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Impact of Research on Diversity and Cultural Competence

As a recent graduate student in an MSN program, I was motivated to gather and analyze data related to a specific diversity topic. My research question asked if the majority of faculty were adequately prepared to teach minority students. A review of the literature exposed limited research on this topic. The existing documentation, however, demonstrated a significant absence of focused educational and curriculum development programs on diversity and culturally competent care. Although my study was conducted purely on paper for the purpose of classroom discussion, the outcomes mimicked other scientific inquiries. Faculty did not feel they had received adequate and ongoing educational and skills training to be effective in their roles. This glimpse of a cultural issue served as the springboard for future investigations.

I discovered a lack of research documenting the benefits of a diverse nursing workforce on outcomes of care. This is primarily due to insufficient measurement tools for assessing cultural competence. Chrisman and Shultz (1997) actually asserted that there is no research on the effects of cultural competence training and that programs tend to be piecemeal, fragmented efforts.¹ In addition, practice standards are slow in surfacing which could support and advance a comprehensive approach



Meg Beturne
MSN, RN, CPAN, CAPA
ASSPAN President 2005-2006

to diversity. Pilot projects that demonstrate partnerships among diverse patient populations, community healthcare facilities, and nurses are rare, but vital predictors to the success of any cultural competence movement.

Strategies to effectively tackle this issue have become more prevalent over the past several years. For example, the Inventory to Assess the Process of Cultural Competence Among Healthcare Professionals (IAPCC) developed by Dr. Campinha-Bacote started the dialogue on what was missing in education and training. It is a 20 item instrument that measures the constructs of cultural awareness, cultural knowledge, cultural skill, and cultural encounters. Scores indicate whether healthcare providers are culturally incompetent, culturally aware, culturally competent, or culturally proficient. Higher scores indicate a higher level of competence.²

Likewise, Woody (1992) developed a tool called "Assessing

Cultural Competence," which comprises 15 questions on a five point Likert scale. This tool assesses the individual's viewpoint on cultural competence, as well as the department's, institution's, or agency's practices regarding cultural competence.³

As a novice researcher and ASPAN leader, I set the agenda for my presidential year and chose to focus on diversity and cultural competence. During the initial meeting of the appointed Diversity Strategic Work Team (SWT) I shared my vision for the direction that ASPAN should take in order to be successful with this initiative. Ideas were brainstormed and effective collaborative strategies were voiced. Proactive research actions to date are clearly linked to ASPAN's Goal D, which speaks to the advancement of our specialty through evidence-based practice.

A newly created Evidence-Based Practice (EBP) Committee is up and running. The EBP model has been introduced to our membership with the outcome of translating findings obtained from research studies into clinical practice.³ The results of a safety study will definitely impact clinical practice in diverse settings with diverse patient populations. Information obtained from an educational assessment survey of our diverse membership will significantly affect future programs and

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President's Message

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events. The possibility of conducting an international research activity with the British recovery nurses looks promising and is actively being investigated. In addition, the member organizations that comprise the Nursing Organizations Alliance (NOA) have been queried about diversity programs and best practice initiatives. Perhaps a future pilot project that crosses over all these specialties will enable nurses to collaboratively develop and utilize a cultural awareness and competence tool that will be appropriate everywhere!

ASPN has also been proactive with regard to the need of writing a guideline specific to diversity. This project is a key initiative of the Standards and Guidelines Committee. There is no doubt that it will be designed through the utilization of the EBP model.

As preparations for ASPN's 25th National Conference unfold, it is apparent that our specialty organization is committed to diversity. Submissions of research and best practices posters highlighting culturally appropriate care and those showcasing the accomplishments of practitioners in remote sites where conscious sedation is administered are being solicited. Keynote speakers and lecturers with an expertise on diversity will comment on cultural competence from all perspectives including research, practice and education. A diversity summit in Orlando is scheduled with invitations being sent to minority nursing groups, as well as organizations involved in our practice, such as nurse anesthetists and operating room nurses. The immediate purpose is for outreach and communication purposes, but

future networking opportunities leading to collaborative efforts in research with diverse patient populations and various healthcare facilities is a attainable future goal.

