

The Oregon Vitals News for Busy Student Nurse Leaders

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An Interview with a Living Legend in Nursing!

Congratulations to Nursing Graduates (page 2)

Dr Patricia Benner discusses the nursing educator shortage and the importance of quality nurse education.



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Bridge Pedal

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Maryanne Cassera **Membership Spotlight**
OHSU Portland
Class of 2016

Favorite class/ portion of school: I absolutely love SIM lab! I have a theater background and believe this is the perfect setting to practice skills and scenarios in a safe and positive environment. I would like to see inter-professional collaboration in SIM with the School of Medicine and other programs. I also have an idea for a state-wide disaster drill simulation with other schools in the OSNA.

Specialty of nursing you are considering: I would like to consider an advance practice degree in Geriatrics. I am thinking about applying for the Doctorate in Nursing Program here at OHSU. I am also interested in public health and trauma/disaster relief.

Volunteer and Leadership positions held: I was the undergraduate coordinator for the Student Ambassador Program, a member of the VANAP Scholars Program at OHSU (VA Nursing Academic Partnerships) and member of the SON Diversity Initiative. I was an NSNA delegate, 2014.

Goals for the upcoming year: I would like to write a resolution that is Veteran centric in design and implementation. I believe it is important to increase awareness of Veteran centric care and issues specific to the Veteran population.

Why did you become an OSNA member? I have the opportunity to be an automatic member of the OSNA through my school. OHSU is in full support of the OSNA as it is imperative that nurses have a voice in the legislative arena.

What is your favorite thing about OSNA? I love that OSNA provides opportunities for nursing students to get involved at the State and National legislative sector. It is important for nurses to have a voice in the public realm and learning to lobby our legislators and networking with other students is crucial in elevating the profession of nursing as well as advocating for our patients.

Featured study/ self-care tip: Find a good study group and also take some time to have fun! Enjoy nursing school because this is the only time in your life that you will be experiencing the thrill and curiosity of being a student and learning your future profession with your colleagues and mentors. Listen to nurses sharing their experiences; there is a wealth of information that is found outside the textbook. Most importantly, take the time and listen to your patients while you are in clinical. Your patients are experts in their illness or situation. You can learn the best from your patients and their ability to cope with their illness.

Any other info you think we should know: Attend an OSNA or NSNA conference. You will truly be inspired to pursue the highest level within your nursing practice. Surround yourself with like-minded individuals as you encourage each other to complete your nursing education and make life-long friendships beyond nursing school.

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel" –Maya Angelou

Help someone become next issues Membership Spotlight.

Fill out the following questionnaire and send with a picture to: oregonsnamedia@gmail.com

Name:

School:

Graduation year:

Favorite class/ portion of school:

Speciality of nursing you are considering:

Volunteer and Leadership positions held:

Goals for the upcoming year:

Why did you become an OSNA member:

What is your favourite thing about OSNA:

Featured study/ self care tip:

Any other info you think we should know:

Pulse

Congratulations Nursing Graduates! OSNA wishes you the best in your career!



After attending both the Hurst NCLEX (content) review and the Kaplan (test-taking strategies) NCLEX review I feel confident that I can pass my NCLEX on the first go! I have also had many wise nursing professors' give me tips over the last few months that I would like to share. Here is my list of top 10 NCLEX tips:

- 1.) When selecting your NCLEX test time, choose a time that will help you be most successful. For example, I chose a 2PM start time rather than an 8AM start time because I am not a morning person.
- 2.) After you've scheduled your NCLEX, take a trial drive to your NCLEX testing location around the same time of day that your test starts so you can anticipate traffic, parking and timing.
- 3.) Go into the test with the mindset that you are going to get all 265 questions. That way if the test doesn't stop at 75 questions, you are mentally prepared.
- 4.) The most important part of taking practice tests is remediation. Spend 1/3 of your time taking the questions and 2/3 of your time remediating those questions.
- 5.) Don't take more than 150 practice questions a day. This will allow you the necessary time to remediate.
- 6.) Do take around 1200 practice test questions prior to taking your NCLEX. Kaplan says that students who take around 1,170 Kaplan QBank questions successfully pass NCLEX the first time.
- 7.) The Hurst Review was like 2 years of nursing school content put into three days. It was a great refresher and I highly recommend it!
- 8.) Kaplan has awesome test taking strategies (the decision tree changed my life) that I wish I would have known prior to starting nursing school! I really liked how they helped me build a customized study plan to ensure that my studies were successful between the end of the Kaplan review and my NCLEX date.
- 9.) Don't study the night before your test! Just breathe and relax.
- 10.) Make sure the address on your license matches the one on your ATT (authorization to test).



Congratulations are in order. The years of study and hard work you have invested into yourself have given you the knowledge and skills to become an agent in promoting health and autonomy in all the lives you touch. Beauty is truly found in the heart which touches another. While day to day drudgery can mask the nobility of our efforts, be mindful of the larger picture and develop your skills to create the largest benefit to society. The world will be enriched in all your efforts as a nurse.

