

One Profession. Many Roles.

The Official Publication of the Arizona Foundation for the Future of Nursing

Arizona Nurse

Quarterly Publication distributed to over 58,000 Registered Nurses in Arizona

Vol. 76 • Number 1
JANUARY 2023



We're Working for You! JOIN US TODAY

Brought to you by the Members of AzNA. For more information on the benefits of membership, please visit www.aznurse.org.

Practice Self-Care: Gratitude, Journaling, Mindfulness

Gloria J. Barrett, EdD, MDiv, MSN, BSN, RN

The past years have been challenging for our nation, communities, and healthcare professionals. Nurses rise to the challenge with compassionate and quality care in every arena of practice. The continuous high patient load and long hours take a toll on the mind, body, and spirit. Self-care improves physical, mental, and spiritual health. The beginning of this new year is a great time to incorporate daily practices that have been proven to enhance overall well-being. The World Health Organization defines self-care as "the ability of individuals, families, and communities to promote health, prevent disease, maintain health, and cope with illness and disability with or without the support of a health-care provider (WHO, 2020).

Gratitude, journaling and mindfulness are three practices nurses might incorporate daily to promote health, prevent disease, and maintain health. The first practice to consider adding to a daily routine is gratitude. *Oxford Dictionary* defines gratitude as the quality of being thankful; readiness to show appreciation for and to return kindness. Robert A. Emmons, professor of psychology at the University of California is a leading scientific expert on the science of gratitude. Emmons (2015) reports that gratitude can lower blood pressure, improve immune function and facilitate more sleep. Emmons believes gratitude works because it allows individuals to celebrate the present and be active in their own lives. By valuing and appreciating friends, oneself, situations and circumstances, it focuses the mind on what an individual already has rather than something that is absent and is needed (*Gratitude is good medicine*, 2015).

Journaling is the second practice to add to a daily routine. Feldman (2020) reports that dozens of studies have shown that certain journaling practices can positively impact a variety of outcomes, including happiness, goal attainment, and even some aspects of physical health. The keeping of a gratitude journal can improve mood. Emmons (2013) offers ten tips for successful journaling:

1. Take five to ten minutes to write at least every other day. Make that commitment and honor it. Choose morning or evening.
2. If you do not have a pen and paper, use the speech-recognition feature on your smartphone to record your gratitude in the memo pad or equivalent app on your phone.
3. Seek gratitude density. Be specific. Go for depth over breadth. Give details for each entry. The journal is more than just a list of stuff.
4. Try to include some surprises. What unexpected blessings did you benefit from today/ What were you dreading that did not happen?
5. Use the language of gifts. Think of the benefits you received today as gifts. Relish and savor the gifts you have been given.
6. Think about the people to whom you are grateful and why. Who deserves your thanks? What have you received or are receiving from them?
7. Think about and then write down those aspects of your life that you are prone to take for granted.
8. Let your gratitude last a long time. It is okay to repeat a blessing day after day. But do elaborate on each blessing. Give details.
9. Don't only journal about people who helped you but also about those who have helped people whom you love. We may overlook these sources of gratitude.
10. Be grateful for the negative outcomes that you avoided, escaped, prevented, or redeemed into something positive.

Gratitude journaling promotes a shift in consciousness from what we are lacking to the abundance that surrounds us. Gratitude leads us to affirm and acknowledge the good things in our lives (*Gratitude Works!*, p, 26)

Embracing self-care for the new year benefits the mind, body and spirit. The third practice one might add to a daily routine is to enjoy every moment of life. This idea is called mindfulness. This

ancient practice is about being completely aware of what is happening in the present – of all that is going on inside and all that is happening around you (Wein, 2012). Mindfulness means not living life on "autopilot." Studies suggest that mindfulness practices may help manage stress, cope better with serious illness and reduce anxiety and depression. Many people who practice mindfulness report an increased ability to relax, a greater enthusiasm for life and improved self-esteem (*Mindfulness Matters*, 2012). Tips to help get started:

1. Take some deep breaths.
2. Enjoy a stroll. As you walk, notice your breath and the sights and sounds around you. As thoughts and worries enter your mind, note them but then return to the present.
3. Practice mindful eating. Be aware of taste, textures and flavors in each bite and listen to your body when you are hungry and full.
4. Find mindfulness resources in your local community: including yoga and meditation class (virtual), mindfulness-based stress reduction programs and books.

There is a quote "You can't pour from an empty cup. Take care of yourself first." (The Quotable Coach, 2018). As the new year begins, focus on self-care by adding the practices of gratitude, journaling and mindfulness to your daily routine.

References

Emmons, Robert. (2013). *Gratitude Works!: A 21- Day Program for Creating Emotional Prosperity*. Jossey-Bass. San Francisco, CA

Emmons, Robert. (2015). *Gratitude is good medicine*. University of California-Davis Medical Center. https://health.ucdavis.edu/medicalcenter/features/2015-2016/11/20151125_gratitude.html#:~:text=The%20science%20of%20gratitude%3A%201%20Keeping%20a%20gratitude,in%20patients%20with%20congestive%20heart%20failure.%20More%20items

References continued on page 3

current resident or

Non-Profit Org.
U.S. Postage Paid
Princeton, MN
Permit No. 14

INSIDE

CEO's Message	2	The First MS in Nursing Designed for a Post-COVID Environment	9
Call for Article Submission	2	Supporting Transition of New Graduate Nurses to Professional Practice	10
Congratulations: Magnet Redesignation	2	Ask Nurse Melissa	11
President's Message	3	A Message from the AzNA PAC	12
Annual Report 2022	4-5	Rest, Relax, Laugh: Spending Time with Yourself.	12
ICU and Respiratory Team Receives Silver Beacon	6	Creating Psychological Safety So Nurses Speak Up and Speak Out	13
January is Cervical Health Awareness Month – Advocate to Vaccinate!	7	New & Returning AzNA Members	14
Why Death Café?	7	AzNA's Superstars	15
Post-Pandemic Disengagement: What is Quiet Quitting?	8-9	Two Year Anniversary Members	15
AzNA/AzNF Calendar of Events	9		

CEO'S MESSAGE

Saying Goodbye to Dr. Dawna Cato

It is with sadness that the Arizona Nurses Association announces Dawna Cato's departure as the Chief Executive Officer effective December 31, 2022. We want to thank Dawna for her leadership and wish her all the best in her next venture.

Since 2020, Dawna has played a critical role in the development and success of the Arizona Nurses Association, and we will miss her leadership. She led the charge in developing many AzNA and AzFFN initiatives, including the Arizona School Nurse Access Program (ASAP)

and the Arizona Action Coalition (AzAC), and has been a deep supporter for our Continuing Education processes. Even through the challenge of COVID, she kept our focus on what was important – supporting Arizona's nurses.

Over the next few weeks, the AzNA Board of Directors will be discussing what comes next for AzNA's leadership team. We will keep you updated as decisions are made. We wish Dawna the best with her next endeavors and look forward to seeing what accomplishments lie ahead for her.

Call for Article Submission

Submit your article or research for publication in AzNA's quarterly print publication.

The Arizona Nurse is distributed to over 58,000+ RNs in the state.

AzNA welcomes submission of nursing and health related news items and original articles. We encourage short summaries and brief abstracts for research or scholarly contributions with an emphasis on application.

To promote inclusion of submitted articles, please review the article guidelines available on the AzNA website at www.aznurse.org/Guidelines.

An "article for reprint" may be considered if accompanied by written permission from the author and/or publisher as needed. Authors do not need to be AzNA members.

Submission of articles constitutes agreement to allow changes made by editorial staff and publishers. See article guidelines for more information.

Submit your article to info@aznurse.org.

Congratulations



AzNA extends congratulations to the following CNO's and their teams for Magnet Redesignation:

- Marialena Murphy, CNO at Mayo Clinic Arizona, Phoenix
- Deedra Zabokrtsky, CNO at HonorHealth Scottsdale Thompson Peak Medical Center

Arizona Nurse Editorial Board

- Carol Peyton Bryant, DNP, RN, ACNP, CCRN
- Rebekah Christopher, BSN, RN, CMSRN, CHPN
- Sierra Holloway, MSN, RN
- Anna Hustin, MSN, RN, NE-BC
- Megan Nichols
- Sherry Ray, EdD, MSN, RN, CHSE
- Sue Roe, DPA, MS, BSN, RN
- Melisa Salmon, MSN, RN, CCRN, MBA
- Alicia Shields, MSN, RN, CENP, DNP-student
- Krystal Tobin, BSN, RN-BC
- Christy Torkildson, PhD, RN, PHN, FPCN
- Melissa Zuber, BSN, RN
- Paige Spencer, BA, MSN, RN
- Jackie Martin, MSN, RN

The editorial board of the Arizona nurses is comprised of members of the Arizona Nurses Association, who review all submissions, provide expert advice on content, attract new authors, and encourage submissions.

If you are interested in serving on the editorial board, please contact info@aznurse.org for more information.



ARIZONA FOUNDATION FOR THE FUTURE OF NURSING

- Chair:
Rhonda Anderson, DNSc, RN, FAAN, FACHE
- Vice Chair:
Pat Mews, MHA, RN, CNOR
- Secretary:
Chloe Littzen, BSN, RN
- Scholarship Chair:
Sharon Rayman, MS, RN, CCTC, CPTC
- Elected Trustee:
Fran Roberts, PhD, RN, FAAN
- Elected Trustee:
Tim Mislán, MS, RN
- Elected Trustee:
Kimberly Behrens-Grieser
- Elected Trustee:
Phillip Guarrera
- ED - Interim:
Wendy Knefelkamp



ARIZONA NURSES ASSOCIATION

Board of Directors

- President:
Heidi Sanborn, DNP, RN, CNE
- Vice-President:
Sherrie Palmieri, DNP, MBA, RN, CNE, NP-BC, CPHQ
- Secretary:
Amanda Foster, MSN, APRN, FNP-C
- Treasurer:
Shannon Campbell, SNP, M. Adm., MSN, RN, PCCN-K
- Governmental Affairs Officer:
Heather Ross, PhD, DNP, ANP-BC, RN, FAANP
- Director-At-Large:
Sonia Blau, BSN, RNC-OP, CDP
- Director-At-Large:
Kuldeep Singh, RN
- Past President:
Selina Bliss, PhD, RN, CNE, RN-BC
- Staff:
Wendy Knefelkamp, Chief Executive Officer - Interim
Madi Moyer, Communications Specialist

The Arizona Nurse (ISSN 0004-1599) is the official publication of the Arizona Foundation for the Future of Nursing (AzFFN), peer reviewed and indexed in Cumulative Index for Nursing and Allied Health Literature. Arizona Nurse Author Guidelines are available at www.aznurse.org. Call 480.831.0404 or info@aznurse.org for more information.

