society awards recognize lifetime achievements in health care

A group of nursing's best and brightest gathered in San Diego to be recognized with special commendations from Sigma Theta Tau International. More than 70 awards were presented to members and chapters during the convention in November.

For more information on this year's award recipients, visit our Web site at nursingsociety.org/media.

Founders Awards

Elizabeth Russell Belford Award for Excellence in Education

Diane Billings, RN, EdD, FAAN, Indianapolis, Ind.

Mary Tolle Wright Award for Excellence in Leadership

Billye Brown, RN, EdD, FAAN, Manchaca, Texas

Ethel Palmer Clarke Award for Excellence in Chapter Programming

Beta Nu Chapter, Greenville, N.C.

Dorothy Garrigus Adams Award for Excellence in Fostering Professional Standards

Dorothy Jones, RN, BSN, MSN, EdD, Braintree, Mass.

Edith Moore Copeland Award for Excellence in Creativity

Jeanine Young-Mason, RN, EdD, CS, FAAN, Phillipston, Mass.

Elizabeth McWilliams Miller Award for Excellence in Research

Clarann Weinert, SC, RN, PhD, FAAN, Bozeman, Mont.

Marie 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, Tobago, West Indies; Carolyn McCarthy, Mineola, New York; the late William Bartholome, Kansas City, Kan.; Beverly Friedson Bodker,

Overland Park, Kan.; Adele Coryell Hall, Shawnee Mission, Kan.; Suzanne Gordon, Arlington, Mass.; and Monique Begin, PC, OC, Ontario, Canada

Board of Directors Awards

Public Service Award

Monique Begin, PC, OC, Ontario, Canada

Presidential Award

Roger Bulger, MD, Washington, D.C., and Elizabeth Carnegie, RN, DPA, FAAN, Chevy Chase, Md.

Nell J. Watts Lifetime Achievement in Nursing Award

Mo-Im Kim, RN, Seoul, Korea

Lucie S. Kelly Mentor Award

D. Kay 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 Keehner Engelke, RN, PhD, and Bonnie Britton, RNC, MSN, both of Greenville, N.C.

Knowledge Advancement

Susan Ruppert, RN, PhD, CCRN, CS, NP-C, FCCM, Houston, Texas

Computer-Based Professional Education

Jon Rosen, RN, MPH, Columbia, Mo.

Computer-Based Public Education

Joan Fleitas, RN, EdD, Fairfield, Conn.

Media Awards

Nursing Electronic

Rita Ailinger and Jerry Drake, Fairfax, Va.

Nursing Print

K. Lynn Wieck, RN, PhD, Houston, Texas

Public Electronic

Patricia Hurley, West Orange, N.J., and Pat Battle, New York

Public Print

Christine Gorman, New York Faculty of Nursing, the University of Manitoba, Canada

Photography

Caroline E. Brown, RNC, MS, DEd, Morgantown, W. Va.

Research Awards

International Research Utilization Award

Hazel Brown, RNC, EdD, CNAA, and

Rebecca Saunders, RNC, PhD, both of Greensboro, N.C.

Episteme Award

Ann Burgess, RN, DNSc, FAAN, CS, Philadelphia, Pa.

International Research Dissertation Award

Gwenivere Winifred Anderson, RN, BScN, MN, PhD, Los Gatos, Calif.

International Research Dissemination Award

The University of North Dakota, College of Nursing, Pressure Ulcer Research Group, Grand Forks. Members include: Diana Langemo, RN, PhD, principal investigator; Helen Melland, RN, PhD; Darlene Hanson, RN, MS; Susan Hunter, RN, MSN; Bette Olson, RN, MS; and Patricia Thompson, RN, MS

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

Research

"Effects of Case Management on the Nursing Context-Perceived Quality of Care, Work Satisfaction, and Control Over Practice," by Mary R. Lynn, PhD, and Betsy Kelley, RN, MS, CS, Image issue 29:3 (237-241).

Theory

"Middle-Range Theory of Chronic Sorrow," by Georgene G. 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

"Review of the Literature on Falls Among the Elderly," by Elaine Rawsky, RNCS, MS, Image issue 30:1 (47-52).

Health Policy

"Nurse Staffing Levels and Adverse Events Following Surgery in U.S. Hospitals," by Christine Kovner, RN, PhD, and Peter J. Gergen, MPH, MD, Image issue 30:4 (315-321).

Education

"Addressing Urinary Incontinence with Educational Continence-Care Competencies," by Mary Marmoll Jirovec, RN, PhD, FAAN, Jean F. Wyman, 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 Tunneled Central Venous Catheters: An Integrative Review of the Literature," by Lori Buswell, RN, BSN, OCN, and Suzanne C. Beyea, RN, PhD, CS

Career Profiles in Nursing

Name: Mary Anne Dumas, RN, PhD, CFNP
Title: Nurse Practitioner, Clinical Associate Professor
Employer: SUNY at Stony Brook, Stony Brook, New York
Years in Current Position: 9



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.
- Maintaining my sense of humor 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.”

How 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 very 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 nursing society.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.

House of Delegates approves bylaws changes

Sigma Theta Tau International Bylaws

The 1999 House of Delegates amended the international bylaws during the convention meeting in San Diego last November. The complete revised bylaws for 1999-2001 will be mailed to all chapters in the coming months.