Want to find out more about us or send us an email?

Check out the webpage: www.oregonsna.org

"Pulse"

Prepare for Tachycardia...

PROVIDENCE BRIDGE PEDAL

Providence Bridge Pedal

Aug 9th 2015

We need volunteers to run the first aid station.
Email us at: OregonSNAcommunity@gmail.com

<http://blog.bridgepedal.com/>

Be on the look out for these great community outreach events:

Blood Pressure Clinics at Farmer's Markets

Student nurses get to practice health promotion at Farmer's Markets

Halloween Food Drive

Gather food for your local food bank while going trick or treating!

Collaboration should be through the student nursing association Presidents.

More details to come soon!

Oregon Student Nurses' Association Community of Oregon Presidents

Attention: Presidents of Student Nursing Associations

We are forming a collective group of local chapter presidents.

Discuss local efforts and have leadership networking
Get peer to peer advice
Collaborate on projects with other chapters
Assistance getting initiatives off the ground
News and events designed for Presidents

Please join our Facebook group, and indicate which school you preside over.
<https://www.facebook.com/groups/750209678411056>

Leadership Summit Every Nurse is a Leader!

Come learn leadership skills from nurse leaders in Oregon!

Gain perspective of nursing goals.

Date: October 17, 2015
Location: To be determined soon

Leadership Summit: An Invitation to Collaborate



Centennial Education Scholarship Application opens Sept 1st and closes Nov 30th.

<http://www.oregonnursesfoundation.org/scholarships/centennial-scholarship/>



Oregon Eldercare Support Foundation We will keep you informed when scholarship applications become available.

<http://www.oesfonline.org/>

Wisdom From a Living Legend in Nursing

By: Lance Cook OSNA Vice President 2015-2016

Throughout the country, schools of nursing are trying to train as many nurses as possible to meet the future healthcare needs of the public. One critical factor that limits the training of new nurses is a shortage of nurse educators. This sentiment has also been echoed by a few deans of nursing, in the state of Oregon, who would love to expand their program if they could find more qualified nurse educators. This shortage appears to be a national trend as well. According to the AACN, in 2013, nursing schools turned away at least 78,089 qualified applicants to baccalaureate or graduate programs because of issues related to lack of nurse educators, clinical sites, and classroom size. This comes with the sobering realization that with the extra expense to acquire a doctoral degree, or at least a masters, compensation in the clinical setting (\$97,990) is far greater than nurse educators receive (\$70,650).

With the success of nursing being closely tied to our educational practices, I sought out an interview with a leading expert in nursing education, Dr Patricia Benner. In 1984, Dr Benner wrote the beloved classic, *From Novice to Expert: Excellence and Power in Clinical Nursing Practice*. Dr Benner has served for several years as the program leader for the UCSF PhD program in nursing health policy. Based on Carnegie Foundation Research, Dr Benner coauthored the book, *Educating Nurses: A Call for Radical Transformation*. In 2011, she was designated with the honor of Living Legend of the American Academy of Nursing.

During Dr Benner's May 27th visit to Oregon Health and Science University, she recorded a class taught by renowned nurse educator, Dr Linda Felver. Dr Felver has received many nursing awards for her engaging approach to nursing education. She contributes to many current nursing textbooks including *Copstead's Pathophysiology*, *Potter's Essentials for Nursing Practice*, *Giddens' Concepts for Nursing Practice*, and has written the *Study Guide for McCance's Pathophysiology 7th ed*. After Dr Benner completed her work, she generously allowed me a brief interview.

Dr Benner, thank you so much for this interview. I was hoping we could start this interview by discussing the shortage of nurse educators.



Dr Linda Felver teaching pharmacology!

There are many reasons for the current and upcoming shortage of nurse educators. Part of it has to do with an aging nurse educator cohort but there are other things that have fed into this. For the last 30 years, schools of nursing have been so focused on developing advanced practice roles that there has been very little teacher preparation. The American Association of Colleges of Nursing has been preparing schools of nursing to provide more nursing education, preparation, and training for graduate students, the DNP, PHD, and masters advance practice nurses.

Because you can't have a graduate degree without being required some level of teaching, we've been neglectful of including teaching and teacher education in our advance practice and graduate programs. We need to correct that. A lot of times, graduate nursing students just don't develop an imagination about becoming a teacher without preparation courses.

Another issue, is that nurses can make so much more money in clinical settings than they can make in educational settings. This is a problem in all professional schools but most professional schools do adjust faculty salaries to have them in accord with engineering work, lawyering, or practicing medicine. In nursing we haven't been able to bring that about. We need to increase salaries in nursing education more comparably, so that a nurse doesn't have to take a twenty thousand dollar paycut if they become an educator.

The other impending crisis we have is the large number of nurses retiring from clinical practice, not just nursing education. That could create a nursing shortage. When we are farther into the economic recovery, it's predicted that we are going to have a lot of retirement in clinical practice. With those retirements, we are going to need to teach more nurses to educate and educate more nurses to enter the practice field. One of the limiting factors in the lack of nursing educators. This crisis has been building, but it's really going to be manifest as more nurses in the workforce retire and as more nurse educators retire.