No material in the newsletter may be reproduced without written permission from the Chief Executive Officer. Subscription price: included in AzNA membership or \$30 per year. The purpose of the Arizona Nurse is to communicate with AzNA members and non-members in order to 1) advance and promote professional nursing in Arizona, 2) disseminate information and encourage input and feedback on relevant nursing issues, 3) stimulate interest and participation in AzNA and 4) share information about AzNA activities.

For advertising rates and information, please contact Health eCareers, HEC_Nursing_Info@healthcareers.com. Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement.

Advertisements do not imply endorsement nor approval by the Arizona Foundation for the Future of Nursing (AzFFN) of the product advertised, the advertisers or the claims made. AzFFN shall not be held liable for any consequences resulting from the purchase or use of advertised projects. AzFFN, AzNA and Health eCareers reserve the right to reject advertisements. Rejection of an advertisement does not imply that the offering or product for advertisement is without merit, lacks integrity, or that this association disapproves of the offering or product.

The Arizona Nurses Association is a constituent member of the American Nurses Association.

Nurse Positions Available!
• RN • LPN • Student Assigned • Substitute Nurses

Must have authorization to work in U.S. as defined by the Immigration Reform Act of 1986 and current AZ RN or LPN license. Great Schedule, Excellent Benefits!

To apply or for more information, please visit our website at: www.dvusd.org

"A" Rated Pre-K-12 School District

Become a Foster Parent!

Use your nursing skills to serve children and adults with disabilities, medical or behavioral needs. Call us to learn about our Developmental Home Program!

Call 888-433-1344 or visit HRTAZ.COM

PRESIDENT'S MESSAGE

Wind of Change

Wind of Change

OK, OK, I realize this title is a bit cliché. But as an 80's teen, with my big hair, pleather stirrup pants, and thick black eyeliner, I loved the Scorpions and their ballad *Wind of Change*. The song was released the year I graduated college, and the words echoed the promise that comes with ushering in a new phase of life.



Heidi Sanborn
AzNA President

*The future's in the air
Can feel it everywhere
Blowing with the wind of change*

Nurses are trained to embrace change. Our entire profession is built around it. Care protocols and policies evolve each time new evidence is discovered, prompting practice changes to improve the care we deliver to our patients. January seems a very appropriate time to welcome change. We begin 2023 filled with the hope that comes each time we launch into a new year. And this year brings us plenty of new opportunities here at AzNA.

Leadership

As you likely heard by now, we bid farewell to our CEO, Dr. Dawna Cato. Dr. Cato led AzNA through some exciting times, lending her expertise to help position AzNA at the forefront of many new initiatives, including the School Nurse Access

Program (SNAP) and the Arizona Health Care Cost Containment System (AHCCCS) Transition to Practice (TTP) Program. We will forever be grateful for Dr. Cato's visionary leadership and all she has given to our organization. We wish her the best in her future endeavors. Our focus now moving forward will be to explore best practices for professional association leadership and use this knowledge to guide AzNA forward.

Legislation

Now that the deluge of political ads, emails, and texts has faded, we are primed to move forward with the work of building relationships with a new slate of legislators. Under the guidance of our long-time lobbyist, Kathy Busby, the work has already begun to reconnect with incumbents, become acquainted with newly elected officials, and to ensure that the nursing voice is once again central to the 2023 legislative session. There is so much promise in this space given that the nursing workforce continues to be front-of-mind for us all.

Legacy

In recent years, the focus on how to best support nurses, and in turn the patients and communities that we serve, has shifted to the most vulnerable in our state. AzNA has worked closely with the Arizona Foundation for the Future of Nursing (AzFFN) to realize this change. The AzFFN has offered scholarships aimed at building a diverse nursing workforce that is reflective of the communities served. Their work is also increasing student access to highly trained school nurses in rural and underserved areas of our state. For our part,

AzNA is building programs that support preceptors for advanced practice nurses and offering events and continuing education opportunities for our members to connect, learn, and grow.

As we navigate these changes, it is imperative that we hear from all of you. The decisions we make, and the direction we choose, will always be firmly rooted in your needs as members. As a professional membership organization, the Board of Directors is focused on serving you through our work. Your voice will guide our decisions as we focus on meeting the [strategic plan of the organization](#) and our mission to **Support the Advancement of the Nursing Profession to Promote a Healthy Arizona**.

Reference

Scorpions. (2009, November 1). Scorpions – *Wind of Change* [Official Music Video]. YouTube. <https://youtu.be/n4RjJKxsamQ>

References continued from page 1

Feldman, David. (2020). *The Power of Journaling: Can journaling help us cope during troubled times?* Psychology Today, September 20 <https://www.psychologytoday.com/us/blog/supersurvivors/202009/the-power-journaling>

Martin, Amy. (2015). *7 Scientifically Proven Benefits of Gratitude.* Psychology Today, April 3. <https://www.psychologytoday.com/us/blog/what-mentally-strong-people-dont-do/201504/7-scientifically-proven-benefits-gratitude#>

Oxford Dictionary. (n.) Gratitude.

The Quotable Coach. (2018). <https://www.thequotablecoach.com/you-cant-pour-from-an-empty-cup/>.

Wein, Harrison. (2012). *Mindfulness Matters: Can Living in the Moment Improve Your Health?* National Institute of Health. January 2021. <https://newsinhealth.nih.gov/2012/01#>

World Health Organization. (2020). <https://www.publichealth.com.ng/self-care-definition-by-the-world-health-organization/>

Little Colorado Medical Center is a 25-bed, critical access hospital, located 50 miles east of Flagstaff, Arizona; a compassionate and caring facility in a family oriented community. Enjoy the stress free pleasures of small town living with benefit of a fast paced stimulating work environment. LCMC is seeking the following experienced staff:

Emergency Department Registered Nurses
 \$12,000 Sign-on Bonus for experienced ED nurses with two-year commitment • Competitive Salary • Competitive Shift & Weekend Differential • Additional Enhanced ED Compensation
 • Annual Retention Bonus of \$5,000 • Great Benefits Package
 • Relocation Package

If you are clinically competent, a team player and have excellent interpersonal leadership and computer skills then come excel and grow in an outstanding team environment!

Visit our website at www.lcmcmh.com/careers and/or email: careers@lcmcmh.com

To access electronic copies of the Arizona Nurse, please visit
<https://www.healthcareers.com/nurse-resources/nursing-publications>

Live, work and play in beautiful Flagstaff, AZ.

The Guidance Center is a community behavioral health facility offering a full continuum of health and substance use services. **Nurses are needed** for our Crisis Stabilization Unit and Psychiatric Acute Care Unit.

THE Guidance CENTER
www.tgcaz.org

Partnering for better health.

TGC offers competitive compensation and benefits. Some benefits offered to full-time/regular employees: 401(k) Plan: Company match contributions after one (1) year
 *Group insurance for health, dental, vision and life
 *Paid holidays *Paid time off

Annual Report 2022

View the downloadable version online at www.aznurse.org/annualreport

2022 HIGHLIGHTS

PROMOTE A SAFE & HEALTHY WORK ENVIRONMENT

- Supported the passing of bills that **enhanced the health of people in Arizona** and provide important resources and protection to nurses across the state
- **Encouraged nurses in their work** through RNconnect and the Renewal Retreat
- Provided new Continuing Education programs and activities to **assist nurses in furthering their skills and knowledge**

ADVANCE PROFESSIONAL LEADERSHIP & DEVELOPMENT

- **Elected new leaders** to both the AzNA Board of Directors and each AzNA Chapter
- **Created racism and DEI commission** with affiliates and other nursing associations
- Advanced the profession of school nursing and **increased number of school nurses** through the Arizona School Nurse Access Program (ASAP)
- Held Chapter Leadership retreat to engage chapter leaders and **expand their knowledge** of chapter function and responsibilities
- Awarded scholarships to nursing students to allow for the **continued education of the future nursing generation**

DEVELOP COMMUNITY PARTNERS

- Engaged with other Arizona associations to **pass important legislation** to enhance the nursing workforce
- **Secured a record number of exhibitors and sponsors** to support AzNA events
- Worked with the Phoenix Suns and other sports organizations to provide **exclusive experiences to nurses**

ENGAGE MEMBERS

- Developed **new online community** for members to network, learn and engage with AzNA
- Created **opportunities for education** specifically for members of AzNA
- Offered members the ability to help plan events and **support other initiatives through committee work**



LEGISLATIVE UPDATES

Each year, the AzNA Public Policy Committee **reviews bills during the legislative session**. The committee evaluates bills based on AzNA's Public Policy Agenda and then determines whether to support oppose or monitor the bill.

The first session of the 56th Legislature adjourned on June 25, 2022. There were several bills directly impacting nursing and health care, many of which were the primary focus of AzNA's lobbying efforts.

View a few of 2022's Major Bill Projects below and on the next page and visit www.aznurse.org/PPNursesList for detailed information on other major, supported, and monitored bills.

SB1311 HEALTH CARE WORKERS; ASSAULT; PREVENTION

This bill is the culmination of 4 years effort to **address the increasing problem of health care workers assaulted on the job**. This has been championed by Rep. Shah for those years and he had a companion (mirror bill) this year, HB2635, and teamed up with Sen. Barto for this bill to ensure passage. The bill was scaled back to apply to hospital facilities and does not increase the penalty.

Activities: AzNA lobbyist worked with sponsors, Sen. Barto and Rep. Shah, and with other health care and legal interests in drafting and negotiating bill and changes to bill with various legislators and arranging testimony to ensure passage.

