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# OCN

Oregon Center for  
NURSING

# News & reviews

## **Leadership at the Point of Care: The Critical Role of the Nurse Manager in 2010 Reports Record Attendance**

On February 25-26, 2010, the Oregon Center for Nursing (OCN) hosted *Leadership at the Point of Care: The Critical Role of the Nurse Manager in 2010* in Portland, Oregon. Attended by more than 200 nursing professionals, the conference focused on helping current nurse leaders improve their leadership skills and embrace leadership as a vital function of nursing. The conference also featured exhibitors representing nursing schools, professional organizations, health systems and other healthcare related companies.

“This conference was an opportunity to bring together nurses from a variety of different health care settings, such as acute care, health clinics, long-term care, community health and public health,” said Kris Campbell, RN, PhD, Executive Director of OCN. “With the future shortage of nurses in Oregon, it is imperative we help current and future leaders develop their leadership potential to retain nurses who are currently practicing, and to keep our health care standards high.”

A grant from the Northwest Health Foundation provided funding for planning of OCN’s 2010 Leadership Conference. The conference received additional support from Platinum Sponsor Providence Health and Services, Gold Sponsor Kaiser Permanente and Bronze Sponsor PeaceHealth.

OCN has also announced its 2010 Nurse Manager Leadership Network Breakfast Series. These quarterly events feature guest speakers on a variety of topics and provide nurse professionals with opportunities to network with nurses from numerous organizations. For more information on these upcoming events, please read the Events Calendar (page 3) or visit our website at [www.oregoncenterfornursing.org](http://www.oregoncenterfornursing.org).

**Special Thanks to the Oregon Center for Nursing  
Leadership Development Team Members:**

**Joan Caley, Nancy Connell, Cynthia Evans, Denise Fall, Heather Fisher,  
Suzanne Frank, Susan King, Floss Mambourg, Martie Moore, Anna Mulesa**



Talking stone sessions provided conference attendees with an opportunity to share ideas and learn from one another.



Nurse leaders Debbie Glass (Providence Health and Services), Lynn Szender (Mary’s Woods at Marylhurst), Carol Bradley (Legacy Health System) and Kathleen O’Leary (Washington County Health and Human Services) discussed thriving as nurse executives during a panel session moderated by OCN Board President, Joan Caley.

# A MESSAGE FROM THE OREGON CENTER FOR NURSING'S EXECUTIVE DIRECTOR KRISTINE K. CAMPBELL, RN, PHD

Dear Friends of OCN,

Happy Spring! Our work at the Oregon Center for Nursing continues to grow and we are excited to update you on our recent successes and future projects!

In February, we hosted *Leadership at the Point of Care: The Critical Role of the Nurse Manager in 2010*, our fourth leadership conference. Attendance at the event was more than 200—a record for OCN! The speakers provided wonderful information and table discussions were lively and provided valuable insight into the wonderful work being done by nurses throughout Oregon and SW Washington. Thank you to our invaluable Leadership Planning Team members, who's contributions helped make this conference so successful!



In January 2010, OCN began working with the State of Oregon's Office of Health Policy and Research to analyze data collected on the nursing workforce population in Oregon. We released an interim report in February 2010 and we have started looking at the most recent data collected by the Oregon State Board of Nursing. These reports, designed to help the legislature make informed decisions regarding Oregon's healthcare workforce, will be available on our website at [www.oregoncenterfornursing.org](http://www.oregoncenterfornursing.org).

Speaking of websites, have you visited the new and improved [www.oregoncenterfornursing.org](http://www.oregoncenterfornursing.org)? Launched in March 2010, our new website has up-to-date information on current programs offered by OCN, centralized access to all our publications, an Events Calendar, Community Calendar and much more!

March also saw the release of our newest publication, *Career Satisfaction Among Oregon's Registered Nurses: A Report from the Oregon Center for Nursing*. Thank you to all the nurses who responded to the OCN survey and spoke so eloquently about their work and their commitment to quality patient care.

In the upcoming months, OCN will begin its 2010 Nurse Manager Leadership Network Breakfasts and Long Term Care Leadership Network Breakfast series, release several new reports connected with the Nursing Student Admissions Database project and begin preparing for our annual fundraising breakfast, "Advocacy, Innovation, Solutions," on October 6, 2010.

If you are interested in joining our work at the Oregon Center for Nursing, please contact our offices at [ocnadmin@up.edu](mailto:ocnadmin@up.edu) or 503-943-7150.

Thank You and Happy Reading!

