



Honor Society of Nursing
Sigma Theta Tau
International

Rho Chapter

The University of Michigan
Chartered 1959

Web Page: <http://www.nursing.umich.edu/stti>

Fall 2003
Vol. 44, No. 3



The Dean's Perspective

By Ada Sue Hinshaw, Ph.D.,
R.N. F.A.A.N.

Over the last two years, it has been my great pleasure to work with the "Committee on the Work Environment for Nurses and Patient Safety" for the Board on Health Care Services at the Institute of Medicine. Results of our study, **Keeping Patients Safe:**

Transforming the Work Environment of Nursing were announced with a public web cast on November 4, 2003.

The report calls for changes in how nurse-staffing levels are established and for mandatory limits on nurses' work hours as a part of a comprehensive plan to reduce problems that threaten patient safety. This can be achieved by strengthening the work environment in four areas: management, work-force deployment, work design and organizational culture.

Nurses are the health professionals who interact most frequently with patients in all settings, and their actions—such as ongoing monitoring of patients' health status—are directly related to better patient outcomes. Studies show that increased frequencies of infections, bleeding, and cardiac and respiratory failure are associated with inadequate numbers of nurses. A study in two hospitals found that nurses intercepted 86 percent of medical errors before they reached patients.

Long work hours pose one of the most serious threats to patient safety, because fatigue slows reaction time, decreases energy, diminishes attention to detail, and otherwise contributes to errors. While most nurses typically work eight to 12 hour shifts, some work even longer hours. At the same time, patients admitted to hospitals typically are more acutely ill and require technologically more complicated care than in the past. State regulatory bodies should prohibit nursing staff from working longer than 12 hours per day and more than 60 hours per week.

As a key step toward improving environments and restoring trust, health care organizations are urged to involve leaders in all levels of management and to solicit input from the nursing staff on decisions about work design and implementation. Nurses are in prime positions to help pinpoint inefficient processes that could contribute to errors,

Continued on page 2



President's Column

Kathleen Gold, M.S., R.N.
President, Rho Chapter

It has been a busy and rewarding fall at Rho Chapter and in our nursing community. It has been particularly meaningful to participate in a variety of activities that have brought together clinicians, researchers, administrators, students, and

educators in celebration of nursing accomplishment. We started off early this fall with an inspiring presentation, "Health Care Partnerships with Haitian Nurses" by our Rho colleagues, Ruth Barnard and Marge Van Meter. We partnered with Chapter 8, Washtenaw, Livingston Monroe Nurses, an affiliate of MNA for a fun night of international beer tasting while we learned about herbal medicines. And earlier this month I had the honor and privilege to preside over the Annual Induction Ceremony. From the excitement of hearing the career goals of the students to recognizing the contributions of our Silver Anniversary Members, the spirit of leadership, commitment and scholarship inspired and reminded me that membership in this organization is not a destination but a partnership and connectedness that integrates and renews nurses throughout their careers.

As we plan activities for the remainder of the year, I look forward to additional opportunities to come together across education, service, and research settings with the expectation of learning—from one another, about one another, and with one another.

IN THIS ISSUE:

Summary Of Fall Educational Presentations:
Biennial Convention Report
Induction Ceremony, November 16, 2003
List Of New Inductees, Rho Chapter
Recognizing The Stars Among Us—Spring Awards: Call For Nominations
Member Spotlight
Statement Of Financial Position
Call For Nominations For Rho Chapter Board
Calendar Of Winter Events

2002-2003 RHO Chapter Board And Committees

President:

Kathleen S. Gold, MS, RN
(ksgold@umich.edu)

President Elect:

Norma Sarkar, MS, RN
(nsarkar@umich.edu)

Past President:

Elizabeth Beattie, PhD, RN
(ebeattie@umich.edu)

Corresponding Secretary:

Deborah Brunelle, MS, RN
(brunelle@umich.edu)

Recording Secretary:

Cecilia Trudeau, MS, RN
(ctrudeau@umich.edu)

Treasurer:

Cathy Fanone, RN (cathyfanone@hotmail.com)

Faculty Advisor:

Cynthia Arslanian-Engoren, PhD, RN
(cmae@umich.edu)

Faculty Advisor Elect:

Patricia Rutowski, MS, RN
(rutowski@umich.edu)

Research/Special Projects Award Committee:

Jane Anderson, Ph.D., R.N.
(janea@umich.edu)

Excellence in Nursing Awards Committee:

Barbara Christy, MS, RN
(bchristy@umich.edu)

Nominating Committee:

Chair: Todd Ray, MS, RN (rayt@umich.edu)
Member: Susan Clemen-Stone, MS, RN
(scstone@umich.edu)
Member: Sandra Merkel, MS, RN
(sandym@umich.edu)

The Dean's Perspective continued from page 1

identify causes of nursing staff turnover, and determine appropriate staff levels for each unit.

Health Organizations should dedicate financial resources to support nursing staff in the ongoing acquisition and maintenance of knowledge and skills.

In this climate of high rates of turnover and the nursing shortage that is predicted to worsen in the future, it may be tempting to think that these recommendations can wait for increases in the supply of nurses, but evidence on nursing retention indicates that just the reverse is true. Nurses will be more likely to stay in health care organizations that implement the management and work-design practices that are recommended in this report.

The report is available on the Internet at <http://www.nap.edu>.

EDUCATION PRESENTATION: JUST FOR STUDENTS

New Inductees—this event is for you. In Winter, 2004, the chapter will be sponsoring a forum designed for especially for undergraduate and masters students. For undergraduate students, we will be providing an roundtable with recent graduates of the School of Nursing's baccalaureate program, who will discuss their transition to the R.N. role. For masters students, we will be providing an opportunity to talk to students about designing and implementing a scholarly project. More information about dates and times will be posted via email and the Rho Chapter website. If you have suggestions about dates or format, please contact Norma Sarkar (email: nsarkar@umich.edu); phone: 734-647-0121.

Rho Newsletter, supported by member dues, is published three times a year: Fall, Winter, and Spring/Summer. **We welcome your comments and news about STT Rho member's activities.** Send your contributions via email or disk by the 15th of April, July, and November, to Newsletter Editor, Rho Chapter, STTI, c/o Elizabeth Beattie, Rho President, University of Michigan, 400 N. Ingalls, Ann Arbor, MI 48109-0482, (734) 647-9331, ebeattie@umich.edu

SUMMARY OF FALL EDUCATIONAL PRESENTATIONS:

Rho Chapter sponsored one educational event and co-sponsored two others this fall. We are pleased to report that the turnout at each event was excellent. We hope to see even more members at our winter events.

On October 8, 2003, the chapter sponsored "Health Care Partnerships with Haitian Nurses,"



Ruth Barnard

presented by Ruth Barnard, Ph.D., R.N., and Margy Van Meter, M.S., R.N. Dr. Barnard and Ms. Van Meter described their experiences in supporting nursing and learning from nurses in Haiti. They also described health problems and caregiving practices in the country. Haiti has 10.7 nurses per

100,000 population whereas in the U.S., there are 950 nurses per 100,000. There is a great need for additional nurses, and a special need for public health nurses to teach basic health practices such as infection control, nutrition, and newborn care. U.S. nurses have been partnering with Haitian nurses for training, for development of a nursing school, and to increase the status of nursing.

Donna Martsloff, a graduate of U of M's BSN program, brought the Rho chapter otoscope donation and paired it with a stethoscope donation from Kent State University; another American nurse practitioner taught the nurses how to do physical assessments. Ruth Barnard and Margy Van Meter worked with the hospital nurses to help them with their training and patient communication skills. Dr. Barnard is also working to support a baccalaureate nursing program that will be offered through the Episcopal University of Haiti. There is a great need for educational materials translated into French, for material resources, and for strong nursing role models. Dr. Barnard is interested in hearing from Rho Chapter members who would like to support the work in nursing education for Haitian nurses. Her email address is: rbarnard@umich.edu



Margy Van Meter

On November 5, Rho Chapter and Washtenaw-Livingston-Monroe Chapter of the Michigan Nurses Association co-sponsored "Herbal Medicine: Wisdom & Warnings from around the World," with Randy Schad, MS, Senior Assistant Pharmacist at Beaumont

Hospital. Over 150 participants turned out to hear about the most commonly used and abused herbs from around the world. Although herbal therapy is believed to be safe because it involves "natural products," side effects and interactions with prescribed medications need to be considered by nurses who work with patients who may be taking these products.