Outcome: Signed into Law



LEGISLATIVE UPDATES

HB2691 HEALTH CARE WORKFORCE; GRANT PROGRAMS

This bill provides: 1) \$15 million per year for three years to public universities and community college nursing programs to **expand faculty and related items to increase enrollment of nursing students** (CNA, LPN, RN and APRN); 2) \$27 million per year for three years for grant program for health care institutions to **expand student clinical rotations/preceptorships and new nurse transition to practice and nurse upskilling programs**; 3) \$500 per year for three years for stipends for preceptors for physicians, APRNs, PAs and dentists, primarily in rural and in primary care; and 4) \$5 million per year for pilot program to **expand entry level behavioral health training programs** at Maricopa and Navajo community colleges, including student tuition and costs, and if successful to be expanded across State.

Activities: Lobbying efforts were led by AzNA lobbyist who worked closely with the Governor's Office, the sponsor, Rep. Osborne, and with other health care groups and legislators in developing and drafting the bill language, testifying at hearings, and addressing concerns raised by legislators and Governor.

Outcome: Signed into Law

HB2434 SURGICAL SMOKE EVACUATION; REQUIREMENTS

This bill will require hospitals and surgery centers to provide smoke evacuation additions to Bovee instruments to **evacuate the extremely harmful smoke which is created during surgery** and has impacted the health of nurses and other health care workers.

Activities: Lobbying efforts were led by AzNA lobbyist and working with sponsor, Rep. Shah, negotiating with hospitals and educating legislators, arranging testimony, drafting language.

Outcome: Signed into law



A meaningful career with work-life balance

- ✓ Hospice/palliative care in home or inpatient settings
- ✓ Flexible schedules for FT/PT staff – day/night/weekend shifts
- ✓ Supportive work environment with a culture of caring
- ✓ Competitive wages and excellent benefit program
- ✓ Bilingual bonuses

45 years of caring



hospice.org/careers

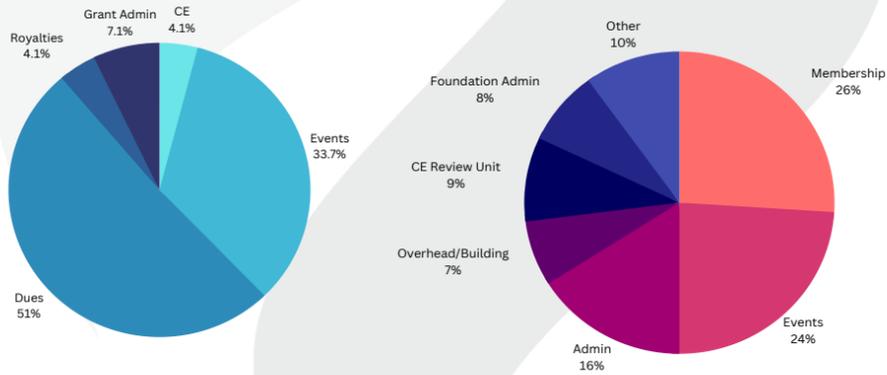
For more information, contact **Joni Meese** (602) 636-6316 • jmeese@hov.org

BY THE NUMBERS

5 Events **550+** Attendees **\$2k+** Scholarships Awarded

720 New Members **3700** Total Members

Revenue: \$657,032.33 Expenses: \$636,320.40



FROM THE MEMBERS

"AzNA is a fountain with limitless options for those who are interested in collaborating and networking with other nurses to make a difference in our profession and in healthcare." - **Dr. Sue Roe**

"AzNA is so supportive of Arizona nurses and this is what caught my attention." - **Audrey Cooper Toulouian**

"AzNA gives us all the chance to have a seat at the table where the decisions that affect those at the patient's side are made." - **Shannon Campbell**

UPCOMING IN 2023

Save the date for these upcoming events:

- February 6** Healthcare Day at the Capitol
- July 29-30** 35th Annual NP Symposium
- September 22** 2023 AzNA Convention



Creighton
UNIVERSITY

creighton.edu/nursing

Nursing Education for a Healthier Arizona

In Creighton's top-ranked nursing programs, students gain interprofessional experience and grow into professionals who make a difference. We're proud to contribute to Arizona's bright future.

PHOENIX CAMPUS: Accelerated BSN
ONLINE: DNP, MSN and Post-Graduate Nursing Certificate



ICU and Respiratory Team Receives Silver Beacon



This is a story about how a team of 16 Intensive Care Nurses and 17 Respiratory Therapists in an eight bed ICU changed their shared governance model and achieved the American Association of Critical-Care Nurses Silver Beacon. This is the fifth Beacon designation in the state of Arizona, and the fourth for HonorHealth.

We began our journey in September 2021 during ICU RN only, Unit Based Council (UBC) while discussing our increase in Central Line infections, and Increased device related Hospital Acquired Pressure Injuries in the unit. We changed our UBC shared governance to include RT so that we could better partner and drive outcomes. We knew we had a great team, and we wanted to set the bar higher and start our journey toward Beacon accreditation. Our UBC chair decided that during unit huddles

she would engage the teams in answering one Beacon question a week.

Since combining our ICU RT and ICU teams, we have seen an increase in engagement, respect for each other's roles, teamwork, and collaboration that drives outcomes and an overall healthier work environment. RT and ICU nurses conduct a 4-eye assessment on all RT devices per shift. Both ICU RN and RT use Rover to take pictures of any skin issues early, upload them to EPIC and consult Wound Care. RT conducts daily rounds on central lines and documents this in MIDAS. RT coordinates with RN's to ensure Central line bundle compliance. During Multidisciplinary rounding, RT's report central line days and line necessity, urinary catheter and necessity, and any skin breakdown.

This new collaboration was captured in our Beacon application in the sections for staff

engagement, effective communication, learning and development, evidence-based practice, and outcome measures. By answering the questions in the handbook we learned a lot about each other, what our vision and mission is, and how we could best improve patient outcomes. We submitted our application on August 5th, and were pleased to hear back from AACN on November 13th that we had been awarded the silver-level Beacon Award of Excellence at HonorHealth Thompson Peak Medical Center, Scottsdale Arizona. The metrics we achieved include: no falls with injury in over 260 days, zero CLABSI since quarter 1 of 2022, and zero CAUTI since quarter 4 of 2021, and an overall decrease in HAPI. Pictured above is our CNO, COO, Medical Director, RT, PT, Pharmacy and ICU Directors and nursing team.



We have thousands of nursing jobs!

Find your dream job now.



Now Hiring RNs!

Big city benefits in a small town on the Colorado River.



January is Cervical Health Awareness Month – Advocate to Vaccinate!

Gail Petersen Hock, DNP, APRN, PHCNS-BC

Registered nurses are essential partners in reducing the risk of cervical cancer. Human papillomavirus (HPV) infection is responsible for more than 90% of cervical cancer. Annually, approximately 200,000 cervical precancer cases and 11,000 new cases of invasive cervical cancer are diagnosed in the U.S. with close to 4,000 women dying from the disease (Centers for Disease Control and Prevention, 2022). There has been tremendous progress in the reduction of cervical cancer in young women through HPV vaccination (Mix, Van Dyne, Saraiya, Hallowell, & Thomas, 2021) yet, we continue to meet vaccine resistance. There is now more than 15 years of safety data and evidence that HPV vaccine protects against six cancers; anal, oropharyngeal, cervical, penile, vaginal and vulvar (Jaber, 2021). Despite safety and efficacy evidence, the CDC 2021 National Immunization Survey reports that only 61.7% of Arizona teens, ages 13-17, were up-to-date with HPV vaccination (CDC, 2022b). The same survey reports that 89.4% of Arizona teens received one or more tetanus, diphtheria and pertussis (Tdap) vaccines and 88.8%, at least one meningococcal ACWY (MenACWY) vaccine. The nearly 20% difference in HPV vaccination coverage, compared to Tdap and MenACWY, is unacceptable. The Arizona Department of Education (n.d) reports that there were 535,518 adolescents enrolled in grades 7-12 (approximately ages 13-17) during the 2020 -2021 school year meaning more than 205,000

Arizona youth have inadequate HPV vaccination coverage and are at risk for HPV related cancer in their future.

Although January is Cervical Health Awareness Month, HPV vaccination coverage statistics are included for all genders. As nurses, we have a duty to prevent cancer across the age and population spectrum. Did you know that there are 14,000 U.S. cases of HPV related oropharyngeal cancers diagnosed annually with 11,800 of the cases in men (CDC, 2022a)? Now annual cases of invasive oropharyngeal HPV cancers in men exceed invasive cervical cancer in women.

You may read this article and say to yourself, “I do not work with an adolescent population and I am not sure what I can do to help.” I am speaking to you as a member of the National Cervical Cancer Coalition, and a cervical cancer survivor, to encourage you to raise your voice in your communities sharing that HPV vaccination is cancer prevention. Raise your voice! Tell your child’s school nurse or school health personnel, your dentist and dental hygienist, your primary care provider, scouting groups, parents at sporting events and in social settings. Please share your voice, at least once this January, for me and all cervical cancer survivors. You can quote me, your registered nurse colleague, “When we miss an opportunity for HPV vaccination we create an opportunity for cancer.”

References

- Arizona Department of Education.(n.d.). *AZ school report cards 2020-2021. State reports: Student enrollments. School year 2020-2021.* <https://azreportcards.azed.gov/state-reports>
- Centers for Disease Control and Prevention. (2022a, February 28). *Human papillomavirus (HPV). Cancers caused by HPV.* <https://www.cdc.gov/hpv/parents/cancer.html>
- Centers for Disease Control and Prevention. (2022b, September 2). *Supplementary table 2. National vaccination coverage among adolescents aged 13-17 years - National immunization survey - teen, United States, 2021.* <https://stacks.cdc.gov/view/cdc/120476>
- Mix J.M., Van Dyne, E.A., Saraiya, M., Hallowell, B.D., Thomas, C.C. (2021, January 30). *Assessing impact of HPV vaccination on cervical cancer incidence among women aged 15-29 years in the United States, 1999-2017: An ecologic study.* *Cancer Epidemiology Biomarkers & Prevention*, (30)1, 30-37. doi:10.1158/1055-9965.EPI-20-0846.
- Jaber, N.(2021, October 22). *Despite proven safety of HPV vaccines, more parents have concerns.* National Institutes of Health, National Cancer Institute. <https://www.cancer.gov/news-events/cancer-currents-blog/2021/hpv-vaccine-parents-safety-concerns>

Why Death Café? And Especially, Why Death Café for All Healthcare Workers?