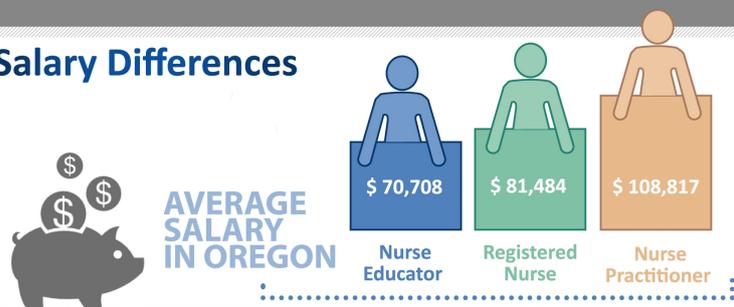
You've written a lot about the qualities that make excellent nurse educators, can you identify some of the most important ones that a novice educator needs to develop?

Work 50+ hours a week (Full - Time Faculty)

- Baccalaureate-prepared faculty
- Master's-prepared faculty
- Doctorally-prepared faculty



Salary Differences



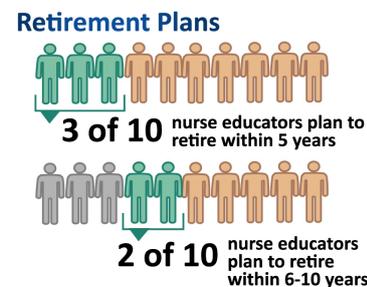
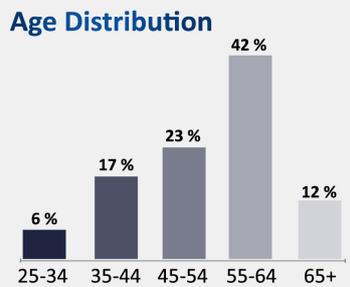
That's a really good and hard question. I do think that the focus of the educator has to be on student learning. Teaching must not be just aimed at having students acquire facts or knowing that alone. They also have to learn how to use knowledge in actual clinical situations. Currently in nursing education, there isn't enough emphasis on knowledge use and situating the teaching of science in clinical practice. I think we need to focus on the current research on high impact teaching and teaching for learning outcomes and not just transmission of information. Make the classrooms much more problem oriented, much less powerpoint and lecture focused. Much more interactive. Engage students in active problem solving. In nursing we need to bring together the clinical and the classroom. In the Carnegie study we found out that the classroom was often radically separated from clinical practice. And we really need to get that together so that we are using more clinical unfolding cases. We need to revamp the kind of textbooks we have that are so huge and create a kind of information overload that lends to students not reading the text at all. We have to emphasize deeper learning rather than teaching about such a large quantity of material that students don't master at any level of depth.

What would you recommend as the ideal path for someone who wants to become a nurse educator in the future?

As Kenneth Bain points out in his book, *What the Best College Teachers Do*, the best college teachers have deep knowledge of their field. I do think that nurse educators need a period of time to immerse in clinical practice. They need to focus on the nursing domains that are needed for education, like situated coaching and teaching in clinical settings. It is important in a practice discipline to emphasize critical thinking which is about deep learning, re-imagining new solutions, or figuring out when things don't work anymore ---when the current solutions don't solve current problems. But nurses also need to learn clinical reasoning across time, about changes in the patient, and/or changes in the clinicians understanding of the patient's condition. This is the most often used clinical thinking and we are not teaching that very well. We're typically teaching a linear nursing process or we're haphazardly teaching critical thinking. We need to



From left: Lance Cook, Patricia Benner, Linda Felver



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Oregon Center for NURSING

teach multiple ways of thinking and also multiple frames of reference, for the clinical situations students and nurses find themselves in.

If it's alright, I have one last question. Would you be willing to close this interview by sharing your vision of what nursing must improve to ensure the health care needs of the public are met in the future?

I think we desperately need to upgrade our nursing education. We need to have more programs like the Oregon Consortium for Nursing Education, with the seamless progression onto the baccalaureate degree for nurses. We need to teach and inspire leadership and change agent skills as well as knowledge of policy so that nurses can be seated at the table to redesign, as we will continually do, until we improve our current healthcare system which is so ineffective and expensive. We really don't have to spend more money, we just have to do it better and more intelligently. I really believe nurses are going to have the opportunity to be in the frontline of changing healthcare delivery and moving it out of the clinic environment into the work environment, the school environment, and the inner city homeless clinic environment. I think we can do a lot to improve patient population health but it is going to require a radical upgrading of nursing education. We should probably make the masters an entry level. I think the level of complexity of our practice, the high responsibility, the complexity of thinking, and immense knowledge we're going to do really requires that additional education.

Explore Dr Benner's Faculty Development resources at www.educatingnurses.com

Infographics are used courtesy of the Oregon Center for Nursing.