President’s Message

Margie Washnok
President, South Dakota Nurses Association

I would like to invite all of you to attend the 2017 SDNA Convention that will be held in Yankton October 1 & 2. I am challenging members to each bring a new member or a member that has not attended the SDNA Convention for the past several years. The theme of the 2017 Convention is: “The Next 100 Years.” See other details concerning the convention in the SDNA Newsletter.

There is still time to join the Healthy Nurse Healthy Nation Grand Challenge by going to the following link: http://www.healthy-nurse-healthy-nation.org. There is an area where individuals or organizations can sign up. Even if you do not take the challenge, review the information about how you can become healthier. ANA determined through research, that nurses are less healthy than the average American. Nurses tend to be overweight, have more stress, and get less sleep. As the nation’s most trusted health care professional, I believe it is critical that we review our health, walk more, implement measures to reduce stress, and analyze the food that we eat. Some organizations/groups of nurses in South Dakota have established goals for their group to walk/exercise more, set aside a time each week for the group to walk together, and have healthy lunches/picnics.

Last fall I encouraged members to access our ANA website (www.nursingworld.org) for the “Welcome to the Profession Kit.” I encourage you to access the website again, to obtain a variety of information about ANA and the profession of nursing. There are also free webinars with CEUs for members on a variety of topics. Make sure to inform all senior nursing students that they can join ANA/SDNA for half-price for two years. I urge all SDNA members to mentor nursing students, new graduates, and other nurses who are not members of SDNA and ANA, to provide information on how important it is for them to join their professional nursing organization.

I am looking forward to seeing all of you at the SDNA State Convention in Yankton. This is a great time meet up with nurse friends you have not seen for a while and network. I am also suggesting that you bring a hat or two to wear during the convention. For several years nurses wore hats from years ago. Last year at convention nurses’ caps were worn, as well as other hats. Bring your hat(s) and join in the fun!

Margie Washnok

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**Dancing in the Rain**

“Life is not about waiting for the storm to pass; it is about learning to dance in the rain,” remarks Tamara Keefner, 2016 South Dakota Nurse Foundation Scholarship recipient. One is “dancing through the rain” when combining careers, as Keefner has done. A hard working dental hygienist for 27 years, Keefner had always anticipated returning to school to complete a nursing program.

“The two just seem to fit well together,” she said. “I love nursing because of the diversity of practice settings and the many ways in which nurses can help others and be an advocate for health.” Keefner commented. As a nursing undergraduate, she discovered that she enjoyed the learning and teaching processes as well as the research.

The past three years since the BS in Nursing, Keefner serves as a Clinical Teaching Assistant (CTA) at SDSU and initiated a Ph.D. in Nursing at SDSU. “I enjoy witnessing the student’s growth in their confidence and skills throughout the semester. I marvel at the transformation they go through in such a short time and it is a privilege to be a part of that transformation.”

In addition to her responsibilities as CTA at SDSU in Rapid City, and her dental hygiene commitments, Keefner is Co-owner and Operator of Hope in Life: Helping Those Coping with Suicidal Circumstances.

Hope in Life is a nonprofit organization dedicated to helping those coping with suicidal circumstances. Keefner and Hope in Life founder and president Leah Thuenissen meet three years ago in a dental office.

“I had a few ideas but was not sure which one would be the best for me. That is when I met Leah.”

An enrap conversation ensued during the appointment! “I asked her what she did for a living and she told me that she was looking for a counselor and she told me about her idea for starting a nonprofit organization that provides support and educational services for individuals dealing with hope in suicidal circumstances,” related Keefner. “She continued to explain how most services are directed toward those who have lost someone to suicide and that there are few resources that provide support for attempts survivors.”

In developing a nonprofit organization for attempted suicide survivors, Thuenissen was searching for board members. “I was looking for someone who might be interested and we exchanged phone numbers and set up an appointment to meet and discuss details.”

**“Suicide had not been a phenomenon that I had ever considered although I was interested in mental health.”**

Following a cursory research of suicide, Keefner found little related to suicide attempts. She considered “how could someone commit such an act upon themselves; however, to a suicidal attempt survivor, dead is not the goal, and it showed that a logical means to relinquishing emotional pain and suffering. Many of my clients tell me that what they really want is to be able to talk to someone and just be heard—not counseled or judged.” Keefner suggests health care providers be willing to have an open dialog with their suicidal patients, difficult and uncomfortable as it may be. “That is what I hope to accomplish through my work as a nurse educator; to provide nursing students with the skills and resources to feel more confident and effective when caring for suicidal patients.”

Besides the Hope in Life clients, Keefner finds inspiration in many other people and places. “I find inspiration in nature sometimes something as simple as just watching a ladybug navigate nimbly and gracefully across tall grass inspires me when I need some motivation,” she mused. “There is something about anything that involves being creative and artistic.” In her art studio, you’ll find essentially anything that involves being creative and artistic. "I have fun just making random things with glass for my house and my yard. I experiment a little with painting and jewelry making as well,” she remarked.

“I enjoy the creative process and find it to be relaxing and a great way to recharge.”

In closing, Keefner reiterated her gratitude for the SDNF Scholarship. “It helped to buy books and helped relieve some of the financial burdens so that I could focus on my studies. I encourage anyone to apply; it is worth it!”

Her plans for the future are to continue her work with the community with Hope in Life and advance her teaching career with SDSU upon graduation in 2018. Storm or sunshine, she knows how to “dance in the rain!”

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South Dakota Nurses Foundation Offers 2017 Scholarships: Application Deadline October 1, 2017

Criteria
1. Current South Dakota resident
2. Current South Dakota RN license
3. Member of SDNA for at least one year
4. Graduate student pursuing a master’s or doctoral degree in nursing or a related field in an accredited program with the goal of practicing nursing in a South Dakota high need area or teaching in a South Dakota baccalaureate or higher degree nursing education program
5. Cumulative GPA 3.0 or higher upon completion of highest degree, i.e., bar, master’s in nursing program or master’s in nursing program
6. Career goals and personal qualities congruent with South Dakota Nurses Foundation purposes
7. Evidence of leadership, compassion, involvement in professional organization(s), professional activities, and community service

South Dakota Nurses Foundation Scholarship
(2 available)

Amount—$1000
Purpose—To support a registered nurse pursuing a master’s or doctoral degree with the career goal of higher degree nursing education program.