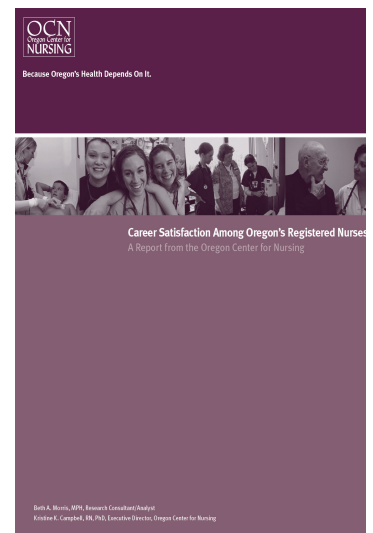
## NEW RESEARCH FROM THE OREGON CENTER FOR NURSING

The Oregon Center for Nursing (OCN) recently released *Career Satisfaction Among Oregon's Registered Nurses: A Report from the Oregon Center for Nursing*. This publication is the first report on nurses' career satisfaction levels since 2002. The report is based on OCN's survey of nurses across all sectors of nursing and in all regions of Oregon. The survey results yielded a wealth of information regarding current levels of career satisfaction and allowed OCN to quantify data, previously only available in anecdotal form. Survey results showed most Oregon nurses are satisfied with their career and their satisfaction levels have grown in recent years.

"This is vital information for all employers of nurses," says OCN Executive Director Kris Campbell, RN, PhD. "Having a satisfied nurse workforce will go a long way to recruiting nurses, retaining nurses and ultimately providing quality care." Additional research projects in OCN's future include a nursing demand study, faculty workload study and continued research and analysis on behalf of Oregon's Department of Health Policy and Research.

Read the whole report at

[www.oregoncenterfornursing.org/documents/CareerSatisfaction.pdf](http://www.oregoncenterfornursing.org/documents/CareerSatisfaction.pdf)



# UPCOMING EVENTS

## Oregon Center for Nursing Nurse Manager Leadership Network 2010 Breakfast Series

Employment Law in the 2010s:  
New Challenges for Employers  
May 19, 2010, 8:00—10:00 a.m.

Healthy Workplaces Revisited  
July 21, 2010, 8:00—10:00 a.m.

Labor Law: The Art of Managing and Maintaining  
Successful Relationships in a Union Environment  
September 15, 2010, 8:00—10:00 a.m.

Journal Discussion and Preview of  
OCN's 2011 Nurse Manager Conference  
December 7, 2010, 8:00—10:00 a.m.

## Oregon Center for Nursing Nurse Manager Leadership Network 2010 Breakfast Series

The Changing Landscape of Long Term Care  
Thursday, June 17, 2010, 8:00—10:00 a.m.

Education Trend in Long Term Care  
Thursday, August 26, 2010, 8:00—10:00 a.m.

Culture Change in Long Term Care  
Thursday, October 28, 2010, 8:00—10:00 a.m.

Healthy Workplaces in Long Term Care  
Thursday, February 2011, 8:00—10:00 a.m.

**Visit the Events and Community Calendar pages at  
[www.oregoncenterfornursing.org](http://www.oregoncenterfornursing.org)  
for more information on these upcoming events!**

## COMMUNITY EVENTS

April 23, 2010	OCNE Webinar: Preparing the Nurse for the Future	via the Internet
April 27, 2010	2nd Annual Childhood Injury Prevention Conference The Children's Hospital at Legacy Emanuel and Doernbecher Children's Hospital	Portland, Oregon
May 7, 2010	OCNE Webinar: Redefining and Redesigning Clinical Education	via the Internet
May 12-13, 2010	"Building Expertise in Community Nursing" Community Nursing Network Annual Conference	Salem, Oregon
May 21, 2010	10th Annual EMS for Children Conference	Eugene, Oregon
June 14-16, 2010	Northwest Nursing Education Institute OHSU School of Nursing	Portland, Oregon
August 9-11, 2010	Transforming Clinical Education Conference OCNE and University of Portland	Portland, Oregon
October 8, 2010	Advanced Preceptor Conference American Association of Critical-Care Nurses, Portland Chapter	Portland, Oregon



## Nursing Student Admissions Database Update *Lyzz Caley Stewart, RN, BSN, BA, Program Manager*

The Nursing Student Admissions Database (NSAD) project is close to publishing its first retention brief. This brief will describe the retention rates of 1,503 nursing students who began a nursing program in Oregon during the 2008-2009 academic year. In addition, the Nursing Student Retention Brief will compare retention rates of students enrolled at associate degree nursing programs and baccalaureate nursing programs, male and female nursing students, nursing students of different ages and different racial and ethnic groups. Using this data, nursing schools can create new or strengthen current initiatives to improve student retention rates and increase the number of nurses graduating from their

programs. The Nursing Student Retention Brief will be available in an electronic and print form. To have your name added to the report distribution list, please contact Kelley Ilic at [ocnadmin@up.edu](mailto:ocnadmin@up.edu).