Deb Bershad, BSN, RN, CHPN, EOLD
Member of the Hospice and Palliative
Nurses Association, Phoenix Chapter

The Hospice and Palliative Nurses Association, Phoenix Chapter is hosting a Death Café. The participants decide the topics/questions. Discussion may involve either personal or professional situations. We honor confidentiality of all discussion. Those who participate on multiple occasions, often describe their experiences as “a way to deeply connect with and better understand others, while also gaining personal insight and peace of mind into the experiences relating to death and end of life.”

Why might healthcare workers be interested?

As healthcare workers, we experience and observe the stress, compassion fatigue, and burnout of ourselves and our peers. The leadership of the Hospice and Palliative Nurses Association (HPNA), Phoenix (PHX) Chapter see the use of the Death Café model of meeting as a valuable strategy and resource. It is meant to help support ourselves and each other in dealing with our unique and profound experiences related to death, dying, and loss. This is particularly true in this time of on-going uncertainty and challenge in the face of COVID, increased strain upon organizations and the people who work in them.

Background: Jon Underwood and his mother Sue Barsky Reid developed the Death Café model in 2011. They founded Death Café on the ideas of Bernard Crettaz. Their first meetings were held in Jon’s basement, in London, England.

Jon encouraged people to discuss, over tea and cake, our mortality, why we fear death, and how to better enjoy our finite life. Jon passed away over five years ago (6/27/2017) and yet Death Café continues to grow and expand its global presence and influence. Close to 15,000 Death Cafés have been offered in 82 countries around the world.

Why is it called Death Café? How morbid!

Operationally, Global Death Café requires us, as an affiliated member, to use Death Café as a part of our local name.

More importantly, speaking openly and directly about the topic of death is one of the best ways to reduce the fear, anxiety, and mystery that exist around this topic. One of the goals of HPNA PHX Death Café is to normalize conversation around death. The intent is to create a safe, non-judgmental and pleasant place to talk about death and free our energy to enjoy life to the fullest. All emotions are encouraged—joy and laughter included!

How does it work?

It is a lightly structured and facilitated process. HPNA PHX Chapter Death Café is offered in a Zoom format, the first Thursday evening of the month. Participants may simply observe or participate fully in the conversation, depending on personal preference. Feel free to enjoy tea, coffee, cake or nourishment during the meeting.

To learn more about the global organization, please visit www.deathcafe.com.

Meetings are free. We invite you to register for our next event, to be held, **March 2, 2023 from 6-7PM, MST** via Zoom. More info and registration at: <http://hpnaphoenix.nursingnetwork.com>

Maricopa CARES

YES, WE APPRECIATE
OUR NURSES.



NOW HIRING.

- + Flexibility with Three 12-hour Shifts Per Week
- + Medical/Dental Benefits
- + AZ State Retirement Plan
- + Paid Holiday, Vacation and Sick Time
- + Sign-on Incentives
- + Paid Parental Leave
- + Shift Differential Rates
- + Tuition Reimbursement

Apply today at
Maricopa.gov/Healthjobs



Post-Pandemic Disengagement: What is Quiet Quitting?

Stacey Nseir, PhD, RN, CNE
Melanie Logue, PhD, DNP, APRN, CFNP, FAANP

Before the Covid-19 pandemic, no one had ever heard of the term, quiet quitting. The term quiet quitting has now emerged as regular workplace language because of the phenomena associated with it. Quiet quitting refers to doing only the minimum required work and not going above and beyond. It is an attitudinal shift that has been documented in a number of areas, including the workplace, education, and academia. Recent surveys report quiet quitters comprise at least 50% of the U.S. workforce (Harter, 2022).

Although there are no comparable estimates of quiet quitters among students in both primary and secondary education, a recent online forum for teachers acknowledges a quiet quitting trend in the classroom (Reddit, 2022).

Teachers participating in the forum noted that parents were notifying school administration and teachers that their children would be “doing the bare minimum,” leading to discussion of homework and what will be “enough” to help students learn what they need (Reddit, 2022). Research on the quiet quitting trend among college students found that over 60% are choosing to prioritize their mental

health (Intelligent.com, 2022). The researchers conducted an online survey using Pollfish from September 2 to September 7, 2022. All participants had to pass through demographic filters to ensure they were between the ages of 18 and 24 and current college students. In total, 1,000 participants in the U.S. were surveyed. Seventy-eight percent of respondents were full-time students, while 22% were part-time. The questions raised are: (1) Why would parents and students want to do the bare minimum in their educational program? and (2) What is the impetus for quiet quitting?

Quiet quitting allows the individual to take control and choose what to do with their time. We have all experienced challenges that are out of our control; maybe even more so due to the recent pandemic. The pandemic prompted people to stop and slow down, perhaps realizing that life was too complex. Social events were canceled, people were required to stay home, travel was curtailed, and human contact was somewhat prohibited. It is probably no surprise that a recent rapid systematic review noted that during and after the pandemic, children and adolescents were more likely to experience depression and anxiety (Meherali et al., 2021). Quiet quitting may have a neurobiological basis of protection. Conservation of energy that may need to be directed to other places such as relationships or health.

Quiet quitting may provide temporary relief to the individual but what are the pros and cons? Better work-life balance, better boundary setting, and possibly better mental health. We also need to consider the impact on the success of the educational system if primary and secondary education teachers and students all quietly quit. Think about the domino effect in the workforce. In the instance of nursing, what happens to patients? Who delivers the care in an effective, safe, and meaningful way?

Harvard Business Review states that quiet quitting is a “new name for an old behavior” (Zenger & Folkman, 2022). Data from 360-degree leadership assessments noted a correlation between effective leaders, who only had 3% of employees quiet quitting and 62% of direct reports willing to give extra effort, whereas ineffective leaders had 14% of direct reports quiet quitting and only 20% of employees were willing to give extra (Zenger & Folkman, 2022). Quiet quitting has a real consequence with several stacked variables.

A focus on mental health, positivity, self-care, and mindfulness may provide support to help abate quiet quitting. If we are mindful of our own commitments, stressors, and time management we can provide a healthy model for our colleagues, friends, and family.

On a larger scale, according to the U.S. Surgeon General’s Framework for Workplace Mental Health and Well-Being (2022), five workplace attributes contribute to a healthy work environment: Protection from Harm, Connection and Community, Work-Life Harmony, Mattering at Work, and Opportunity for Growth. These may hold key solutions to addressing quiet quitting in the nursing profession.

Healthy work environments that promote physical and mental health through programs may serve many purposes. Programs that offer a sense of community such as organizational gatherings, continuing education, and assistance programs may provide opportunities for learning, foster a sense of belonging, and promote healthy relationships. Recalling the purpose and motivation for the work as well as having autonomy and flexibility may also promote workplace wellness.

Quiet quitting can be viewed as a call for change on an individual and organizational level. Rather than simply adapting, transformational change may be the answer to our future. Burnout is not a new topic, but this phenomenon has emerged as the solution to combat the effects of doing less. A profession disengages because of

WANTED
Registered Nurses
who work as hard as they *Play!*

Summit Healthcare

101 licensed beds
195 Physicians and Allied Health Professionals
1200+ hospital and clinic employees
Located in Northeastern, Arizona in Show Low

Enjoy **Four** beautiful seasons. The perfect playground for you and your family.

Retention Bonus / Relocation Assistance / Excellent Benefits Offered!

HIRING
EXPERIENCED
RNS

FOR THE FOLLOWING:

- Emergency Department
- Med Surg
- Telemetry
- Cath Lab
- Labor & Delivery
- Surgery
- Float
- Home Health
- Senior Behavioral Care
- ICU

To learn more about our community and Summit Healthcare visit:

www.summithealthcare.net
www.showlowchamber.com

Apply online or contact the Nurse Recruiter,
Stevie Billingsley at:
Stevie.Billingsley@summithealthcare.net
928-537-6962

Summit Healthcare
REGIONAL MEDICAL CENTER

long periods of stress and feelings of being overworked, underpaid, and sometimes underappreciated. Quality care is impacted when engagement drops. Patients turn to their healthcare provider for hope and healing, and quiet quitting can result in less empathy, communication, and poor care. We owe it to ourselves, our profession, and our patients to seek solutions and move these solutions to action. The solutions are complex, involve systems, and will require multi-sector collaboration. We invite you to join the efforts of the Arizona Action Coalition who has prioritized well-being as one of the three focus areas to address the Future of Nursing 2020-2030 report. Please click here for more information: https://www.aznurse.org/mpage/AzFFN_AzAC

References

- Harter, J. (2022). *Is Quiet Quitting real?* Gallup Workplace. <https://www.gallup.com/workplace/398306/quiet-quitting-real.aspx>
- Intelligenet.com (2022, September 13). One-third of college students quiet quitting to preserve mental health. *Intelligent*. <https://www.intelligent.com/one-third-of-college-students-quiet-quitting-to-preserve-mental-health/>
- Meherali, S., Punjani, N., Louie-Poon, S., Abdul Rahim, K., Das, J. K., Salam, R. A., & Lassi, Z. S. (2021). Mental Health of Children and Adolescents Amidst COVID-19 and Past Pandemics: A Rapid Systematic Review. *International journal of environmental research and public health*, 18(7), 3432. <https://doi.org/10.3390/ijerph18073432>
- Melillo, G. (2022, September 16). College students are 'quiet quitting' to preserve their mental health: report. *The Hill*. <https://thehill.com/changing-america/well-being/mental-health/3646434-college-students-are-quiet-quitting-to-preserve-their-mental-health-report/>
- Office of the U.S. Surgeon General. (2022). Framework for workplace mental health and well-being. <https://www.hhs.gov/surgeongeneral/priorities/workplace-well-being/index.html>
- Reddit. (2022, August 29). Teachers. *Our students are "quiet quitting" school* [Online forum post]. Reddit. https://www.reddit.com/r/Teachers/comments/x0krof/our_students_are_quiet_quitting_school/
- Zenger, J. and Folkman, J. (2022, August 31). Quiet quitting is about bad bosses, not bad employees. *Harvard Business Review*. https://hbr.org/2022/08/quiet-quitting-is-about-bad-bosses-not-bad-employees?utm_source=Management+Center+Resources&utm_campaign=ad2ed8f58f-Newsletter+9-21-2022&utm_medium=email&utm_term=0_c9e85c2aa3-ad2ed8f58f-410498664

Author note: Dr. Melanie Logue is the Arizona Action Coalition co-lead and is currently the Alliance Campus President at Chamberlain University, Phoenix

Dr. Stacey Nseir is a member of the Arizona Action Coalition and is currently Assistant Clinical Professor at University of Arizona, Gilbert.