Rita H. Walsh Scholarship (1 available)

Amount—$1000
Purpose—To support a registered nurse pursuing a higher level of nursing education. The scholarship will be awarded annually for the spring semester.

Criteria
1. Current South Dakota resident
2. Current South Dakota RN license
3. RN pursuing a bachelor’s degree in nursing or RN to master’s degree in nursing (bridge track) in an accredited program
4. Demonstrates financial need
5. Demonstrates the qualities of patient advocacy, patient education, compassion and peer mentoring

Marianne M. Stenvig Scholarship (1 available)

Amount—$1000
Purpose—To support a male registered nurse in pursuit of his educational goals.

Criteria
1. Current South Dakota resident
2. Current South Dakota RN license
3. Male RN pursuing a graduate degree in nursing (preferred) or a related field in an accredited program
4. SDNA membership preferred
5. Career goals consistent with South Dakota Nurses Foundation purposes of education, research and service
6. Evidence of leadership, compassion, involvement in professional organization(s), professional activities, and community service

Application Materials for Scholarships:
Application must be submitted to the South Dakota Nurses Association office at contactus@sdnurses.org or 605-945-4265.

Questions About Scholarship Applications:
Contact Carman at 605.391.4053 or carmantimmerman@gmail.com

Award Date for Scholarships: October 1, 2017

Supporting the South Dakota Nurse Foundation:
The fact that these scholarships are available underscores the generosity of South Dakota nurses as well as their families and friends. We thank you for that generosity. If you are interested in donating to the South Dakota Nurses Foundation, your gift will help sustain the Foundation’s efforts to endorse the nursing profession as SDNF promotes positive health care changes in South Dakota. Please make your check payable to South Dakota Nurses Foundation and send your check to South Dakota Community Foundation – Box 296 – Pierre, SD 57501.
**2017 SDNA Candidates for Office**

**PRESIDENT**
Margie Washnock
School of Nursing: Jamestown College with BAN, Texas Woman’s University with MSN, CWU Frances Payne Bolton School of Nursing with DNP
- Area of Practice: Nursing Education
- Present position and place of employment: Professor of Nursing at Presentation College.
- Personal Statement: I believe that SDNA is an organization for nurses in South Dakota. SDNA has demonstrated this by working with legislatures, Nurse Practitioners, Nurse Anesthetists, and other nursing organizations in South Dakota to uphold the standards of practice for nurses, change legislation related to nursing practice, and provide for the safety of the population in South Dakota. I believe that SDNA practices within our mission statement of “The South Dakota Nurses Association speaks with a unified voice to support professional nursing through advocacy, communication, networking, and collaboration across nursing specialties.”

**VICE PRESIDENT**
Nancy Fahrenwald
- School/College of Nursing: South Dakota State University – BS; University of Portland – MS; University of Nebraska Medical Center – PhD
- Area of Practice: ANCC Board Certified as an Advanced Public Health Nurse (APHN-BC)
- Present position and place of employment: Dean and Professor, SDSU College of Nursing
- Personal Statement: Nurses unite! We are facing unprecedented challenges and opportunities to impact human health, health care, and nursing through our leadership. For South Dakota, we must lead in order to address the growing gaps in care in mental health and substance use care. Leadership development is essential for all of us, regardless of experience, expertise, and education. In my roles as nurse scientist, academic administrator, professional service leader and a member of the nursing profession, I have had the opportunity to participate in leadership mentorship, training, and progressive engagement within nursing and allied health organizations. Health care boards need nurses at the table to represent the voices of the patients we serve, the students we educate, and the profession we share. In my role as an SDNA leader, I will seek every opportunity to further develop our future members and professional leaders.

**TREASURER**
Christina Plemmons
- School/College of Nursing: PhD, University of Nevada, Las Vegas School of Nursing; MS and BS, South Dakota State University College of Nursing
- Area of Practice: Higher Ed
- Present position and place of employment: Assistant Professor, SDSU College of Nursing, Rapid City
- Personal Statement: My background in organizational finances includes, 1) past-treasurer for SDNA; 2) self-employment billing, receipts, and expenses for a family owned construction company; 3) self-employment billing, receipts, expenses, and end-of-year family reports for an in-home child care business; and 4) quarterly dues billing and receipts for a 200-home homeowners association (HOA).

**NOMINATIONS COMMITTEE**
Alham Abutaiq
- School/College of Nursing: PhD – Nursing – The University of San Diego; MSN – The University of Jordan
- Area of Practice: Nursing Education, Critical Care Nursing
- Present position and place of employment: Assistant Professor, South Dakota State University
- Personal Statement: Dear All, I am interested to join the nomination committee in SDNA, and look forward to join your team. My previous participation in professional organizations include but not limited to the following: Since 2015 to current time, I am a member of the International Academic Nursing Alliance (IANA), this international academic alliance provides me with more global teaching ideas, and guides me in developing international scholarships, and networking with nursing faculty internationally. The impact of joining the IANA helps me get to know the international trends in nursing education, network with nursing faculty by interacting in the IANA discussion forum, knowing other nursing faculty teaching methodologies proved to increase nursing student’s success, and this will eventually help me provide high standards in nursing education to ultimately improve the health of the community. The IANA uses the STTI data base to reach out and network all nursing professionals. My long term goal is to join the advisory board.

Moreover, I am a member of the International Nurses association (INA) since 2015. The INA highlights the world’s top nurses, the association has been designed to spotlight nurses that have demonstrated success in leadership in their profession, as well as provide a chance to network, collaborate and share information with other healthcare professionals from around the globe. The INA mainly “creates affordable, technologically savvy nursing curriculum for developing countries and empowers nurses to change their world” (INA, 2016). I was recognized by this association by having my biography listed in the World Wide Leaders in Healthcare publications, as recognition for excellence, highlighting my achievements in healthcare.
The 2017 SDNA District 10 Spring Conference was held June 21 in Sioux Falls at the Orthopedic Institute. Attendees participated in education under the conference theme of “Healthy Nurses, Healthy Populations, and Healthy Work Environments.”