On Tuesday, November 11, Rho Chapter co-sponsored an event with the School of Nursing's Office of Community Partnerships with another international focus. Kathy McCarty, MSN, RN, a nurse midwife, described "AIDS in Rural Zimbabwe" to a room full of students and faculty. Ms. McCarty is the only primary care provider in her area of Zimbabwe, and discussed her work caring for and advocating for women and children with HIV. She described a variety of ethical and legal problems regarding AIDS, including laws which require men to report their HIV status to their mistresses but not their wives, the lack of antiretrovirals, and resistance to HIV preventive education. Other issues contribute to the incidence of HIV/AIDS including the low status of women, lack of knowledge among the people about HIV transmission, lack of economic resources to pay for expensive treatment, and cultural norms which prevent people from engaging in preventive health practices. Ms. McCarty works with a variety of prevention strategies including a high school girls scholarship program that encourages them to stay in school and become employable, work with churches to promote health teaching and caregiving programs, work with the government to pass laws to support HIV treatment and prevention, and partnerships with non-government organizations to procure support for pharmaceutical treatment.



BIENNIAL CONVENTION REPORT

Cecilia Trudeau

PROUD. HUMBLLED. AWED. CHALLENGED. STIMULATED. ENERGIZED. INSPIRED. OVERWHELMED. EXCITED. As I reflect on the experience of attending the 37th Biennial Convention of Sigma Theta Tau International, all of these words describe my responses. For five days in early November, Kathy Gold, Rho Chapter President, and I had the honor and responsibility of representing Rho Chapter at this prestigious event. The theme, Building Diverse Relationships, was reflected over and over again in the more than 800 scientific sessions, the poster presentations and the attendees as well as the location in Toronto, Ontario. Nurses from over 10 countries and 5 continents participated. We met many new colleagues, were exposed to many new ideas and have a myriad of ideas to share with the Rho Chapter Board and membership as well as in our own practice settings. Just to give you an idea of the richness of the experience, while I generally leave an event such as this with a short list of 2-3 items for further thought, exploration and/or action, as I left this convention that list is up to 13! Watch out Rho! Watch out work setting! Watch out nursing!

The convention was divided into two major parts—the educational sessions and the House of Delegates. The sessions, embracing clinical practice, science and leadership, were so numerous and appealing that each day I was faced with the daunting task of reviewing and selecting from the next day's offerings. The choices were difficult because there were such a number and variety of appealing quality options. I attended presentations with topics ranging from evidence based practice to chapter by-laws to the power of relationships for babies. I was exposed to many new ideas and challenged to consider familiar ideas in new frameworks and from new perspectives.

The House of Delegates convened for 2 days. It was conducted in a formal parliamentary fashion—very much needed to keep the 720 delegates organized and the business focused on the tasks at hand. Although I am generally not a fan of formality, the process served us well as we approved the charters of 12 new chapters, elected and installed new officers and approved by-laws amendments.

Lest we lack for something to do, in addition to the sessions and the House of Delegates, there were many other simultaneous opportunities. These included poster sessions, awards ceremonies, book signings, raffles, strategy sessions, recognition dinners and exhibits (including one representing the

University of Michigan School of Nursing Graduate Programs). Believe me, carving out time to enjoy Toronto and to take advantage of the many cultural and retail opportunities was one of the biggest challenges!

I return to Ann Arbor and the University of Michigan, Rho Chapter revitalized and eager to share my experiences. Kathy Gold and I will be discussing some ideas with the Board. Through these discussions we plan to develop strategies to infuse our chapter with renewed energy and commitment so that all of you can have the opportunity to benefit from our experience and to realize the many resources available to us individually and collectively through our association with this prestigious, dynamic organization—Sigma Theta Tau: Love, Honor, Courage!

Thank you, Rho Chapter, for supporting our attendance. Your investment is appreciated and will be returned to you.