Data analysis for the second year of Nursing Student Admissions Database project begins in April with a final program report planned for summer 2010. In addition to collecting demand and demographic data on all nursing school applicants, this year's data will also examine applicants who apply to nursing school multiple years.

**The NSAD Project received pilot and second year funding from the Oregon Workforce Investment Board via the Oregon Department of Community Colleges and Workforce Development, Employer Workforce Training Fund, GRNT#0148 (Pilot) and GRNT#0229 (Year 2).**

## Nurturing Cultural Competence in Nursing Update *Jana Bitton, MPA, Program Manager*

On January 27, 2010, the Nurturing Cultural Competence in Nursing (NCCN) planning team hosted a meeting for all 2010 grantee partners. Some of the grantees, who also received grants in 2009, described early "promising practices" discovered during their first year projects. The OHSU project team used student suggestions to create culturally competent simulation topics to better engage students and provide more meaningful lessons. By sharing these experiences, the 2009 grant representatives not only gave invaluable advice to 2010 grant recipients, but also helped begin to identify their own outcomes and promising practices for their projects. A second grantee meeting for 2010 NCCN projects will be held on Thursday, June 3, 2010.

describing the NCCN program at the Western Institute of Nursing Conference in Glendale, Ariz. on April 14 – 17, 2010. Dawn will be joined by planning team co-member Dr. Peggy Wros, Ph.D., RN, from OHSU.

November 4, 2010 the Oregon Center for Nursing will host the NCCN Culmination Summit, an amazing opportunity to see the outcomes of our grant projects and to see some the methods our grantees have found to improve cultural competence among nurses.

Final reports from 2009 grant projects are currently being collected, and a summary will be posted to OCN's diversity website ([www.ocnnursingdiversity.org](http://www.ocnnursingdiversity.org)) near the end of April. A member of the NCCN planning team, Dawn Doutrich, Ph.D., RN, CNS from Washington State University-Vancouver, will present a poster



OHSU nursing students discuss a patient's culture at the Simulation and Clinical Learning Center.

## LONG TERM CARE LEADERSHIP WORKGROUP RECONVENED

The Oregon Center for Nursing reconvened its Long Term Care Leadership Workgroup in March 2010. The first work session, attended by more than a dozen long term care professionals, identified several projects to undertake in 2010, including researching factors influencing the hiring of nurses from long term care into acute care settings, developing a long term care poster/video to use in recruiting more nurses into the profession and creating 2010 Long Term Care Leadership Network Breakfast series, to complement the Nurse Manager Leadership Network's offerings.

The Long Term Care Leadership Network Breakfast series will be announced by the beginning of May. Breakfast partners Oregon Health Care Association, Mary's Woods at Marylhurst, Marquis Companies, and Avamere Group have agreed to sponsor the series, making registration for these unique learning opportunities free. Please visit the OCN website ([www.oregoncenterfornursing.org](http://www.oregoncenterfornursing.org)) for an up-to-date list of activities. Our next workgroup session will be June 24, 2010, 8:00—10:00 a.m. at the University of Portland.

**If you are interested in joining the Long Term Care Leadership Workgroup, please contact Kelley Ilic at [ocnadmin@up.edu](mailto:ocnadmin@up.edu) or 503-943-7150.**



The StudentMAX® Connection (SMC), a consortium of our local schools and clinical facility representatives, will pilot a new approach to posting placement openings to provide a more accurate picture of clinical opportunity capacity. This test program, led jointly by Marquis Companies and Legacy Health Systems, will give valuable information regarding the feasibility of this approach over the coming months.

Additionally, efforts are being made to expand use of StudentMAX® to include all allied health professional students throughout Oregon. Goals include incorporating nursing schools in other parts of the state to produce a comprehensive picture of state-wide student clinical placement opportunities.

Nationally, the StudentMAX® client list continues to grow. The Montana Office of Rural Health & Area Health Education Center recently signed a contract to use StudentMAX® for clinical placement management of a variety of healthcare professional students. They are the first client to use StudentMAX® for tracking medical school student placements, another innovative approach to utilization. In June, a representative from the North Carolina Wake Area Health and Education Center will visit Portland to continue their search for a tool to meet their clinical coordination needs. While in town, the program representative will meet several local education and clinical partners who contributed to the original development of StudentMAX® and continue to refine its application.

### **JOB OPPORTUNITY AVAILABLE:**

OCN is looking for a StudentMAX® Regional Coordinator to lead and facilitate the work of the Portland/SW Washington members in their continual improvement and expansion of student clinical placement coordination. This position will also be responsible for efforts related to statewide growth and use of the product. For more information, including a full job description, visit the OCN website at [www.oregoncenterfornursing.org](http://www.oregoncenterfornursing.org).