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Margie Washnok, Tom Stenvig, and Eric Ollila

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We had the opportunity to represent SDNA at the annual ANA Membership Assembly meeting on June 9-10, 2017 in Washington, DC. Meeting business included consideration of two important bylaws amendments. The two days of business included the following highlights:

• An amendment to remove all bylaws language designating ANA as a registered labor organization was discussed and passed by the voting body. Thus ends an era for ANA that began in 1946 when ANA first became involved in collective bargaining for registered nurses. The change affects only ANA, and the six state nurses associations affiliated with ANA with current active collective bargaining programs anticipate continuation of their services. Related discussion reflected ANA’ s continued and steadfast support of workplace advocacy for registered nurses by constituent members and state associations regardless of their labor organization status. ANA will initiate paperwork to terminate its status as a labor organization with the Department of Labor with the process expected to take several months.

• Another bylaws amendment addressed an increase in the size of the Membership Assembly to 200 participants with proportional representation and weighted voting. Proposals for an even larger body were defeated. While there was agreement that a larger body offers greater opportunities for more individual member involvement, costs are prohibitive. Several participants noted that collaboration between SNAs has improved with the smaller body since the House of Delegates ended.

• Several additional uncontroversial bylaws amendments were also considered.

• Two Dialogue forums solicited input on (a) fostering member involvement in association policy development and (b) preparing nurses to be advocates in an uncertain health care environment.

• A main motion from the floor reiterated ANA’s position on access to affordable care in the face of proposed legislative action to repeal provisions of the Affordable Care Act.

• Elections were held for several board and Nominations and Elections Committee positions. Ernest Grant (NC) was re-elected to the vice president position. Jennifer Mensik (AZ) was elected as treasurer. Two board director positions were also filled. Tom Stenvig (SD) was elected to a two-year term on the Nominations and Elections Committee, and receiving the most votes, will serve as chair-elect.

• ANA has trademarked a new Healthy Nurse, Healthy Nation Grand Challenge initiative to improve the health of nurses and the nation focused on four areas – sleep, rest, nutrition, and quality of life. The campaign continues with opportunities for individual nurses, employers, SNAs, and specialty organizations to get involved.

Overall, the business was important but did not generate major controversy. Thank you for the opportunity to represent SDNA at this meeting.

With gratitude and collegiality,
Margie Washnok, Tom Stenvig, and Eric Ollila

$3,200 HIRING INCENTIVE-NEW GRADS ELIGIBLE!

The SD Human Services Center, a 277-bed inpatient psychiatric and chemical dependency treatment facility, is seeking full and part-time RN’s. Positions will participate with interdisciplinary team to provide medical and psychiatric treatment for acute, psychiatric rehabilitation, geriatric and adolescent patients. HSC offers an excellent benefits package (for full and part-time positions) that includes 3 weeks paid vacation, 10 paid holidays per year, employer-paid health insurance for employee, fully-matched retirement plan and more! Salary is $22.73 - $26.21 per hour, DOQ, plus $1.00 per hour shift pay for evening and night shift. Apply to go to http://www.careers.state.sd.us/ or http://bhr.sd.gov/workforus. Job ID #8519 or #8520. For more information contact the HR office at 605-668-3118.
AACN-Student Policy Summit 2017
Tamara Keefer, RN

The American Association of Colleges of Nursing (AACN) Student Policy Summit is a three-day conference held annually in Washington D.C. This summit is open to baccalaureate and graduate nursing student members of AACN. At the 2017 Summit, 198 students, represented from 38 states across the nation. Ela Nielsen and I, represented South Dakota State University College of Nursing (SDSU-CON). I am currently in the PhD in Nursing program at SDSU and Ela recently completed her undergraduate nursing degree.

The Summit included two days of didactic program sessions focused on the federal policy process and nursing’s role in professional advocacy. During these two days, we heard from nursing and healthcare policy experts, including Linda McConnell, Chief Nursing Officer of the Veterans Health Administration, and Dr. Patricia Grady, Director of the National Institute of Nursing Research. We learned how nursing science informs health policy and directly impacts care delivery and how our own research can impact the broader healthcare system.

On the third day, students convened with their AACN member deans as we prepared for a Capitol Hill visit to deliver a unified message to our respective House and Senate leaders. Ela and I accompanied Dean Nancy Fahrenwald to represent South Dakota on Capitol Hill to advocate for nursing education and research, as well as policies that would improve patient care through nursing practice. The talking points that we presented to Senator John Thune and House Representative Kristi Noem focused on the reauthorizing Title VIII Nursing Workforce Development Programs in the Public Health Service Act. It was exciting to visit Capitol Hill during a time that our country is facing major health care transformations.

Healthcare continues to be burdened by the shortage of RN’s and APRN’s which limits access and quality of care (AACN, 2017). The Title VIII programs help address these shortages by providing financial aid through programs such as the Nurse Loan Repayment and Scholarship Programs, and the Nurse Faculty Loan Program (NFLP). Both programs emphasize student loan forgiveness which provides a strong incentive for pursuing higher education. Title VIII also provides support for institutions that prepare nurses for practice in rural and medically underserved communities (Nursing Community, 2017). Legislation includes authorization and appropriations. After initial authorization, most programs undergo a re-authorization process every few years. The Title VIII Nursing Workforce Development Programs were originally authorized in 1964 and have been reauthorized several times. Reauthorization would ensure that these key initiatives continue to be funded through fiscal year 2022 (AACN, 2017).

I aspire to become a nurse educator as well as impact policy and practice for the mental health needs of rural communities through research. The NFLP has made it possible for me to pursue a PhD in nursing. As an aspiring nurse educator and scientists, my goal is to improve the way providers consider those who struggle with suicidality. Specifically, evidence-based approaches will promote nurse confidence and effectiveness when caring for suicidal patients.

Attending the AACN Student Policy Summit was a motivating experience in my journey as a PhD student. I learned from experienced nurse scientists who are making a difference through their research. The opportunity to connect with other students across the country was impactful as we shared our vision for the future of nursing. The Student Policy Summit brought students and nursing leaders together to advocate for sustaining the workforce for transformed research into policy. Similarly, being a member of the ANA and SDNA provides opportunities for mentoring students and working together to affect change on a local level.