Since research is one of the three core domains for perianesthesia nursing, ASPN is well positioned to advancing our diversity initiatives and to the delivery of culturally competent care. As an organization, we believe that cultural competence is a vital part of research. We understand that cultural issues must be examined and addressed continually throughout the research process. We appreciate the need for understanding a research subject's culture. We realize that culturally relevant interpretations about study outcomes must be considered within the cultural context of study participants. We are committed to eliminating bias and over-generalization. We strive to be recognized as the primary provider of evidence-based practice (EBP) resources. Ultimately we are the movers and the shakers because as perianesthesia nurses we desire to touch the world that touches us! 

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Address changes and administrative correspondence to:

ASPN
10 Melrose Avenue
Suite 110
Cherry Hill, NJ 08003-3696
877-737-9696
Fax - 856-616-9601
aspan@aspan.org
http://www.aspan.org

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Editorial Comments or

Letters to the Editor to:

Jacqueline Ross

17491 Merry Oaks Trail

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MarchJanuary 1

MayMarch 1

JulyMay 1

SeptemberJuly 1

NovemberSeptember 1

But I Found It on the Internet: Avoiding Plagiarism

Ellen L. Poole, DNSc(c), RN, CCRN, CPAN-ASPAN Research Committee Member

The Internet has provided quick and easy access to information for all. Along with this access is an easy transfer of information with the click or two of a mouse. The Internet enables the transfer of words, pictures, graphs, data, and even music from one source to another. However, this easy access does not guarantee free ownership of information; copyright rules and regulations still apply, as does avoidance of plagiarism.

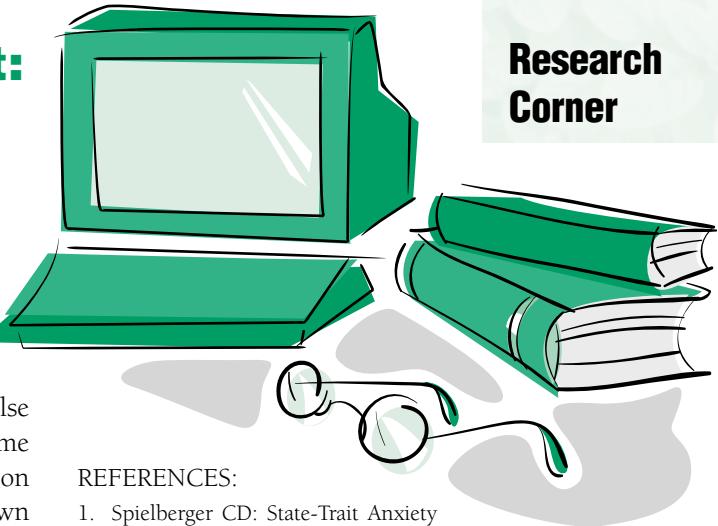
Copyright rules usually allow the quoting of a few lines with proper citation. However, use of an entire work requires permission of the owner. This permission may also involve payment of royalties as with plays, books, or music or a specific fee when using copyrighted tools in research. The State-Trait Anxiety Inventory (STAI) by Spielberger and group¹ is a popular tool that requires written permission and the payment of fees.

Plagiarism is much broader than the legal violation of copyright regulations. Plagiarism involves the literal stealing of another's creative ideas in whatever format they exist: print, electronic, graphic, video, music, etc. The excuse of 'I didn't know' or inadvertent plagiarism is still plagiarism. Anytime an author does not give credit to the original source then plagiarism occurs. For example, this applies to direct quotations without quotation marks, paraphrasing without citation, or the use of pictures or graphics from the Internet without providing the link.