Senior nursing student inductees



Graduate student inductees

INDUCTION CEREMONY NOVEMBER 16, 2003

Sixty new members were inducted into Rho Chapter on Sunday, November 16 at the Michigan League Ballroom. Family members, sponsors, friends, and faculty enjoyed an afternoon reception honoring our newest colleagues. Chapter President, Ms. Kathleen Gold, served as mistress of ceremonies. Dr. Judy Wismont, Interim Undergraduate Director welcomed the new members, and Dr. Marge Calarco, Director of Nursing at the University of Michigan Health System, also offered her congratulations. We also paid tribute to our "Silver Members" (those with 25 or more years of membership in the Chapter). Please look over our list of new inductees and make a point of offering congratulations and a "Rho Chapter welcome" to anyone you know.

A special thanks to President-elect, Norma Sarkar, who planned and organized this wonderful event. Another thank you to our student helpers, freshman nursing students, Nataly Podolsky and Laura Ready, as well as Rho chapter member/masters student DeJuana Meekins. Their hard work made this event very special for all of us!



Community leader inductees Maureen Goode and Joan Wilson



RN Studies students and community leaders

**SIGMA THETA TAU
NEW INDUCTEES****Community Leaders**

*Maureen Goode
Joan Wilson*

Graduate Students

*Donna Barry
Jennifer Baughman
Jessica Burt
Cheryl Campbell
Denise Cooper
Caroline Guglielmetti
Janet Hiser
Gary Hunsinger
Haesook Kim
Ji-Young Kim
Soona Kothawala
Danette Lee
Laura Mood
Kathryn Nelson
Anne Nemes
Sue Neuman
Ronald Piscotty
Rachel Prosser
Kathy Rozema
Shannon Seiser
Naruemol Singha-Dong,
Laureen Smith
Anne Wuerth*

RN Studies Students

*Janet Bierlein
Wendy Boersma
Connie Brown-Olds
Candace Graham
JoAnn Haderer
Diane Hamilton
Diana Loud
Lindsay Mason
Renee Mielke
Leah Tatasciore*

Senior Nursing Students

*Bethany Pressler Brown
Katie Francis
Paula Graff
Jacob Grossman
Janel Hasse
Angela Henderson
Lisa Hoag
Emily Keeton
Allison Knapp
Marisa Lirot
Bre'Anne Mallon
Theresa Molyneux
Rachel Munding
Theresa Overwater
Mical Parker
Christopher Ramos
Sarah Ricci
Lina Sirgedas
Kathryn Sisterman
Sarah Smart
Elizabeth Stackable
Tracey Streiff
Rebecca Tidrick
Katie Wagner
Kelly Wickham*

International Nurses*

*Pornnapa Homsin
Rungat Srisuriyawet
Irena Wronska
Apa Youngpradith*



Member Spotlight: Jeanne Zimmerman

By Ann Kruszewski, Newsletter Editor



Jeanne Zimmerman writes, "I have no idea if you are interested in members who graduated from Michigan when we learned injections with glass syringes, reused red rubber catheters (sterilized, of course!), and all IV fluid were in glass bottles, but here I am." Given that your loyal newsletter editor graduated only 7 years after Jeanne and remembers some of those

things, of course, I wanted to spotlight her.

Jeanne joined Sigma Theta Tau in 1963 when she was a junior and graduated in 1964. She is currently living in Florida and is a dual member in Rho Chapter and the chapter at Florida Atlantic University. Public health nursing was her favorite rotation when she was in school, and she has come full circle working as a Registered Nurse Specialist in the Healthy Families program in Palm Beach County, Florida. This program works on strengthening families and offering primary prevention for child abuse and neglect, specifically targeting at-risk areas with high rates of teen pregnancy, late entry into prenatal care, and low birth weight babies. Jeanne's position as a Family Assessment Worker allows her to assess her families' backgrounds, support systems, health, and parent/child interactions. She states that she is often humbled that her patients, poor and marginalized, would be willing to share their stories with a white nurse. Women who are eligible and consent are referred to a Family Support Worker who is affiliated with a community based care agency. Jeanne acts as a consultant to the support workers for medical issues and other concerns. She states that in her current position she feels that she has come home to the kind of nursing that she loved since school.

In her spare time, she sings with a community choral group, dabbles in watercolor painting and writes poetry. Jeanne shared one of her written works with us, published below. She has three children and is a proud grandmother for three grandchildren. Her late husband was also a U of M graduate, as was her oldest daughter. We are proud to spotlight Jeanne's work, and to publish her creative writing about nursing.