AzNA/AzNF Calendar of Events



February 6, 2023

Healthcare Day at the Capitol
Phoenix, Arizona

April 28-30, 2023

Spring Renewal Retreat
Scottsdale, Arizona

July 29-30, 2023

35th Annual Nurse Practitioner Symposium
Chandler, Arizona

September 21-22, 2023

2023 AzNA Annual Convention
Chandler, Arizona

Registration and event information can be found at www.aznurse.org/events

The First MS in Nursing Designed for a Post-COVID Environment

Global healthcare spending could reach over \$10 trillion by 2022. The U.S. has the greatest healthcare spending, sitting at \$10,224 per capita — twice of other developed countries. Professionals who are able to not only keep up with healthcare's rapid changes but actively shape health systems and improve outcomes, are in demand.

Managing complex and dynamic challenges such as climate, food, or health requires a departure from traditional top-down, hierarchical, and linear approaches to make a positive change. Instead, it requires an innovative and adaptive approach that engages diverse stakeholders to advance progress toward a shared vision for systemic change. Instead, it requires an opportunity for our nursing workforce to share their experience through leadership roles - being intentional and focused in shaping the future of our healthcare system.

To support this opportunity, professional development, and forward-thinking approach, Dignity Health Global Education (DHGE) has partnered with Northern Arizona University (NAU) and nurse executives across the country to launch an MS in Nursing, focused on Strategic Systems Leadership, available for nurses anywhere and in any system. High-quality, affordable education tailored for and with today's nurse leader has ceased to exist. With this in mind, DHGE has made a concerted effort to deliver a fully digital degree program designed to advance the future of nursing.

Kurt Hayes, Chief Learning Experience Officer notes, "With NAU, we're creating the most relevant, engaging, and immediately applicable healthcare programs possible. We're proud to be able to increase access to a high-quality, affordable MS in Nursing for nurses across Arizona. Throughout this program, we support the whole learner by providing tools for personal well-being throughout an insanely relevant curriculum. We take this holistic approach because we are committed to helping drive the future of nursing in an affordable, accessible, and meaningful way.

With an MS in Nursing you'll gain a deeper insight into specific areas like ethical decision-making, virtual nursing, and business finance in practice. The program was designed with and for those nurses working in acute and post-acute settings that want to increase their leadership opportunities.

Dr. Julie Deloia, Chief Academic Officer at Dignity Health Global Education notes, "We spoke with nurse leaders to discover the skills needed to lead in the post-Covid environment. Skills such as strategic systems leadership, organizational leadership, business practices for nurse leaders, risk management, and ethical decision making were highlighted."

DHGE and NAU have worked closely with experienced, hospital-based nurse leaders to ensure that the curriculum of the Master of Science in Nursing (Emphasis in Strategic Systems Leadership) meets changing demands of a post-COVID workforce to equip learners with the knowledge and skills necessary to drive positive change in their healthcare organizations. Immediately applicable skills and knowledge like:

- Design patient-centered and culturally responsive strategies in the delivery of clinical prevention, health promotion interventions, and services to individuals, families, communities, and clinical populations
- Advance patient education, enhance accessibility of care, analyze practice patterns, and improve healthcare and nurse-sensitive outcomes by leveraging information and communication technologies
- Analyze how policies influence the structure and financing of healthcare, practice, and health outcomes
- Examine the effect of legal and regulatory processes on nursing practice, healthcare delivery, and outcomes

The learning outcomes align with Standards from the American Association of Colleges of Nursing (AACN) and the Commission on Collegiate Nursing Education (CCNE).

For more information, AZNA benefit pricing, or alignment with tuition reimbursement, please contact Katelyn Michtich at katelyn.michtich@dheg.org or +1 480-210-8351.

References

- Stasha, S. (2022, September 29). *Healthcare statistics for 2021: Policy advice*. Healthcare statistics for 2021 | Policy Advice | Policy Advice. Retrieved December 8, 2022, from <https://policyadvice.net/insurance/insights/healthcare-statistics/#:~:text=Must%2DKnow%20Healthcare%20Statistics%20in,sitting%20at%20%2410%2C224%20per%20capita.>

Supporting Transition of New Graduate Nurses to Professional Practice: A Faculty-Led Mentoring Program

Karin Blasko, MSN, RN, Heidi Kosanke, MSN-Ed, RN, CCRN, Cheryl Lacasse, PhD, RN, AOCNS

Background

New graduate nurses (NGN) are particularly susceptible to stress during their first year of nursing. Researchers suggest that mentoring can support NGN by increasing confidence, clinical judgment, communication, and decreasing stress (Kantor & Stadelman, 2020; Spiva et al., 2013; Van Camp & Chappy, 2017; Zhang et al., 2016). High levels of stress in NGN can contribute to burnout and subsequent turnover (Spiva et al., 2013). The potential for reduced turnover due to strong mentor/mentee relationships is beneficial to mentors, mentees, and the employers who experience a financial burden when training and replacing new nurses (Blegen et al., 2017; Davey et al., 2020).

As the COVID-19 pandemic began in early 2020, graduates of the University of Arizona Masters Entry to the Profession of Nursing (MEPN) 2019 class reached out to former faculty for informal mentoring. The graduates asked for additional support and mentoring, which is consistent with evidence drawn from regional epidemics. Researchers suggest there is a need for flexible psychological interventions with emphasis on peer support, collegial networks, positive coping skills, and self-care for NGN (McDonald et al., 2015; Sun et al., 2020). The nursing faculty recognized that this would be an ongoing need and created a pilot mentoring program to provide additional support through transition to practice.

Methods

The pilot program was presented to college leadership who supported initiation of the program and approved student recruitment. Two faculty members with training in integrative nursing and resilience education led the pilot mentoring program. The goal of the program was to facilitate successful transition into practice by providing a supportive network that bridged education and practice.

The pilot mentoring program was introduced to MEPN program graduates (N=120) prior to graduation in August 2020. Graduates indicated interest and provided contact information through a survey. The graduates were invited to join a private social media page which posted twice monthly Zoom meetings and weekly resources geared toward fostering resilience. A monthly peer-to-peer challenge was created to encourage participants to support one another. Faculty created question prompts for monthly Zoom meetings but allowed graduates to openly discuss concerns. Three months into the program, graduates communicated a desire to develop an individual mentoring relationship with faculty. Participants were surveyed and faculty were matched to NGNs and instructed to check in with mentees monthly.

The graduates were supported with social media posts, peer-to-peer monthly challenges, optional Zoom meetings, and individual mentoring with faculty for 12 months. The program leads closed the formal pilot, however, the private social media page continued to be open to allow for ongoing communication with group members and faculty mentors. A brief post participation survey was sent to explore the perceived effectiveness of mentoring methods.

Results

Half of the graduates (n=60) joined the private social media page. Faculty individually mentored 21 graduates and 29 different participants attended Zoom meetings. Participation in mentoring activities declined as the graduates approached one year of practice.

Graduates reported connecting with peers for support throughout the year and relayed that Zoom meetings were helpful in providing a safe space for sharing concerns. Only 10 of 60 graduates responded to the survey (16.7%). Nine out of 10 respondents found the Zoom



meetings to be effective to very effective. Seven out of 10 felt the individual mentoring was effective to very effective and all felt the social media posts were moderately effective.

Discussion

Program leads determined that the pilot was successful based on consistent attendance and participation of graduates as well as anecdotal affirmations from graduates. Lessons learned from the initial program were incorporated into the second offering of the program with more formal outcome measurements. The 2021 MEPN graduates were invited to participate in a research study to determine the most effective methods of mentoring and explore the potential for mentoring to increase resilience in NGN.

Implications for Future Programs

Short-term NGN mentoring programs provide an opportunity for strong collaboration between academic and practice-based nurse educators. The potential outcomes of a strong mentoring program may lead to a significant decrease in NGN burnout, turnover, and increase in overall resilience. Further research is needed to study specific methods of mentoring support and tailored interventions for NGN who are transitioning to practice.

References

- Blegen, M. A., Spector, N., Lynn, M. R., Barnsteiner, J., & Ulrich, B. T. (2017). Newly licensed RN retention: Hospital and nurse characteristics. *Journal of Nursing Administration*, 47(10), 508–514. <https://doi.org/10.1097/NNA.0000000000000523>
- Davey, Z., Jackson, D., & Henshall, C. (2020). The value of nurse mentoring relationships: Lessons learnt from a work-based resilience enhancement programme for nurses working in the forensic setting. *International Journal of Mental Health Nursing*, 29(5), 992–1001. <https://doi.org/10.1111/inm.12739>
- Kantor, D. P., & Stadelman, A. (2020). Preparing nursing graduates to engage in difficult conversations with patients. *American Journal of Nursing*, 120(8), 11. <https://doi.org/10.1097/01.naj.0000694496.25141.a1>
- McDonald, G., Jackson, D., Vickers, M. H., & Wilkes, L. (2015). Surviving workplace adversity: A qualitative study of nurses and midwives and their strategies to increase personal resilience. *Journal of Nursing Management*, 24(1), 123–131. <https://doi.org/10.1111/jonm.12293>
- Spiva, L., Hart, P. L., Pruner, L., Johnson, D., Martin, K., Brakovich, B., McVay, F., & Mendoza, S. G. (2013). Original research: Hearing the voices of newly licensed RNs the transition to practice. *American Journal of Nursing*, 113(11), 24–32. <https://doi.org/10.1097/01.naj.0000437108.76232.20>
- Sun, N., Wei, L., Shi, S., Jiao, D., Song, R., Ma, L., Wang, H., Wang, C., Wang, Z., You, Y., Liu, S., & Wang, H. (2020). A qualitative study on the psychological experience of caregivers of COVID-19 patients. *American Journal of Infection Control*, 48(6), 592–598. <https://doi.org/10.1016/j.ajic.2020.03.018>
- Van Camp, J., & Chappy, S. (2017). The effectiveness of nurse residency programs on retention: A systematic review. *AORN Journal*, 106(2), 128–144. <https://doi.org/10.1016/j.aorn.2017.06.003>
- Zhang, Y., Qian, Y., Wu, J., Wen, F., & Zhang, Y. (2016). The effectiveness and implementation of mentoring program for newly graduated nurses: A systematic review. *Nurse Education Today*, 37, 136–144. <https://doi.org/10.1016/j.nedt.2015.11.027>

JOIN OUR TEAM

WINSLOW INDIAN HEALTH CARE CENTER

Come join our team! Opportunities available in our Winslow and Dilkon locations. Our Winslow location is just 45 minutes east of Flagstaff and a few hours north of Phoenix. You can go from Standing in the Corner of Winslow, Arizona to hiking scenic and majestic landscapes. Our new Dilkon facility will be opening in 2023 and is 43 miles north of Winslow, on the Navajo Nation.