References
Federal Health Care Policy Update

Deb Fischer-Clemens, BSN, MHA
Sr. Vice President, Avera Center for Public Policy

HEALTH CARE REFORM

As you have probably heard, health care reform is currently being discussed and debated in the U.S. Senate in the form of the Better Care Reconciliation Act (BRCA), following passage of the American Health Care Act (AHCA) by the U.S. House of representatives. Given that the Senate legislation has not yet been finalized, I wanted to share some of the effects for South Dakota, based on the proposals that are currently being discussed.

Medicaid

According to several health care focused organizations in South Dakota, the AHCA would severely disadvantage states, such as South Dakota, that did not expand Medicaid. After accounting for a $10 billion safety-net fund and restoration of part of the $31.2 billion in restored Medicaid disproportionate share hospital (DSH) cuts, the AHCA, as passed by the House, would direct an additional $680 billion in additional Medicaid funding to expansion states between 2014 and 2025; in South Dakota, this equates to a loss of $8.81 billion. In part, this loss is due to establishing a “per capita cap” on Federal Medicaid:
  - Cause major reductions in benefits and coverage for vulnerable individuals and families
  - Sharply reduce federal payments and shift costs onto states, health providers, and beneficiaries
  - Shift the risk of all costs above the cap to the states, including:
    - Public health crisis like the opioid epidemic
    - Increased mental and behavioral health services
    - New drugs or medical advances

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  - Shift the risk of all costs above the cap to the states, including:
    - Public health crisis like the opioid epidemic
    - Increased mental and behavioral health services
    - New drugs or medical advances

Additional comments and analysis:

- Natural or man-made disasters such as hurricanes, tornadoes or lead poisoning
- Enrollment increases during a recession (under a block grant)

Additionally, AHCA would cap Medicaid growth to the medical Consumer Price Index (CPI). Although this is a very unpredictable metric, the Congressional Budget Office (CBO) projects that medical CPI will average 3.7 percent between 2020 and 2026; this equates to a loss of $200 million in Federal Medicaid dollars to South Dakota, which means, if South Dakota does include their current match, would mean a total of $400 million less in Medicaid funding for those who need it most.

Although state specific amounts have not yet been determined for the BRCA, the national numbers show an even larger disparity in Federal Medicaid dollars between expansion and nonexpansion states. Whereas BRCA also includes a $10 billion safety net fund for nonexpansion states, it only restores $19 billion in Medicaid DSH funding. This would result in a loss of $737 billion to nonexpansion states between 2014 and 2026 (compared to $608 billion in the House-passed AHCA).

Another cut to Medicaid in BRCA, is the proposal to use the overall CPI, which is expected to be 2.4 percent between 2020 and 2026. For South Dakota, this could mean a loss of $600 million in Federal match dollars for Medicaid, and could equal a total decrease of $1 billion in total Medicaid dollars.

Health Care Coverage

Nearly 30,000 South Dakotans who currently have insurance through an employer could lose coverage in addition to 15,000 who have access to health care because of decreased or loss in premiums and cost sharing, including co-pays and deductibles, increase as expected, fewer families will have access to health care because of decreased or lost health care coverage.

Analysis of the BRCA shows that 15,000 South Dakotans who currently have insurance through an employer could lose coverage in addition to 15,000 who have access to health care because of decreased or loss in premiums and cost sharing, including co-pays and deductibles, increase as expected, fewer families will have access to health care because of decreased or lost health care coverage.

Prevention and Public Health Fund

This fund was established by the Affordable Care Act (ACA) to expand and sustain national investments in prevention and public health programs; both pieces of legislation, AHCA and BRCA would repeal the Prevention and Public Health Fund. Since 2010, South Dakota has received more than $36 million through this fund, including $3.7 million in FY 2016 alone.

In FY 2016, the South Dakota State Department of Health received more than $2.75 million for support of initiatives including immunization programs, combating healthcare associated infections, and prevention and control of certain chronic diseases. The Great Plains Tribal Chairmen’s Health Board received nearly $1 million in FY 2016 to assist with prevention and control of certain chronic diseases, tobacco cessation and combating racial and ethnic disparities in health.

Repealing this fund would cut more than $10 million for South Dakota’s health initiatives over five years.

Economy

According to an analysis completed by the Commonwealth Fund, the Senate’s Better Care Reconciliation Act could have a negative effect on the nation’s overall economy, including the loss of 1.45 million U.S. jobs and state business output could be lowered by $265 billion by 2026. In South Dakota, this equates to a loss of 3,900 jobs and a loss of $422 million in gross state product.

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SDNA District 4 News
SDNA District 4 met June 1, 2017 at Presentation College. Along with the meeting, the group enjoyed a potluck meal and a tour of the new state-of-the-art Simulation Center. Starting fall 2017, students will experience the most up-to-date technology available for healthcare training and education. Nominees for the SDNA awards were selected and individual members volunteered to submit nominations to the Awards Committee. It is exciting to hear of the many accomplishments of our fellow nursing professionals. Good Luck to nominees of District 4 and ALL who demonstrate commitment to their nursing practice. We look forward to the state convention in October.

Marlys Volzke
SDNA District 4 President

SDNA District 5-7 News
Nurses from District 7 are gearing up to volunteer at the First Aid Services tent at Dakota Fest held in Mitchell in August. Working in conjunction with local EMT’s and Paramedics from Mitchell Fire and Rescue and other volunteer nurses, the members assist with education and first aid services during the well-attended three day event.

Pat Sudbeck
President, District 7

SDNA District 8&9 News
This report is traditionally the shortest one during the year, and this one shouldn’t be any different. The summer months are generally pretty quiet. We did not have a meeting in May, but our June meeting was quite important. The members present went through the nomination process for Awards during the SDNA Annual Convention. Being nominated for any of the variety of awards is quite an honor. The winners will be announced during the SDNA Annual Convention Banquet. If you are one of the members responsible for getting a nomination into SDNA please don’t forget!! June also was the start of the planning process for the 2018 Annual SDNA Convention. It is Brookings/Watertown areas turn to host the convention. We will be contacting members for help in a variety of jobs. Please volunteer for something that is a good fit for you.