THE HOLE IN MY HEART

I love my job. I really do! It's a great job and I am very good at it. Every day I set out to make a difference in the lives of my clients and their families. Sometimes I do. Many times I do not ever know. Every night before I sleep, I "plug in" the names of the families I plan to see the next day. And when the alarm sounds, I am ready to bring my spirit and heart into their homes.

Some days, however, I come home at night with a terrible hurt in my heart. Today was one of those days. A very long day ended as I drove to an apartment in "the projects."

Angela comes out to greet me. She is 5 and wants to know who I am. "Tell your mommy the nurse is here" ...and I can see through the bedroom window as Marian, heavy with

her ninth pregnancy, struggles out of bed and hollers for me to come in. Someone is sleeping on one couch. The second couch is overflowing with the lives and times of eight children and their pregnant mother. I am a late afternoon inconvenience that is not needed here today, and I begin to wish I had just driven by her house and not stopped on my way home.

Marian clears a place where we can both sit. There is a heavy silent pain that settles between us. "We don't have electricity." ... "I've been trying all day to find someone to pay the deposit." ... "I'm gonna have to throw out meat that's gonna spoil." ... "All's us go to bed early 'cause it's dark..."

I want to go home! Now! I don't want to be here anymore. How can this be happening? Did I forget to "plug in" her name last night because I just wanted to drop by and see how she was doing? But all my clients live in my heart all the time. And I was worried because she had been so sick, and she has so many children, and I had some time left, and I had to drive right past her house...

"I don't like to just drop in and surprise families with a visit and I just wanted to see how your were doing and make an appointment with you to spend more time when it's convenient for you and what's a good day for you and how about December 4th in the morning?"

We make an appointment...I give her a card. I lamely tell her not to use candles anywhere...that it's too dangerous. I carefully move toward the door. I want to be polite. I smile. I thank her for inviting me into her house. I want to run out fast and not look back.

Angela follows me out the door to the car. "I want to go to your house. Your house pretty?" No...not really. I don't want her to see my tears. I can't answer this. I get in the car, but roll down the window. "Your mommy would miss you very much. I will be back. Don't forget to say your prayers tonight, and be sure to tell your mommy that you love her." The tears do not stop.

I am careful not to run over children and dogs as I pull away from the house. I am having a hard time seeing through the river of sadness on my face.

I drive the back way home tonight...green fields...two-lane roads...cows and birds...trees and wetlands...a luminous winter sunset. My house is really pretty today. I love the dog hair piled in the corners, and the cracks in the terrazzo floors. The mildew on the house point is really an artistic statement...art in private spaces. And the overgrown vegetation my very own patch of urban xeriscaption.

I had a really hard time "plugging in" the names for tomorrow. There was a hole in my heart and the names would not stick.

Do you know a member who deserves to be spotlighted? Please send your suggestions to newsletter editor, Ann Kruszewski (annkrusz@umich.edu). Ann will do the rest!

RECOGNIZING THE STARS AMONG US— SPRING AWARDS CALL FOR NOMINATIONS

Please consider nominating a colleague or special student for a Rho Chapter Award. The deadline is January 31, 2004. The nomination form can be downloaded from the Chapter website: www.nursing.umich.edu/stti. Or contact the awards chairperson, Ms. Barbara Christy, by email at bchristy@umich.edu or by phone at 734-615-0530

The awards categories and criteria are:

Awards for Excellence in Research:

- Conducts distinguished research in nursing.
- Communicates nursing research findings.
- Writes scholarly works related to nursing theory and/or nursing research.
- Encourages research activities within Sigma Theta Tau, nursing, and/or the public.

Awards for Excellence in Education:

- Demonstrates excellence in teaching.
- Advances the science of nursing through clarifying, refining, and/or expanding the knowledge base of nursing.
- Promotes a theory/practice base for nursing curricula and nursing practice.
- Influences scholarly development in nursing education, practice, and/or research through teaching.
- Influences the professional practice of nursing and the public's image of nursing through excellence in teaching.