New Wording	
<p>Article IV-Chapters Section 2-Organization of a Chapter a.) Criteria for Chapter Development A chapter may be established in an educational unit which is an integral part of a college or university and which grants a baccalaureate or higher degree for completion of the nursing program. The baccalaureate or basic higher degree nursing program within the college or university shall be accredited by a recognized accrediting body. In the event there is no nursing accreditation system in place in the potential chapter's country, the program shall provide evidence of its quality. The group desiring a chapter shall petition the Sigma Theta Tau International Board of Directors and comply with approved policies and regulations.</p> <p>Article III-Membership Section 2-Qualifications for Regular Membership b.) Candidates shall be elected from students enrolled in 1) baccalaureate and master's programs that are accredited by a recognized accrediting body. In the event there is no nursing accreditation system in place in the chapter's country, the program shall provide evidence of its quality and, 2) post-master, doctoral, and post-doctoral nursing programs. Students who have completed at least one-half of the required nursing component of the baccalaureate curriculum or a minimum of one-fourth of the required graduate curriculum and have demonstrated ability in nursing shall be eligible. Proviso: Students from newly established graduate programs applying for initial accreditation within two years will be eligible.</p> <p>Article X-Committees Section 13-Research Committee a.) Mission The Research Committee shall oversee the research grant program of Sigma Theta Tau International. The committee shall provide recommendations to the Board of Directors of Sigma Theta Tau International for new and existing projects/programs to facilitate the development, dissemination and utilization of nursing research.</p>	<p>Article X-Committees Section 12-Regional Chapters Coordinating Committee c.) Membership The Regional Chapters Coordinating Committee shall consist of the chair and each region's Regional Chapters Coordinator, elected by the delegates at the meeting of the House of Delegates. Delegates from each region shall elect their Regional Chapters Coordinator at the House of Delegates. Each Regional Chapters Coordinator serves as chair of the Regional Committee appointed in their respective regions.</p> <p>Article IV-Chapters Section 3-Definition of Region Sigma Theta Tau International shall be organized into areas called regions.</p> <p>Article IV-Chapters Section 3-Definition of Region a.) Each region shall be composed of chapters.</p> <p>Article IX-Elections Section 4-Terms b.) Non-Officer Directors The six (6) non-officer director terms will be staggered and they shall serve a term of four (4) consecutive years or until their successors are elected. Three (3) non-officer directors will be elected in alternating biennia. Non-officer directors may serve a maximum of four (4) consecutive years on the Board of Directors.</p>

Society to launch online continuing education series

Two exciting programs will be available in April for members of Sigma Theta Tau International. Each of these educational offerings will be designed to advance clinical reasoning, decision making and judgement using actual case studies. The Joan K. Stout, RN, Continuing Education Case Study, funded by the Hugoton Foundation, and the Eli Lilly and Company Foundation Women's Health Case Study, funded by Eli Lilly and Company Foundation, both offer online learning resources for members.

For more information visit the Web site at nursing society.org or contact Sue Wheeler at 1.888.634.7575 (U.S. and Canada toll free) or e-mail: swheeler@stti.iupui.edu.

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<p>People to People Ambassador Program Ross Products Division/Abbott Laboratories University of Arizona College of Nursing and Beta Mu Chapter University of Cincinnati College of Nursing University of Vermont School of Nursing</p> <p>General Sponsors Gamma Alpha Chapter Harding University School of Nursing and Epsilon Omicron Chapter Kappa Gamma Chapter at State University of New York at Stony Brook Old Dominion University School of Nursing University of Michigan School of Nursing</p>
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New honor societies welcomed

Induction of 23 honor societies will bring more than 3,400 members



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:

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

- 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 Mennonite University and James Madison University, Harrisonburg, Va.
- Elmira College, Elmira, New York
- Graceland College, Independence, Mo.
- Hong Kong Polytechnic University, Hong Kong, China
- Malone 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
- Villa Julie College, Stevenson, Md.
- Viterbo College, LaCrosse, Wis.

Excellence: Nursing Issues and Trends

Customized clinician, educator and administrator newspapers 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 is 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: Marlene Ruiz, RN, BSN, MA, director, education and consulting, Kaiser Permanente, San Diego; Pamela Klauer Triolo, RN, PhD, FAAN, senior vice president and chief nursing executive, The Methodist Hospital, Houston; and Diane Billings, RN, EdD, FAAN, 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 Medicaid 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 at 317.634.8188, sending an e-mail: marketing@stti.iupui.edu, or by completing and returning the attached 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.

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- Texas Woman's University College of Nursing
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- University of Arizona College of Nursing and Beta Mu chapter
- University of Arkansas for Medical Science College of Nursing
- University of Cincinnati College of Nursing
- University of Connecticut School of Nursing
- University of Florida College of Nursing
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- University of Maryland School of Nursing
- University of Missouri-Columbus Sinclair School of Nursing
- University of Nebraska Medical Center College of Nursing
- University of Pennsylvania Health System Nursing Services and
- University of Pennsylvania School of Nursing
- University of Pittsburgh School of Nursing
- University of San Diego Hahn School of Nursing and Health Science
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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 Fit-

ness 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.



Silent Auction participants select the treasures they will place bids on later in the day. Members, chapters and board members contributed items.

FACT

➤ CONTINUED FROM PAGE 1

"It's 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 the 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

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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 as-

suming 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, RNV, 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.

If you would like to receive future issues of Excellence related to administration, please mark the form on page 5 of this newspaper.

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