Our September meeting will be Sept 26, 6 pm, Mama Mia Café, Brookings, with educational speaker Dr. Amy Forbes. The topic is “health-promoting behaviors, hope and quality of life in Parkinson’s disease.”

Best wishes for a safe and happy summer.

Eileen Bruner
President

SDNA District 11 News
District 11 is busy planning the October convention, “SDNA: The next 100 Years!” The planning has been inspirational, fun and educational! Some unusual features for the 2017 convention will be a tour of the historic Mead Building at the South Dakota Human Services Center. We are hoping to have buses to transport convention attendees and if that doesn’t work, we will drive the 5 miles from the Best Western to the Human Services Center. This promises to be an eye-opening experience for South Dakota nurses! Attendees will need to sign a release from responsibility as remodeling of the Mead Building is still in process.

We also will honor the SD Board of Nursing on their 100 Year anniversary by hearing from Gloria Damgaard, the SDBON Executive Director. Another feature is a panel regarding health issues from the SD Gubernatorial candidates, moderated by Dr. Tom Stenvig. Other timely topic areas are methamphetamine prevention and abuse treatment, linking past to future nursing practice and medication assisted withdrawal management. We will have a focus of nursing health to coincide with the ANA 2017 Healthy Nurse, Healthy Nation Challenge. We anticipate the SDNA President, Dr. Margie Washnok’s address at the Awards Luncheon on Monday, October 2.

We encourage everyone to come to Yankton for our convention and consider bringing item(s) for our auctions. We are excited about this October event and hope you are, too.

Kathy Jorgensen, RN, MA, MSN

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Proud to be nationally recognized six years in a row.
Greetings:

The South Dakota Nurses Association’s annual convention offers the opportunity for nurses to build professional relationships and share practice and professional issues. The 2017 convention will be held October 1 and 2 at the Best Western Kelly Inn in Yankton. Our celebration theme is SDNA – The Next 100 Years.

In addition to being our annual meeting, the annual convention serves as the primary SDNA fundraiser, helping us to remain as a non-profit organization. The Auction Committee seeks items to be auctioned at both the silent and live auctions. We are asking organizations and businesses for donations of high quality items and theme baskets. Please contact the Auction Committee at kathy.jorgensen@usd.edu for any questions.

Register for the 2017 SDNA Annual Convention Today!

To qualify for early rates, the form below must be filled out for each attendee and sent with payment to the SDNA office by Sept. 15, 2017 (postmark). For registration after Sept. 15, 2017, please add $15/persoon to the registration fee.

Please circle the amount/day you are attending so we may plan for attendees:

<table>
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<tr>
<th></th>
<th>SDNA Member</th>
<th>Non-Member</th>
<th>Student Nurse/Retiree</th>
<th><strong>New SDNA Member (register before Sept. 15)</strong></th>
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<tr>
<td>Sunday only</td>
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- Full refunds less a $25.00 processing fee, allowed in case of major personal emergency when notice is given at least 96 hours prior to the start of the event.
- SDNA cannot be held responsible for weather-related problems.
- Due to the expenses that are incurred during the planning of this event, there will be no refunds issued if the event is cancelled for any reason including, but not limited to, bad weather, natural disaster, or acts of terrorism.
- Fees include education programs and materials, refreshments and meals as noted on the agenda.
- **New SDNA Members:** Membership Application and Convention Registration Form along with payment must be sent to SDNA Office together to receive discounted rate before September 15, 2017.

Name

(Please print name as it will appear on the nametag)

Are you a RN? □ Yes □ No

Address

City _______________ State _______ Zip ____________

Phone

Email

The South Dakota Nurses Foundation (SDNF) is a charitable organization affiliated with SDNA to support nursing in South Dakota through education, research, and service. Please consider supporting SDNF by “Rounding Up” your registration fee.

Make your check payable to SDNA and mail to: SDNA Conv., 1005 South Phillips #2, Sioux Falls, SD 57105

Registration Fee $_________

“Rounding Up” to SDNF $_________

Total Submitted $_________

Employees of Health Care Facilities/Nursing School Faculty: If 10 or more employees from your health care facility or nursing school register for convention, you are each eligible to receive a 10% discount on your registration fee. The registrations must be mailed together in 1 packet to qualify for the discount.

Discount Total 10% $_________

Total $_________

Employer Name: ____________________________

Sincerely,

Kathy Jorgensen, District 11 President
Auction Committee

Kathy Jorgensen, District 11 President
Sincerely,

Please complete one Auction Donation Tracking form for each individual item. Forms should accompany the auction item to the convention or be emailed to kathy.jorgensen@usd.edu.

Sunday, October 1, 2017

11:00 am

Registration Opens

1:00 pm - 1:20 pm

Opening Ceremony

Presentation of Colors
- Yankton VFW
- Yankton Mayor’s Welcome
- Jacob Hoffman
- SDNA President’s Welcome
- Margie Washnok, DNP, RN

1:20 pm - 1:30 pm

BREAK

1:30 pm

Depart tour of Mead Building at the SD Human Services Center, returning by 2:45 pm

2:45 pm - 3:00 pm

BREAK

3:00 pm - 4:00 pm

SDNA Business Meeting, all welcome
Special acknowledgement for SD Board of Nursing 100th Anniversary
- Gloria Dangard, SDBON Executive Director

4:00 pm - 4:15 pm

BREAK

4:15 pm - 5:30 pm

SD Governor's Candidate Health Issues Forum
- Moderator, Tom Stenvig, PhD, MPH, RN, FAAN
- Music by Smooth Benedicton (Mount Marty College)
- Sherry Sonkup, Auctioneer

6:00 pm - 9:00 pm

Banquet and Live Auction

Monday, October 2, 2017

7:30 am

Registration Opens

8:00 am - 8:50 am

Education Session 1
Topic: Ethics, The Bridge Linking Past to Future Nursing Practice
- Margaret Hegge, PhD, RN, FAAN