So, how does one avoid inadvertent plagiarism? Harris² suggests a variety of ways to determine when to cite and how to avoid a false charge of plagiarism. His prime maxim is, "If the information came from outside your own head, cite the source".³ Harris continues with a decision tree which starts at, "Did the idea originate with you? (no need to cite) to "Is it common knowledge?"⁴ (no need to cite). However, be careful with common knowledge or public domain. Though information may be considered in the public domain, if a specific author provides elaboration on the topic and you use it as a source for your writing, then you need to cite that author.

Our electronic capabilities do not negate the need to keep careful notes and records of our publication efforts. Internet sites change frequently, so the prudent writer prints a hard copy for documentation purposes and accurate citation. When using books, it is important to copy a title page, along with the page of a book to assure the information for correct citations. Keeping copies of drafts and/or disks assists an author in proving the originality of their work, if necessary.

The information age provides wonderful opportunities for sharing information. For the most part, theft is not intentional. With a few simple cautions and protections, authors can enjoy writing and avoid plagiarism.



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Upcoming Issues

Breathline will continue to offer a column on research topics. Potential future topics will be: EBP: ASPAN's vision on research, Magnet Status and Research, Funding Research, and Strategies for the Dissemination of Research Results. New authors and topic ideas are encouraged. Please contact Ellen Poole at ellenlpoole@cox.net if you wish to be a part of this effort.

Research Corner

Breathline

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The Nurse Reinvestment Act Revisited

Maureen F. McLaughlin, BSN, RN, CPAN-ASPAN Governmental Affairs Chair

On August 1, 2002, President George W. Bush signed into law the Nurse Reinvestment Act (H.R. 3487), a section of the Public Health Service Act, thus creating Public Law (P.L.) 107-205. This measure, aimed at easing the looming nursing shortage, had unanimously passed both the House and the Senate earlier that summer. However, the 107th Congress adjourned that fall without taking action on the appropriation bill that would have made the Nurse Reinvestment Act a reality. Finally, on the evening of February 18, 2003, both chambers of Congress passed the \$397.4 billion Omnibus Appropriations bill and thus PL 107-205 secured funding. It is estimated that at least \$250 million is needed to fund the programs outlined below.

Elements of the Nurse Reinvestment Act address the two aspects of the nursing shortage: nurse recruitment and nurse retention. Title I of the Nurse Reinvestment Act addresses issues related to nurse recruitment by creating or expanding several programs, including expanding definitions of cities eligible for fulfillment of service requirements, adding public health announcements to promote the profession of nursing, establishing a scholarship and

loan repayment program, which requires the recipients to serve as nurses in a designated facility with a critical shortage of nurses upon their graduation for a specified period of time.

Title II of the Nurse Reinvestment Act addresses the area of nurse retention by awarding grants to expand enrollment in baccalaureate nursing programs, creating career ladder programs to promote advancement of nursing personnel, focusing on comprehensive geriatric education, and establishing a nurse faculty loan program.

Funding for these outstanding nursing workforce development programs is subject to the political realities of the time. It is expected that President Bush will allocate \$150 million for Title VIII programs. Nursing organizations and alliances such as Americans for Nursing Shortage Relief (ANSR), are requesting at least \$210 million from the Bush Administration this year. Key points to note:

- Federal investment in nursing education is less than one-tenth of one percent of the total federal budget
- Health care facilities will need to fill more than 1.1 million RN jobs openings from now until 2012
- Annually, nearly 1,800 full-time faculty leave their positions

- 82.4 percent of applicants for nurse loan repayment awards were denied funding
- 96.4 percent of applications for nurse scholarships were not funded
- An estimated 125,000 applications were turned away from nursing programs at all levels for the academic year 2003-2004

ASPAN, along with other specialty organizations, is a member of ANSR. This Alliance directs efforts in both maintaining and increasing federal funding for the Nurse Reinvestment Act, the only direct source of federal funding for nursing education. Without new funding, the Nurse Reinvestment Act cannot advance programs at the level needed to meet the demands of nurse recruitment and retention expected over the next decade.