Nursing opportunities and breathtaking allure of Navajoland await committed and highly motivated nurses.

- Great benefits & competitive pay
- Training opportunities
- \$10,000 sign on bonuses for RNs
- Yearly retention bonuses for RNs

New graduate nurses are encouraged to apply for Clinical Nurse positions in Urgent Care and Ambulatory Care.

Apply online www.wihcc.com

500 North Indiana Avenue Winslow, Arizona
86047 (928) 289-4646

To view our open positions visit us here:

Ask Nurse Melissa

Every year I say I'm going to reach all of these goals for the new year, but never do and feel horrible about it. What can I do?

Dear Cautiously Optimistic—

I hear ya! I, too, have become a valued member of the New Year's resolutions that never happen club. For years, I spent time writing out my goals and then forgot about them as I kept up my same habits. Over time, I learned that just because I spent time thinking about these goals, did not mean I was completing them. I was missing the action portion of the goal achieving process.

I recently read Atomic Habits by James Clear, and he teaches that in order to be successful we must look at the type of person we want to be. From there we must describe the traits that we see in this person. He uses this example - "Who is the type of person who could write a book? It's probably someone consistent and reliable."

Once we determine their traits, we should give thought into how we could show consistency and reliability in our lives. Clear advises that our success is found when we focus more on the system than the goal. He encourages us to decide on the type of person we want to be and then focus on the characteristics of that person.

What I liked about this book is the idea of finding out why I feel the need to make the change and focus on who I want to be as a person. So if my goal is to see myself in the future as an expert in a specific focus of nursing, then I will think about what that person does on the regular to become an expert. They probably stay current by reading new research and telling their coworkers. So I will read one article a week and discuss its findings with my coworkers.

Research has shown that motivation is overrated when it comes to goal setting. Our environment is

what matters more. If I want to be a healthy, active person then I see that healthy, active person as strong and at a healthy weight. I do not see a healthy, active person having a pantry with chips, cookies, and soda. And because I want to be a healthy, active person I will not buy those items that do not support the lifestyle of the person I want to be.

I am optimistic that as you reflect on where you are now and who you want to be in the future, it will be empowering to see the impact that the small habits can have in changing your life. Here's to 2023—cheers!

♥ Nurse Melissa

Have a question for Nurse Melissa? Email info@aznurse.org with "Nurse Melissa" in the subject line.



EARN A NURSING DEGREE

From BSN to doctorate

Flagstaff, Navajo Nation, Phoenix, Tucson, Yuma, and online

With our affordable, fully accredited program, you'll receive the direct skills and experience you need to advance your nursing career—and make a difference in healthcare.

No matter your schedule or learning style, we have a pathway designed to meet you where you are. Our programs are uniquely aligned to help you respond to Arizona's healthcare demands from within your community or around the state. No matter your schedule or learning style, we offer pathways to help you accomplish your goals and shape a rewarding career in nursing.

NAU
NORTHERN ARIZONA UNIVERSITY
School of Nursing

The next step to your future begins now—learn more today.

nau.edu/nursing



POLITICAL
ACTION
COMMITTEE

A Message from the AzNA PAC

Elections Are Over: We Have a Nurse in the House & Senate!

IT'S TIME TO CELEBRATE and embrace a historic first – Arizona voters elected two (2) **PAC-endorsed** nurses for the Fifty-six Legislative Session. Congratulations to **Selina Bliss** (House, LD 1) and **Eva Burch** (Senate, LD 9). At this writing, a third **PAC-endorsed** nurse, Julie Willoughby (House, LD 13) fell short by only 270 votes, which triggered a recount. By publication time, we will know if she joins the other two elected nurses with a seat in the legislature. Regardless, we congratulate and thank Selina, Eva and Julie for running to represent nurses in the state legislature, and a special thanks to those of you who worked on and supported their campaigns.

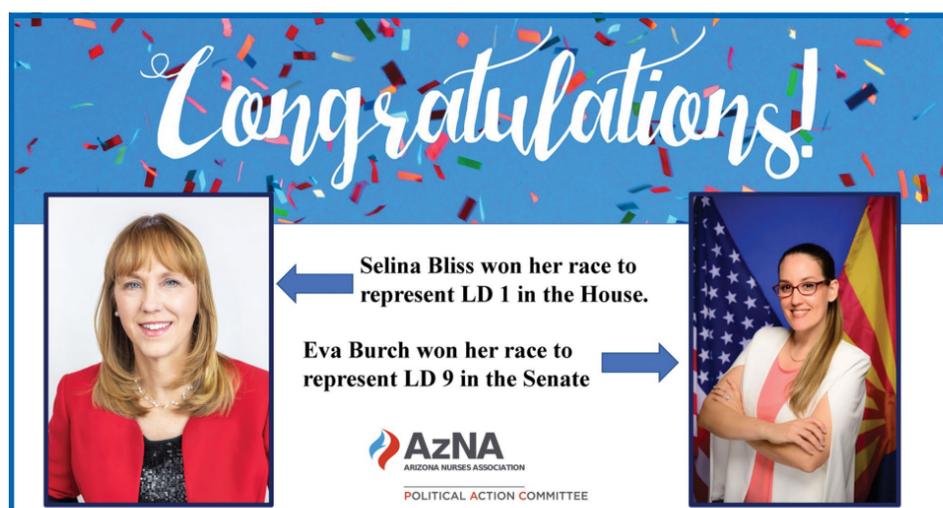
The PAC endorsed a total of 61 candidates (Senate: 22; House of Representatives: 39) in the November general election. Endorsed candidates included a diverse mix of Democrats, Republicans, incumbents, newbies, old, young, black, white, Latino and all were vetted

by the AzNA PAC. Of those endorsed, 19 won elections in the Senate (8 Rep; 11 Dem) and 38 won elections in the House of Representatives (11 Rep; 27 Dem). For a complete list of endorsed candidates and election results, go to <https://www.aznurse.org/page/PACendorsement>.

The success we experienced this election cycle is critical to AzNA's purpose and mission. Last legislative session, AzNA's Public Policy Committee reviewed bills and lobbied with our endorsed legislators to advance several bills that support and advance nursing practice. One bill HB2434, required smoke evacuation systems or devices to be used in all operating rooms to decrease the risk of carcinogenic causing smoke exposure to staff. The bill would not have been a bill or passed so easily through the legislature without the sponsorship of our **endorsed** legislator, Amish Shah (House of Representatives, LD 5). There are many other examples of how AzNA's strong relationships with PAC-endorsed legislators have benefitted nurses and patients across Arizona. For a complete list of bills and sponsors, go to: <https://www.aznurse.org/page/PPNursesList>.

The AzNA PAC and Public Policy Committee are looking forward to a productive legislative session and working with all PAC-endorsed legislators on bills that affect all of us. We're fortunate to now have at least two of those legislators – Nurses! Want to get involved? Plan on attending **Advocacy Day and Healthcare Day at the Capitol**, Feb 6, 2023. It's a great way to meet legislators, sit-in on hearings and caucuses, and use Your Voice to weigh in on issues that matter to you! Another way to get involved is to **Donate to the PAC** at <https://www.aznurse.org/page/PACdonate>. The PAC uses your donations to support our endorsed candidates/legislators. Our financial support not only helps their campaigns but strengthens our relationship so that we can work together to get important legislation passed. The recent successes speak for themselves.

Wishing you all a very happy and healthy New Year,
Carol Stevens, PhD, RN
AzNA PAC Chair



Rest, Relax, Laugh: Spending Time with Yourself

Dr. Phyllis Lawrence, DNP, RN, NEA-BC

Reprinted with permission from Tennessee Nurse February 2022 issue

Rest and Relax

How many times have you been told that you need to get plenty of sleep for good physical health? Sleep is also instrumental in maintaining sound mental and emotional health. Rest is not only the act of sleeping, but you can rest your body, mind, and tap into your spirit simply by feeling renewed. Waking up and feeling that you have run a marathon is a sign of significant activity during your rest period. Either the mind continues to cycle, or you may be suffering from a sleep disorder. In either case, you are not at rest.

To rest the mind, you must relax. Relaxation is defined as the state of being free from tension and anxiety (Google dictionary, 2022). The Cambridge Dictionary defines relaxation as a pleasant activity that makes you become calm and less worried. This definition supports the concept of complementary and alternative interventions and modalities. Relaxation can really be a state of mind. One of the most effective holistic modalities that promotes relaxation is meditation. Meditation is reflected in many forms, including guided imaginary, mindfulness, Zen meditation, Mantra meditation, Transcendental meditation, and Yoga meditation, just to name a few. Mindfulness has become popular over the last few years. Being mindful is the basic human ability to be fully present in the moment, aware of your surroundings, feelings, and emotions. Try it, sit still in a quiet place. Place your hands in your lap. Now close your eyes. What do you hear? What do you smell? Breathe slow and steady while maintaining the rhythm. Continue this practice for approximately 10-15 minutes. Notice the change in your stress level or anxiety. This simple exercise can alleviate stress and anxiety, and if engaged in regularly, lead to an optimistic outlook.