**StudentMAX® is an innovative online software tool designed to enhance clinical placement coordination in an effort to continue expanding and improving the overall quality of the healthcare workforce in Oregon. It is owned and operated by the Oregon Center of Nursing.**

## **NAHN Making a Difference**

from Estella De Anda RN, BA, NAHN Portland, Oregon Chapter

In 1974, Ildaura Murillo-Rhode, PhD, RN, RAAN and 15 fellow nurses changed the world of nursing by developing the Spanish-Speaking/Spanish-Surname Caucus during the American Nurses Association (ANA) convention. In 1975 the group separated from the ANA and created what is known today as the National Association of Hispanic Nurses (NAHN). In 1998, a group of Oregon nurses representing private and public healthcare institutions and community based organizations developed the Portland Oregon Chapter of NAHN.

With the guidance of Chapters Presidents **Dominga Lopez, Barbara Peraza-Santiago, Josie Rodriguez, Leda Garside, Lupita Salazar-Letscher, and Maria Elena Ruiz** and the involvement of the membership, the chapter has served as a resource for addressing community issues. In 2005, the Portland Oregon Chapter joined forces with Linfield School of Nursing and the OCN to convene the Nursing Workforce Diversity Summit. The Summit presented successful strategies to increase the presence of under-represented populations in the healthcare workforce and cultural competency among current nursing professionals.

Today, we the members of the Portland Oregon Chapter are “committed to advancing the education and professional development of nurses, advocating for the Latino communities, and campaigning for social justice in underserved communities! Our members are multi-talented and cultural brokers who bridge academia, research, teaching and the healing professions with the communities they serve.”

**Become involved in making a difference for each other and for our communities. Join us at one of our membership meetings in Portland or Woodburn. Visit the NAHN website at [www.nahnoregon.org](http://www.nahnoregon.org) to learn more about the organization and it’s members.**

“...before I joined NAHN I felt isolated. When I came to NAHN I felt supported and I was enlightened to see other Latina nurses ... listen to their stories about all the work that they were doing for our communities, hospitals and individuals. I looked forward to our meetings because I knew someone with my ethnic heritage would understand me as a Latina Nurse. Most of all I feel so empowered and proud to be a Hispanic Nurse.” ~Veronica Gonzales

## ADVOCACY, INNOVATION, SOLUTIONS

### SAVE THE DATE!

OCN 2010 Fundraising Breakfast

October 6, 2010

7:30 a.m.—8:30 a.m.

Oregon Zoo

Cascade Crest Banquet Center

Reserve your seat today!

Contact OCN at 503-943-7150 or [ocnadmin@up.edu](mailto:ocnadmin@up.edu).



In 2009, almost 200 individuals attended OCN's free fundraising event.

## A Southern Oregon Update

from Joanne Noone, PhD, RN, CNE, Administrative Director  
Oregon Health and Science University - Ashland Campus

A free monthly clinic for the homeless opened in December 2009 at St. Vincent de Paul in Central Point, Oregon in part due to the efforts of OHSU nursing students and faculty on the Ashland campus. In Spring 2009, students in the Populations Based Chronic Illness course, led by faculty Glenise McKenzie, PhD, RN performed a community assessment of the need for such a clinic. Students interviewed 142 homeless people in seven locations across Jackson County in southern Oregon to identify both barriers to care and clients' preferences for healthcare. The students made recommendations to a primary care clinic, La Clinica, and St. Vincent de Paul, primary among them a recommendation for a

homeless clinic. In Fall 2010, these same students in connection with their Leadership course, and under the guidance of faculty Heather Voss, MSN, RN, continued the project and helped create a letter of agreement and resolve staffing issues between these two agencies.

The result is a monthly clinic staffed by a volunteer nurse with follow-up care provided by La Clinica. David Dismuke, Community Outreach Coordinator for La Clinica commented, "I was impressed by how much time and effort the OHSU student nurses and the St. Vincent de Paul staff put into planning the first clinic. It was incredible to see the melding of the minds and resources and greatly appreciated at La Clinica."

## I Support Nursing!

Every year, the Oregon Center for Nursing has advanced efforts to solve Oregon's nursing shortage. We work tirelessly year-round for nurse leaders, nurse educators, and staff nurses from all sectors of the field to make a difference in the working lives of Oregon's current and future nurses.

Honor a nurse, a family member, a friend, or yourself with a donation to OCN. Make your check payable to the Oregon Center for Nursing. Thank you in advance of your support of the Oregon Center for Nursing and the important work that we are engaged in. Together we are solving the nursing shortage one nurse at a time.

Name: \_\_\_\_\_

Organization: \_\_\_\_\_

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Phone: \_\_\_\_\_ Email: \_\_\_\_\_

I would like to invest (please circle one): \$10 \$25 \$50 \$100 Other\$ \_\_\_\_\_

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