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What ASPAN Membership Means to Me

Marcie McLure, RN, CPAN-ASPA Membership & Marketing Committee

Membership

Webster's New Dictionary of the English Language (2001) definition of membership states that it is "a consistent part of a whole."

That is a comforting and positive statement since each of us strives to be a contributing part of something good and worthy of our time. ASPAN membership brings together a very specific, yet completely diverse, group of individuals with a desire to educate, contribute, validate and acknowledge others in the field of periesthesia nursing.

Membership, for me, has meant a personal and professional growth. Those who are CPAN or CAPA certified never use it to set themselves apart from the group, but instead work diligently to promote the positive benefits that certification can bring to

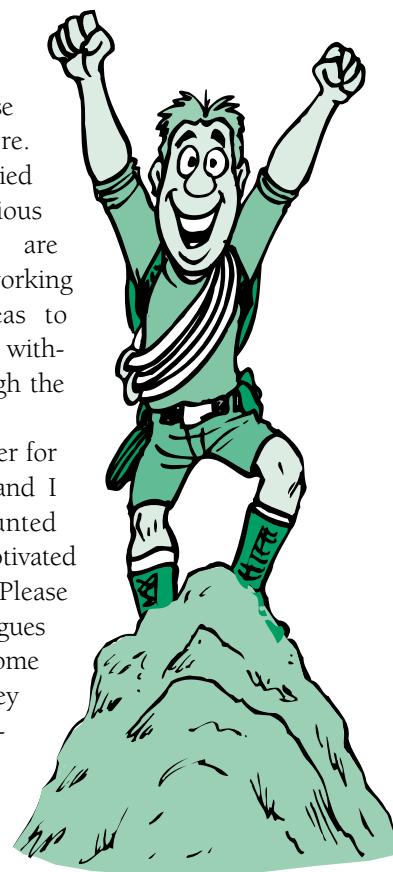
all members. They recognize the strength, confidence, and professionalism that each new CPAN or CAPA can bring to our specialty.

I was so positively influenced that I too decided to make certification my goal. Now, I promote certification as a way of validating knowledge and setting high professional standards in my own department.

How many times have you had questions, problems, or just needed to talk to someone who could understand your specific problems about staffing, call, or practice issues? We all need to have others available to help us solve problems. Networking has been a very positive aspect of membership. When you think you are alone and have a unique problem, just go online to ASPAN's Conference Center (www.aspan.org),

and you will quickly see that your issue is not new or different from what someone else has dealt with before. Solid, workable and tried solutions to meet various common challenges are addressed there. Networking also gives others ideas to improve upon practices without having to go through the problem first!

I have been a member for about ten years now, and I am pleased to be counted among this highly motivated group of specialty. Please encourage your colleagues to make the choice to come with us on our journey and become a "consistent part of a whole" by joining ASPAN.



Because of recent devastating events that affected our country and members of our ASPAN family, the ASPAN Foundation (ASPAFN) has set up a special *Hail, Honor, Salute!* to help those members directly impacted by Hurricane Katrina.

Donations can be made on the ASPAN website at www.aspan.org at the Hurricane Information banner, or by completing a *Hail, Honor, Salute!* donation form and specifically mentioning hurricane relief as your reason for the donation. Once ASPAN is informed of a member that was directly affected by the hurricane and is in need, a portion of the donations collected will be released to that person.

The following is a list to date of members and components that have donated to this special fund. The ASPANF will continue to recognize all members and components that donate to this special fund until the start of our 2006 National Conference.