Laugh for a Healthier You

Have you noticed that when you laugh, you feel better? It is harder to cry while you are laughing. Research has found that laughing triggers the release of endorphins (nature's feel-good chemicals). It has also been reported that laughter decreases stress hormones and increases immune cells. We have a natural response to infection, which helps produce antibodies, improving our resistance to disease and promoting our

overall well-being. What makes you laugh? Is it a funny commercial, your loved one(s), maybe your co-workers? Laughter is the best medicine. In an article by Robinson, Smith, & Segal (July 2021), learn to create opportunities to laugh, watch a funny movie, TV show, or YouTube video, check out a comedy club, read the funny pages, check out the humor section in your bookstore, play with a pet, better yet host a game night with friends.

I would like to share with you some of the things that make me laugh. Watching my favorite comedy movies, even though I know the punch line, dancing to my favorite 80's jam on YouTube, and serving with a grateful heart. When I see someone smile, I smile! During hard times, laughter has been a saving grace for many. Whitman (2017) A new study reveals how laughter affects the brain, which may be an explanation why giggles play an important role in social bonding.

When you take time for yourself, you validate your worthiness and value. Make it a point to celebrate your life. Buy that neat sweater, go to the movies with your spouse, family, or friends. Do something that you enjoy, and that makes you feel good. How about butter pecan ice cream? Take care of yourself so that you can take care of others. The first step to self-care is accepting that you are worthy of that care. The care you require may need to come from a professional source, and that's okay. There are services available through most healthcare facilities and organizations. Sometimes you just might need to talk. It may be a good time to phone a friend.

Take a moment and plan to rest, relax, and laugh. Try to include at least one activity to cover each one of the components. Start with resting and relaxing, then let the laughter begin. Remember, you are worthy, valuable, and appreciated. Self-worth can only be measured by you. So make every moment count, and be mindful of your value. I can sum it up in one word, priceless!!

References

- L. Robinson, M. Smith & J. Segal (2021). Laughter is the Best Medicine. <https://www.helpguide.org/articles/mental-health/laughter-is-the-best-medicine.htm>
- Mindful: healthy mind, healthy life (2022). <https://www.mindful.org/meditation/mindfulness-getting-started/>
- Whiteman, H. (2017). Laughter releases 'feel good hormones' to promote social bonding. <https://www.medicalnewstoday.com/articles/317756>

Creating Psychological Safety So Nurses Speak Up and Speak Out

Rose O. Sherman, EdD, RN, NEA-BC, FAAN
Marian K. Shaughnessy, Leadership Academy,
Case Western Reserve University

The COVID-19 pandemic has been massively disruptive to nursing teams. Nationwide, leaders now struggle to pick up the pieces and rebuild their teams. Even leaders who had cohesive teams in 2020 at the beginning of the pandemic find themselves in a very different place in 2022. Team turnover has skyrocketed expanding the gap between nurse experience versus patient acuity.

A key aspect of ensuring quality and safety on teams is the willingness of nurses to speak up and speak out if something is wrong. Yet too often, nurses are reluctant to speak up. A number of concerns stop nurses from speaking out on teams. Edmondson (2012) has identified the following concerns that nurses will be:

- seen as ignorant by other team members,
- judged as incompetent,
- viewed as being negative, and
- labeled as disruptive.

For many nurses, the COVID-19 pandemic has exacerbated the problem of staying silent when problems become apparent. Trust and psychological safety on teams waivered as environments became increasingly chaotic, and policies and procedures changed frequently. Nurse engagement with their work and that of their teams declined. Nurse leaders will now need to rebuild trust and create psychological safety so nurses will speak up and speak out moving forward.

Dr. Amy Edmondson (2018) is an expert on psychological safety in the workplace. She provides the following description: psychological safety describes the individuals' perceptions about the consequences of interpersonal risk in their work environment. It consists of taken-for-granted beliefs about how others will respond when you put yourself on the line, such as by asking a question, seeking feedback, reporting a mistake, or proposing a new idea. We weigh each potential action against a particular interpersonal climate, as in, *If I do this here, will I be hurt, embarrassed, or criticized?* An action that might be unthinkable in one workgroup can be readily taken in another due to different beliefs about probable interpersonal consequences. Dr. Edmondson's work resonated with researchers at Google when they launched Project Aristotle in 2011 and studied 180 of their teams (Google reWork, 2011). Contrary to expected findings, they learned that hiring the best software engineers did not always lead to the best team synergy or outcomes. Psychological safety and trust in teams mattered more.

Creating Psychological Safety for Nurses

Nurse leaders play an essential role in creating psychologically safe cultures for staff to question practices, report problems, or propose new ideas. The following statements are ones that leaders can use with their team to assess levels of agreement with aspects of psychological safety (Edmondson, 2018):

1. It is easy to speak up about what is on your mind on this team.
2. If you make a mistake on this team, it is often held against you.
3. People on your work team are usually comfortable talking about problems and disagreements.
4. People on this team are eager to share information about what does and does not work.
5. Keeping your cards close to your vest is the best way to get ahead on this team.

On a team where staff feels psychological safety, nurses have confidence that they will receive respect and consideration from others. A group that has a culture of psychological safety encourages open discussion of thorny issues. The group members not only tolerate disagreement but encourage the sharing of different perspectives. Leaders can help create these environments by developing and reinforcing the following team behaviors:

- Civility – Showing civility is the most available contribution people can make to creating and sustaining psychological safety. Attending to what others contribute and responding with consideration reduces anxiety and encourages creative thinking.
- Argue with Respect – Contrasting ideas are the most significant source of creativity. Team members will not always agree, but agreeing to disagree respectfully is crucial. Team members need to learn to be tolerant of other viewpoints.
- Be supportive – Using supportive language towards others should be an expectation. Humor does not excuse a put-down, nor does it ever make it palatable. People don't like it.

Nurse leaders should also personally role model behaviors that create psychological safety for staff. These include:

1. Asking challenging questions to promote critical thinking.
2. Establishing a culture of professional feedback, including feedback on your performance.
3. Acknowledging openly your leadership errors.
4. Requesting staff help in solving challenging problems.
5. Encouraging nurses to play the devil's advocate on ideas suggested.
6. Using after-action reviews as a learning tool when things do go wrong.

Talking about Speaking Up and Speaking Out

With a disproportionate number of inexperienced nurses practicing today, nurse leaders should talk openly about speaking up and speaking out. Providing opportunities to discuss situations where speaking out would have helped to address a problem is a strategy that can build trust and confidence. Some examples of commonly encountered problem that you can use include:

- Normalization of bullying behaviors on the team.
- Acceptance of assignments you don't feel competent to perform.
- Family or patient disrespect toward clinical staff.
- Observing a colleague engaging in an unsafe practice.
- Omission of nursing care that is vital for patient recovery.
- Repeated shortages of critical supplies needed to give care.
- Professionals who perform activities outside their scope of practice.
- Violation of essential policies and procedures.

Simon Sinek (2014) noted that good leaders make us feel safe and more confident about speaking up and speaking out. Feeling safe at work can increase nurses' energy, enthusiasm, and zest for life. Nurse leaders who hold themselves and the team accountable to behavioral standards that improve psychological safety can significantly impact the creation of a more positive and safe work environment. What steps will you take as a team leader or member to foster psychological safety?

References

- Edmondson, A. C. (2012). *Teaming: How organizations learn, innovate and compete in a knowledge economy*. Harvard Business School Press.
- Edmondson, A. C. (2018). *The fearless organization: Creating psychological safety in the workplace for learning, innovation, and growth*. Wiley.
- Google ReWork. (2011). Google Project Aristotle. Available at <https://rework.withgoogle.com/print/guides/5721312655835136/> Accessed January 28th, 2022.
- Sinek, S. (2014, March). Why good leaders make you feel safe. Available at [Simon Sinek: Why good leaders make you feel safe | TED Talk](https://www.ted.com/talks/simon_sinek_why_good_leaders_make_you_feel_safe) Accessed January 28, 2022.



**Phoenix
Children's**



**Join the nursing team
providing next-generation care.**

Phoenix Children's, one of the leading pediatric health care systems in the country, is growing to reach more children and families in the greater Phoenix, Arizona, region. We're looking for new and experienced nurses to grow with us.

Visit <http://bit.ly/3QeUCYJ> to view positions.

View Positions

Phoenix Children's Hospital is an Equal Opportunity Employer. Qualified applicants receive consideration for employment without regard to race, color, religion, sex, national origin, age, genetic information, physical or mental disability, military or veterans status, sexual orientation, gender identity/expression, or other protected status in accordance with applicable federal, state and local laws and regulations. Phoenix Children's also provides aids and services to people with disabilities to communicate effectively with us.

WELCOME NEW & RETURNING MEMBERS

New & Returning AzNA Members September - November 2022

Anthem
Penney Miller

Bisbee
Travis Cook

Buckeye
Mandy Bell
Rosa Gomez
Stacy Manes
Elizabeth Murray

Bullhead City
Joy Bland
Fionda Brock

Camp Verde
Sierra Gibson

Casa Grande
Erica Kalis

Cave Creek
Davey Ellison
Nancy Fedri
Michelle Johns
Kathleen Matson
Cara Riek

Chandler
Heather Allen
Cynthia Hermosillo
Rondalyn Kelly
Sonya Riske
Binu Varghese
Olivia Weerakoon

Cornville
Sarah Galvez

Elgin
Katherine Prentice

Flagstaff
Angelita Bolo

Fort Apache
Terrlynn Pusher

Fort Defiance
Abigail Villafane

Gilbert
Cassandra Albrecht
Kinner Atekwane
Rachel Carroll
Lydia Enoe
Richard Fleming
Jody Gilchrist
Deborah Hopkin
Robin Kirschner
Kennarae Thomas
Andrea Vickers

Glendale
Renee Diaz
Mathews Jacob
Rinson John
Melanie Jones, RN
Regina Kohler
Briana Miles
Charlotte Russell
Dara Santiago

Donna Sharman
Tammy Sippola
Francesca Stovall
Justin Williams

Globe
Carl McCoy

Gold Canyon
Letitia Sullivan

Goodyear
Jenna Jones
Melissa Martinez
Shannon Torrez

Green Valley
Benjamin Berthold

Guadalupe
Emily Ibarra

Hereford
Jamie Fitzpatrick

Kayenta
Inge Bertram

Kirkland
Rachel Flores

Lake Havasu City
Kristen Cummins
Nicole Isham
Krystal McCraw

Lakeside
Deborah Keith
Sonya Nez
Holly Pedersen

Litchfield Park
Cheryl Avila
Francine DeFurio
Alison Forsythe
Addison Gunther
Caesar Rangel