8:50 am - 9:00 am

BREAK

9:00 am - 9:50 am

Education Session 2
Topic: What's New in Cancer/Genetics
- Julie Kitzelsrud, PhD, CNC, McKennan Genetics

9:50 am - 10:00 am

BREAK

10:00 am - 10:50 am

Education Session 3
Topic: Methamphetamine Prevention and Treatment: A Community Approach
- Janelle Keller, Program Manager, SDDSS
- Stacy Kral, Program Specialist, SDDSS

10:50 am - 11:00 am

BREAK

11:00 am - 11:50 am

Education Session 4
Topic: Medication Assisted Withdrawal Management
- Pamela Van Meeteren, MSN, RN, FNP, Psych-Mental Health NP, Lewis and Clark Community Mental Health Center, Yankton

11:50 am - 12:15 pm

BREAK

12:15 pm - 2:00 pm

SDNA Award Luncheon
Invitation to the 2018 Convention
- Diane Smith, PhD, RN, Mount Marty College, Chief Nurse Administrator

2:00 pm - 2:55 pm

Invitation to the 2018 Convention
- Diane Smith, PhD, RN, Mount Marty College, Chief Nurse Administrator

3:00 pm - 3:15 pm

Evaluation/Adjournment
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If you have events that you want posted on the SDNA Calendar of Events, please contact the SDNA Office at (605) 945-4265 or by email at contactus@sdnurses.org.

**September**
- Labor Day: September 4

**October**
- SDNA Board of Directors Meeting: October 1
- SDNA Annual Convention: October 1 & 2, Yankton, SD
- Native American Day: October 9

**SD Nurse Article Submission Deadline – December Issue**
- October 17

**November**
- Veterans Day: November 10
- Thanksgiving: November 23

**December**
- District Leadership Reporting Form Due to SDNA Office: December 1
- Christmas Day: December 25

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**SDNF Donors**

A special “Thank you!” to the following individuals who have donated to the South Dakota Nurses Foundation since January 1, 2017. The great support is appreciated!

- Jeremy & Michelle McGregor
- William & Carla Texel
- Rodney & Karen Pettigrew
- Kathy Jorgensen
- Mike & Julia Dangel
- Ellann K. Petersen
- Wesley & Lois Tschetter
- Randy & Adele Jacobson
- Deb Fischer Clemens
- Doris Heine
- Paula Goddard
- Craig & Patricia Shaver
- Robert & Judith King
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- Ardelle Kleinsasser
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- Judith Niklasson
- Dr. Kay Foland
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- David & Roberta Olson
- Gary & Mary Brendtro
- John Jacoway & Linda Kropsenske
- Marlin & Joyce Fjelland
- Verna Schad
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- Joe & Mary Edelen
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- Cynthia Elverson
- Thomas E. Stenvig
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- Mary Ingram
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**Omaha Tribe of Nebraska**

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Fax: 402-837-5303

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**Sioux Falls Specialty Hospital**

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RN for post-operative patient care in our inpatient Recovery Care Unit.

**Competitive salary package. Excellent benefits package.**

**Qualifications:**
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- RN program as evidenced by licensure
- Two years of hospital experience is preferred, but not required

If you are interested in joining our team, please submit an application
ONLINE: www.SFSH.com/CAREERS OR: Sioux Falls Specialty Hospital
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EMAIL: HR@SFSH.COM | FAX: (605) 444-8410

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**Health care workers need a flu vaccine too.**

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**flu.sd.gov**
Retaining newly hired, competent nurses — whether new graduates or experienced RNs — is good for everyone: employers, staff, patients and the new employees, themselves. What is vital to their tenure, however, may be how they are transitioned into the workplace and whether the organization is committed to a culture of safety.

“Orientation is the first step in retaining nurses,” said Dennis Sherrod, EdD, RN, professor and Forsyth Medical Center Endowed Chair of Recruitment and Retention at Winston-Salem State University and a member and past-president of the North Carolina Nurses Association. “Although it’s difficult when working with a large group of new employees, it’s important that the orientation be nurse-centered, meaning individualized as much as possible to their needs, that there is a mentorship piece in place and that newly hired nurses are introduced to the culture of the workplace early on.”

Nurse turnover is an ongoing issue — with some health care facilities faring better than others. According to the 2016 National Healthcare Retention & RN Staffing Report by NSI Nursing Solutions, Inc., the turnover rate for bedside RNs rose to 17.2 percent in 2015, an increase from 16.4 percent in 2014.

According to a 2014 article in Policy, Politics, & Nursing Practice, New York University College of Nursing Professor and researcher Christine T. Kovner, PhD, RN, FAAN, and colleagues reported that about 17.5 percent of new nurses leave their initial job within the first year.

Beyond the upheaval on units, nurse turnover is costly. The NSI Nursing Solutions, Inc., report noted “the average cost of a turnover for a bedside nurse ranges from $37,700 to $58,400, resulting in the average hospital losing $6.6 million. (Some reports place turnover costs even higher.)

Offering smoother and safer transitions
An overarching goal of Southeastern Health’s orientation program is promoting a culture of safety in newly hired employees — both new grads and experienced nurses, according to Cynthia McArthur-Kearney, DHA, MSN, RN, NE-BC, manager of Education Services at the North Carolina hospital system and NCNA member. This is accomplished, in part, by using concepts outlined in TeamSTEPPS.

TeamSTEPPS is a system aimed at assisting health care professionals to provide higher quality, safer patient care by strengthening their skills around teamwork, communication, conflict resolution and eliminating barriers to ensuring the best clinical outcomes for patients. All RNs going through the nursing services orientation are exposed to the program’s concepts, and all preceptors receive specialized TeamSTEPPS training so they can reinforce important concepts specifically to new grads during orientation and in their residency program.

“We don’t need to train new grads on how to insert catheters or change dressings,” McArthur-Kearney said. “Although the tasks are important, we want to teach them critical thinking. And the focus needs to be on safety. We need to make sure new grads — and all our nurses — understand what a culture of safety looks like and why it’s important.”

For example, preceptors working with new grads emphasize the importance of teamwork to achieving positive patient outcomes, understanding the roles of each team member, and how to communicate effectively with team members, including patients and their families. Role playing is often employed, such as learning how to have an effective conversation with a team member who may want to do a clinical task in an outdated way, explained McArthur-Kearney.