Awards for Excellence in Nursing Practice:

- Demonstrates a breadth of knowledge in area of clinical nursing practice.
- Develops creative approaches to nursing practice that contribute to quality client care.
- Possesses clinical expertise and the attributes of a clinical scholar.
- Advances the scope and practice of nursing.
- Serves as a mentor/preceptor that inspires peer's practice of nursing.
- Influences the practice of nursing through communication.
- Enhances the image of nursing through nursing practice.
- Participates in community affairs, legislation, or organizations that affect nursing practice.

Awards for Excellence in Nursing Leadership:

- Receives local, national, and/or international recognition as a nursing leader in education, practice, administration, or research.
- Influences leadership in nursing through visionary and innovative approaches to leadership.
- Creates an environment that enhances the image of nursing.
- Participates in the development of nursing leaders and leadership.

Rising Star

This award is designed to recognize a Rho Chapter member who is early in her/his career and who:

- Demonstrates potential to make significant contributions to nursing practice, education and/or research
- Exceeds expectations of current role
- Models behaviors of higher levels of practice
- Actively seeks out professional growth opportunities

Distinguished Service

This award is designed to recognize a seasoned Rho Chapter member who has:

- Consistently demonstrated excellence in nursing practice, education and/or Research
- Made an impact over time
- Significantly influenced and inspired others
- Modeled ideals of professional practice
- Demonstrated presence and engagement
- "...set the bar..."

Student Leadership

This award is designed to recognize a nursing student who has:

- Successfully taken on a formal or informal leadership role
- Volunteered in community or hospital efforts
- Actively participated in university service or governance roles

Mentorship

This award is designed to recognize a Rho Chapter member who has made a significant impact over time by:

- Actively shaping and promoting the career of a nurse or the development of the chapter
- Freely sharing personal resources for the growth and development of the individual or chapter

Friend of Nursing

This award is designed to recognize an individual who actively promotes the values and goals of nursing and Sigma Theta Tau by:

- Supporting nursing legislation via public forums
- Favorably portraying nursing in the media
- Contributing funds to nursing schools, scholarship and/or research
- Cultivating others to support nursing and contribute to its development
- Cultivating interest in the profession of nursing

Institutional/Organizational Excellence

This award is designed to recognize an institution or organization that actively promotes the interest of nursing as a profession by:

- Consistently portraying the value of nursing
- Demonstrating excellence in nursing recruitment and retention
- Promoting and/or supporting professional certification
- Contributing funds for nursing scholarship and/or research
- Cultivating others to support nursing and contribute to its development

Except for the Student Leadership Award, all nominees must be Rho Chapter members.

Also watch for information about the Spring awards ceremony, to be held at the Matthei Botanical Gardens in March, 2004. More information to follow; watch your email and the Rho Chapter website for announcement of date and time.

**NOMINATIONS FOR RHO CHAPTER BOARD
MEMBERS NEEDED:**

The Nominating Committee will be soliciting members for the Rho Chapter 2004 ballot in February 2004. We will be looking for members to complete the ballot. The bylaws require two names for each position on the ballot, so we need your advice and help. Please contact Todd Ray (rayt@umich.edu), Chair, Nominating Committee, or committee members Sue Clemen Stone (scstone@umich.edu) and Sandra Merkel (sandym@umich.edu) with your nominations. Even if you have served on the board before, we need you to consider running again, in order to sustain our chapter. We especially need suggestions for President-elect, Faculty Advisor, and Vice-President. We promise to keep the job fun and the workload reasonable!!

*Sigma Theta Tau, Rho Chapter
2003-2004 Winter Calendar*

January 2004

31 Rho Chapter Awards Nominations and Research/Special Projects applications due
TBA Program — Especially for Students

March

TBA Spring Awards Ceremony, Matthei Botanical Gardens

May

Election of officers

For Program Information:

In addition to the newsletter, we will be announcing events on the Rho Chapter website; via emails; bulletin boards in the School of Nursing; and announcements in the Ann Arbor News.

Rho Chapter website:

<http://www.nursing.umich.edu/stti/>

Please send your new email

address to: rhochapter@umich.edu

Honor Society of Nursing
Sigma Theta Tau, Rho Chapter
University of Michigan
School of Nursing
400 N. Ingalls
Ann Arbor, MI, 48109-0482

Non-Profit Org
U.S. Postage
PAID
Ann Arbor, MI
Permit 22