Marana
Alison Valdez

Maricopa
Ketia Sanon

Mesa
Melinda Day
Courtney Eggink
Jennifer Fulton
Chelsea Jones
Brenda Lopez
Maryanne Malter
Jesus Prado
Christina Salisbury
Stacy Sonnabend
Rose Taylor

New River
Rhea Savery

Oracle
Andrea Quintana

Oro Valley
Adam Gears
Alice Hall
Bobbi Jones
Terri McCormick

Paradise Valley
Rebecca De Barros

Payson
Tammy Brunk

Peoria
Brooke Morris
Rebecca Pityou
Christi Santander

Phoenix
Stephanie Anderson
Amarisa Arevalo
Cherie Bradford
Melina Carlini
Danyelle Churchill
Tamra Emert
Sylvia Esposito
Chesely Finch
Julie Fleury
Jena Fuentes
Gabrielle Gantner
Madelyn Halaburda
Debbie Hilgert
Flora Issanda Stowater
Stephanie Klever
Karina Knutson
Shellby Kuhar
Charles Larsen
Caleb Lichtenberger
Leti Lopez
Paula Mathews
Arleen McCormick

Sharon Mezulis
Mona Nance
Sharon Nyquist
Elizabeth Odhner
Miriam Pallister
Douglas Rae
Jaime Rogers
Lizandra Rubio
Amber Sandoval
LaToya Taylor
Amanda Taylor
Candida Vasser
Kelli Welk
Ryan Williams
Kayla Worley

Pima
Charise Gardner

Prescott
Kimberly Clark
Jean Mead

Prescott Valley
Amy Christensen
Kirsten McCarthy

Queen Creek
Nichole Brainard
Sandra Cooper
Amberly
Mattson-Schmidt
Charlene Noonan

Sahuarita
Lorena Arvizu

San Luis
Kerri Peterson

San Tan Valley
Patricia Pinckard

Scottsdale
Zoe Dill
Stacy Lehman
Kelli Lesage-Bank
Nancy Mangieri
Taylor Mathews
Lisa Rosales
Michael Shannon
Stephen Wilson

Show Low
Brandi Jones

Sierra Vista
Karissa Keller
Casey Ratliff

Sun City
Amanda Tyrrell

Surprise
Rosette Achu
Patricia Florez

Staci Long
Jennifer Newman
Amber Price
Catherine Rick
Ma Cheryl Sutcliffe

Tempe
Kristi Atwood
Emily Canale
Arezoo Ghasemi

Thatcher
Nicholas Hicks
Sara Lemley

Tolleson
Priscilla Pacheco

Tuba City
Lynette Goldtooth

Tucson
Jennifer Boltz
Germin De Los Santos
Antonia Doubrava
Abby Eason
Eleanor Edwards
Sophia Flores
Dawn Foster
Deni Gardner
Andrew Graham
Cynthia Grant
Vanessa Gruenenfelder
Caralee Isbell
Somdeo Lotun
Meggan Medley
Mary Moret
Astrid Noubissi Wouasi
Nicole Pargas
Hannah Rountree
Susi Rubendall
Amanda Sepulveda
Gbemisola Solarin
Nadia Vildusea
Shu-Fen Wung

Vail
Ramon Ramirez Rojas

Winslow
Michelle Hunt

Yuma
Bryan Alvin Bautista
Monica Beltran
Adrian Estrada
Justin Hutchins
Amanda Lay
Jaclyn Mejia
Melissa Odom
Jose Serrano
Elizarraras
Charity Stepp
Chalita Tepsing
Tamala Turpin

Because of **AzNA** nurses can say YES

YES there is a strong state-wide voice for nursing

YES promotion of a healthy Arizona

YES nurses influence laws, rules and Scope of Practice

YES nationally accredited continuing education

YES collaboration on the local and national level

YES nurses have access to mentors and role models

www.aznurse.org



Two Year Anniversary Members

September - November 2022

Apache Junction

Barbara Islas

Avondale

Rachel Reilly

Biloxi, MS

Sonya Golding

Buckeye

Shodi Hornish-Hensley

Canton, MI

Cheryl Self

Chandler

Collette Archuleta
Todd Burke
Donna Rugg

Dewey

Melinda Fernandez

Fort Defiance

Henrick Holmberg
Heather Waghelstein

Fort Harrison, MT

Victoria Howard

Galt, CA

Skye Porter Berg

Gilbert

Meilani Jamias
Craig Kasper
Garett Moon
Akosua Nachele
Michelle Nelson
Mary Jane Perlstein
Jismi Theeyattuveli

Glendale

Martha Donadio
Norma Gano
Kristin Gray
Catherine Romeo
Cynthia Ventry

Goodyear

Bernardine Ezeuduji
Victoria Ginevra
Aileen Millan
Suri Raudales
Shannon Walters

Jacksonville, FL

Laura Tyler

Kayenta

Laverne Jim

Kingman

Rita Zorn

Litchfield Park, AZ

Andrea Bobadilla
Maria Cook
Eduardo De La Torre
Amanda Francis
Loree Draper

Marana

Gloria Gdovin
David Trinidad

Maricopa

Michele Booker
Janis Patterson

Mesa

Jean Davis
Eddie Forehand
Heidi Goff
Jacqueline Leather
Jennifer Moynihan
Jacqueline Nguyen

Pearce

Bethany Hill

Peoria

Ivy Arciszewski
Jennifer Bohn

Peridot

Matthew Skousen

Phoenix

Regina Beachler
Fernisha Brown
Claire Cunningham
Tamara Dvorak
Mary Ellis
Lizamarie Greenberg
Teresa Gricius
Joseph Gull
Amber Keenan
Smirna Oseguera
Marysol Pino
Rebecca Vining
Shannon White

Prescott Valley

Kayla Berry

Queen Creek

Jenny Brady
Dallin Hansen

Schertz, TX

Deborah Kuehn

Scottsdale

Chasity Maze
Maricia Tabuena Chen

Sierra Vista

Esther Toledo

Sun City

Judith Abell

Surprise

Maria Conde
Kyla Gray

Tempe

Jamie Gindhart
Joanna Munson

Tolleson

Waneta Carter

Tucson

Joseph Gaw
Suzanne Gotell
Eliza Grigsby
Brittany Hill
Martha Huerta
Katherine Huls
Jacqueline Kieft
Tiffany Lynch
Ryan Mette
Audrey Tolouian
Amy Watson
Aimee Weerts

Tuscaloosa, AL

John Winchester

Vail

Sharon Dipasupil

West Hartford, CT

Emily Algier

Yuma

Sonia Bailey
Kristin Ozuna



Happy Anniversary to our dedicated AzNA members celebrating these special milestones for this past quarter: September – November 2022

5-Year Members

Jacqueline Andres
Heather Belcher
Lori Best
Denise Boyle
Vicki Bradshaw
Laci Cain
Wendy Cameron
Tanya Carroccio
Martha Carson
Kyle Colburn
Cynthia Crockett
Tess Davis
Michael Ditsworth
Debbie Evans
Doreen Farley
Kelly Fath
Kaisu Fisker
Tavierre Freeman
Shirlene Gines
Tress Goff
Patricia Gonzalez
Jo Lynn Groening
Jacqueline Gualtieri
Jenice Ria Guzman
Isaac Hensleigh
Amanda Holle
Kelly Huffstutler-Petty
Yulianna Inzunza
Corrine Jacobs
Brigid Kiley
Lisa Killeen
Moriah Kirkman
Wanda Larson
Dan Lingle
Jena Lomasney
Crystal McCarthy
Diane McCoy
Erica Mendez
Kilene Menvielle
Tiffany Mercer
Heather Morales
Maureen Murphy
Marialena Murphy
Latif Mustapha
Janet O'Brien
Neejay Ogar
Melanie Oglesby
Dennis Ondrejka
Paula Piccoli
Sarah Portle
Jennifer Powers
Josephine Pozon

Sandra Ramos

Tracy Real

Rebecca Risaliti

Dawn Rivas

Angel Rivers

Joanne Ruiz

Joan Shaver

Brent Shepardson

Lisa Smith

Susannah Spero

Allison Stokes

Katharine Strangis

Alexandra Sullivan

Michelle Taylor

Kimberly Thompson

Gregory Titensor

Martha Van Driel

Brenda Vigue

Sharon Voss

Mary Walsh

Marlene Wilson

Bobbi Winter

Jeannine Ziomek

10-Year Members

Brynn Anderson
Margaret Branham
Maria Victoria De Guzman
Deborah Dunlap
Michael Edwards
Kellie Engen
Olivia Holt
Deborah Kohm
Mary Ann Migaud
Judith O'Haver
Cheryl Roth
Lori White

15-Year Members

Laura Blank
Pamela Edens
Bronwynne Evans
Mary Hefter
Claudia Heredia
Lisa Williams
Kenneth Wysocki

25+-Year Members

Donna Adams
Marsha Ashurst
Marilyn Bagwell
Lynn Browne-Wagner
May Bruner
Ellen Cavanaugh
Debra Claycomb
Marilyn Davidson
Judith Effken
Rose Emery
Dana Epstein
Nicolette Estrada
Mary Fisher-Pinson
Therese Flood
Ann Guthery
Mary Hallett
Carol Heimann
Barbara Herber-Baumann
Norma Hernandez
Judy Herriman
Mary Herring
Karen Holder
Kathleen Hull
Evelyn Jacobs
Denise Johnson
Patricia Johnson
Maureen Kane
Mary Koithan
Marilyn Lindell
Lauri McCanless
Susan Motta
Deirdre Mountjoy
Marilyn Neibergall
Sheila O'Day
Peter Peil
Pamela Reed
Lori Rehder
Dorothy Riley
Patricia Saathoff
Cheryl Schmidt
Patricia Shannon
Sharon Sheehan-Bifano
Cathie Slater-Eroh
Catherine Spire
Carol Stevens
Mary Tharalson
Mary Walters
Melinda Weisser-Lee
Barbara White
Jean Victor
Corinne Wilhoit

New Year! New Market! New Opportunities!



Northwest Healthcare
is ringing in the New Year with
some exciting NEW enhancements!

Apply today and talk with a recruiter about
all of the ways we are valuing our nurses in
the Tucson community!



northwesthealthcarejobs.com