“To have a culture of safety, nurses also need to be aware of their environment, what’s going on around them,” McArthur-Kearney said. “So we emphasize that if a nurse sees a team member who is not filling a role during a code or who appears overloaded with an influx of patients, for example, that nurse must step up to ensure the best patient outcomes.” They also are taught how to identify when a situation may be getting out of control, as well as de-escalation strategies.

Another important component of on-boarding at Southeastern Health is orienting all newly hired staff on concepts outlined in the hospital’s strategic pillars. These concepts focus on embracing a language of caring, being fully present when interacting with colleagues, patients and family members, and showing kindness, including through non-verbal cues.

Added McArthur-Kearney, these strategies not only help to create and maintain a culture of safety, but also help with staff retention.
Alternative approach to quality and safety
The University of Alabama at Birmingham Medical Center changed the way it conducted its orientation and residency programs for new hires about four years ago, according to David James, DNP, RN, CCRN, CCNS, who previously served as the advanced practice nurse coordinator for Clinical Nursing Excellence at UABMC and is an Alabama State Nurses Association member.

“Orientation is a journey toward safety,” said Clyde A. Bristow III, MSN, RN, CENP, chief nursing officer for Terri Poe, DNP, RN, NE-B, meet with these experienced nurses to get their input about what went well, where improvements can be made and whether they feel welcomed. And experienced nurses, like new grads, are assigned preceptors who serve as an ongoing resource.

To ensure a culture of safety and to retain staff takes more.

“We have probably 900 new nurses this year who we are trying to successfully orient and onboard,” White-Williams said. “We’re no different than anyone else in terms of trying to retain folks. It really does take a village to do this successfully, and it takes a lot of resources.”

A journey toward safety
“We say let’s hire for attitude and train for skill,” said Terri Poe, DNP, RN, CENP, chief nursing officer at Wake Forest Baptist Health Lexington Medical Center and director of Clinical Education. “We can teach nurses how to insert an IV, but what we’re looking for are the attitudes like how does the nurse engage and communicate with patients, do they make them feel safe.”

Beyond orientation and residencies, retention also is dependent on factors such as workload, effective collaboration, strong professional practice roles and a culture of safety.

“We have some flexibility in the program so we can tailor it more to the needs of our nurses,” Bristow said. “We don’t want to find out on the 90th day that they don’t get along with their preceptor or haven’t learned how to do x, y or z. So preceptors and nurse managers meet often to determine where someone might need training. Then that person is placed in a situation where he or she can learn, which really benefits them as new nurses.”

WFBH also has a network of resource nurses, including preceptors, who can continue to provide guidance and information after the orientation and residency are complete.

Final comments
There is no secret recipe to creating a good orientation and onboarding program to retain competent and safety-focused nurses, according to Sherrod. However, it needs to be competency-based, nurse managers and staff need to celebrate and welcome new hires, and everyone should have a mentor.

Beyond orientation and residencies, retention also is dependent on factors such as workload, effective collaboration, strong professional practice roles and a culture of safety.

“Having this retention culture is a way to help prevent a revolving door of new hires and strengthen an organization’s culture of safety and retention by providing nurse-centered orientations and work policies,” Sherrod said. “And retention is everyone’s responsibility.”

— Susan Trossman is a writer-editor for the American Nurses Association.

Membership Categories
please check one

FULL ANA/SDNA MEMBERSHIP
RN employed full or part time

REDUCED TO 75% OF FULL ANA/SDNA MEMBERSHIP DUES (STUDENT)
RN enrolled in baccalaureate, masters or doctoral program, at least nine (9) credit hours per calendar year

REDUCED TO 50% OF FULL ANA/SDNA MEMBERSHIP DUES (NEW GRADS GET 2-YEAR RATE)
RN who is unemployed

REDUCED TO 25% OF FULL ANA/SDNA MEMBERSHIP DUES (RETIRED)
RN who is over 62 years of age and unemployed

SDNA ONLY MEMBERSHIP
RN employed full or part time

According to Federal tax law, you may claim 50% of your annual SDNA/ANA dues as a tax deduction. The other 50% are used in lobbying activities and are not tax deductible.

MEMBERSHIP TYPE MONTHLY (EDPP) ANNUAL
FULL ANA/SDNA MEMBERSHIP $23.59 $277.00
STUDENT/ANA/SDNA MEMBERSHIP $17.82 $207.75
WFBH ANA/SDNA MEMBERSHIP $12.04 $138.80
RETIRED/ANA/SDNA MEMBERSHIP $6.27 $69.25
SDNA ONLY MEMBERSHIP $16.04 $180.00

Payment Options

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Read, sign the authorization, and enclose a check for the first month’s payment (amount shown in bold above); one-twelfth (1/12) of your annual dues will be withdrawn from that checking account monthly, in addition to an annual $8.00 (50¢ per month) service fee (total is amount above). AUTHORIZATION: This authorizes ANA to withdraw 1/12 of my annual dues and any additional service fees from the checking account designated by the enroled check for the first month’s payment. ANA is authorized to change the amount by giving you the undersigned 30 days written notice. The undersigned may cancel this authorization upon receipt by ANA of written confirmation of termination 20 days prior to the deduction date as designated above. ANA will charge a $5.00 fee for return drafts.

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Full annual payment—automatic annual credit card payment (automatic renewal)

Monthly payment from credit card

Full annual payment—one year only

Full annual payment—year one only

Visa/MasterCard ______ Expiration date

September, October, November 2017

Safety is an ongoing theme at WFBH. All newly hired staff must attend a four-hour program called Safety Starts Here within their first 90 days of employment, according to Bristow.

“We start early by weaving in culture of safety principles – those based on high reliability and best practices – throughout our [orientation and new grad residency] programs, and all newly hired nurses must integrate them into their care,” Bristow said. Those principles range from engaging in daily safety huddles to maintaining patient privacy. In addition, newly hired nurses are expected to work collaboratively with all disciplines, and they are constantly reinforced.

All new hires also must commit to WFBH’s “patient and family promise,” according to Phyllis Knight-Brown, MSN, RN, WFBH clinical education manager and a member of the Association of Nursing Professional Development, an organizational affiliate of the American Nurses Association that promises speaks to staff pledging to patients that they will keep them safe, care for them, involve them and their families in care, and respect them and their time.

“We also try to empower all our nurses to feel they can say, ‘I have a concern’ or ‘I need help,’ especially new nurses so they are not struggling alone,” she said.

There is no secret recipe to creating a good orientation and onboarding program to retain competent and safety-focused nurses, according to Sherrod. However, it needs to be competency-based, nurse managers and staff need to celebrate and welcome new hires, and everyone should have a mentor.

Beyond orientation and residencies, retention also is dependent on factors such as workload, effective collaboration, strong professional practice roles and a culture of safety.

“Having this retention culture is a way to help prevent a revolving door of new hires and strengthen an organization’s culture of safety and retention by providing nurse-centered orientations and work policies,” Sherrod said. “And retention is everyone’s responsibility.”

— Susan Trossman is a writer-editor for the American Nurses Association.
American Nurses Association Elects Board Members

SILVER SPRING, MD – The American Nurses Association (ANA) announced that the voting representatives of ANA’s Membership Assembly elected four members to the nine-member board of directors. Ernest James Grant, PhD, RN, FAAN, of the North Carolina Nurses Association, has been re-elected as Vice President. The newly-elected board members are: Treasurer Jennifer Mensik, PhD, RN, NEA-BC, FAAN, Arizona Nurses Association; Director-at-Large Mary Lee Pakesier, MSN, RN, FNP-BC, ANA-Michigan; and Director-at-Large, Staff Nurse Gayle M. Peterson, RN-BC, ANA-Massachusetts; and Director-at-Large Tonisha J. Melvin, MS, CRRN, NP-C, Georgia Nurses Association. Elected to serve on the Nominations and Elections Committee are: Thomas Stenvig, PhD, MPH, RN, NEA-BC, FAAN, South Dakota Nurses Association, who is chair-elect; Anthony King, BSN, RN, CPN, ANA-New York; Terry Throckmorton PhD, RN, Texas Nurses Association; and Elizabeth Welsh-Carr, MS, APRN, NNP-BC, Colorado Nurses Association.

Statement in Support of Equality and Human Rights for the LGBTQ Community

The American Nurses Association believes that respect for the inherent dignity, worth, unique attributes, and human rights of all individuals is a fundamental principle. ANA’s Code of Ethics with Interpretive Statements establishes the ethical standard for the profession to advocate for social justice and human rights, especially for those whose rights may be more easily violated or not fulfilled.

Recent administrative statements regarding transgender individuals in the military as well as Department of Justice arguments stating Title VII of the Civil Rights Act of 1964 does not cover employment discrimination based on sexual orientation critically undermine advances made in supporting the equality, human rights and dignity of the LGBTQ community.

The 2016 RAND report on The Implication Allowing Transgender Personnel to Serve Openly in the U.S. Military specifically states, “evidence from foreign militaries and the U.S. military has indicated no significant impact on unit cohesion or operational readiness as a result of allowing transgender and gay and lesbian personnel to serve openly.”

ANA opposes any action that erodes the integrity and human rights of any person and will fervently strive to protect and preserve the rights of vulnerable groups.

American Nurses Association Urges Senate to Craft Bipartisan Solution

SILVER SPRING, MD – The American Nurses Association (ANA) released the following statement on the failure of the so-called “skinny repeal” of the Affordable Care Act.

“The only way our country can truly reform our healthcare system is by working together,” said ANA Executive Director, Debbie Hammaker, PhD, RN, FAAN. “ANA urges Senators to craft bipartisan legislation that protects Americans from being denied coverage because of pre-existing conditions, protects essential health benefits, and improves quality, affordability and access. ANA remains committed to working with Congress to provide coverage to all Americans, and will continue to fight against any legislation that puts politics ahead of patients.”

Sioux Falls VA Health Care System

Working with and for America’s Veterans is a privilege and we pride ourselves on the quality of care we provide. In return for your commitment to quality health care for our nation’s Veterans, the VA offers an incomparable benefits package.

The Sioux Falls VAHS is currently recruiting for night and day RN and LPN healthcare positions in the following clinical areas; 8 hour, 12 hour and intermittent shifts available, depending on location.

• Inpatient (med/surg, mental health)
• Long-term Care
• Emergency Department
• Outpatient Clinics

Applicants can apply online at www.usajobs.gov.

They all come together at the Sioux Falls VA Health Care System.

To be a part of our proud tradition, contact:
Established in 2015, the South Dakota Early Hearing Detection and Intervention (EHDI) Collaborative, a partnership between USD and the Department of Health State EHDI program, provides training and evidence-based resources to healthcare professionals on infant hearing screening and follow-up.

For information contact Haifa A. Samra at Haifa.abousamra@usd.edu or Jessica Messersmith at Jessica.messersmith@usd.edu

Before ONE Month of Age: Hearing Screening

Before THREE Months of Age: Hearing Evaluation

Before SIX Months of Age: Early Intervention

It is critical that hearing loss be identified and addressed before infants develop language and speech problems. South Dakota School for the Deaf offers early intervention services for children who are deaf or hard of hearing and their families at no cost.

Our Community

Located sixty-five miles northwest of the twin cities of Minneapolis and St. Paul, the City of St. Cloud and adjoining communities have a population of more than 100,000 people. The area is one of the fastest growing areas in Minnesota, and serves as the regional center for education and medicine.

St. Cloud VA Health Care System

Opportunities for full-time staff are available in the following positions:

- Advanced Practice Registered Nurse, Extended Care
- Advanced Practice Registered Nurse, Mental Health
- Advanced Practice Registered Nurse, Primary Care & Specialty Medicine
- Registered Nurse (PACT), Primary Care & Specialty Medicine
- Registered Nurse, Extended Care
- Licensed Practical Nurse, Extended Care

US Citizenship required or candidates must have proper authorization to work in the US. Applicant(s) selected for a position may be eligible for an award up to the maximum limitation under the provision of the Education Debt Reduction Program. Possible recruitment bonus. EEO Employer.

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