Mavis Bell
Meg Beturne
Kevin Dill
Karen Flanders
Michaela Holcomb
Barbara Kemp
Lorraine Kevorkian
Mary Ellen Larsen
Jane Lind

Debby Logue
Lila Martin
Kathleen McGrath
Kathy Menard
Gloria Minke
Lois A. Roberts
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PACNOB
TAPAN
TAPAN/District 9

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Leadership Primer: Diverse Perspectives

Terry Clifford, MSN, RN, CPAN-ASPAN Regional Director, Region Four

During the weekend of September 9-11, 2005 ASPAN component leaders from around the country gathered together at the Sheraton Clayton Plaza in St. Louis, Missouri. This workshop was ASPAN's annual Leadership Development Institute (LDI). It provided an opportunity for ASPAN leaders and members to explore the wide range of support resources available to each other. The LDI allows for the sharing of diverse clinical, educational, research and manage-

ment resources to support the day-to-day management of components. The gathering is also an occasion to share and discover insights into clinical practice and support, as well as to explore the wide variety of educational and research opportunities currently accessible to ASPAN members.

One of the leadership tools presented to component leaders was a newly created "Leadership Primer." This primer is a highly coveted collection of blueprints and templates intended to sup-

port the management of a component. The primer represents the collective wisdom of a variety of ASPAN and component members. The contents span the scope of "how-to's" including ways to prepare a budget, design clinically excellent educational programs, and means of keeping the communication streets clean and well paved. **Each of the Regional Directors has prepared a brief insight into the content of this primer.** 

"Diversity is the one true thing we all have in common. Celebrate it every day."

-Anonymous.

Diverse Ends, Diverse Means!

Lila Martin, MS, RN, CPAN – ASPAN Regional Director, Region Two

The educational needs of peri-anesthesia nurses are as diverse as the patient populations we serve. It is a challenge to meet these needs as the diversity of our patient populations grows. To help meet this challenge and grow professionally we must provide staff with a wide range of educational opportunities; not only in content but also in presentation.

The educational content for the perianesthesia nurse ranges from caring for patients across the lifespan to knowing and understand-

ing a vast assortment of surgical procedures. Added to this are now the psychosocial/cultural needs of a diverse patient population. Variations in communication, food practices, and symptom management make caring for today's patient challenging. Every educational offering should include considerations for the extremes of age and any cultural or religious belief which may impact care. When planning component educational offerings, leaders should be aware of specific ethnic/ reli-

Region

gious groups which are prominent in their community and consider including information about these groups in the topics they chose.

These diverse educational needs do lend themselves to be presented in a variety of ways. Being creative with seminars on cultural differences can include speakers dressed in native attire, booths with food and specific case studies regarding how specific cultural and/or religious needs impact the care of a patient. 

Variety is the Spice of...ASPAN

Kim Kraft, BSN, RN, CPAN – ASPAN Regional Director, Region Three

In the beginning, ASPAN's beginnings, the postanesthesia nurse was the focus of the organization. As the healthcare industry evolved, more nurses became part of the patient's surgical experience -- preoperative nurses, ambulatory surgery nurses and preadmission nurses. ASPAN responded to the needs of this diverse group of nurses and included them in their focus. Because of this diversity, the

name American Society of Post-Anesthesia Nurses was changed to the American Society of Peri-Anesthesia Nurses.

The care of patients receiving anesthesia and sedation has moved beyond the surgical suites into diverse settings such as radiology, radiation therapy, physician offices, cardiac cath labs and special procedure areas. The nurses working in these areas may not be aware of the resources ASPAN has

to offer that will assist them in providing safe quality nursing care. Extend an invitation to them to attend educational offerings on moderate sedation, pain and comfort guidelines, pre-procedure testing; the list is limited only by your imagination. Share ASPAN's resources with them. This is a great opportunity to recruit new, diverse members to your components. 

Your Voice – Power in Our Diverse Times

Susan Fossum, BSN, RN, CPAN – ASPAN Regional Director, Region One

There are many challenging questions and situations that we face on a daily basis. Our lives, both personal and professional, are affected by federal, state and local legislative actions and decisions. It is imperative that we understand the governmental processes that take place, and how change can be initiated and influenced. We must be active participants in the process and have a voice in what the outcome will be.

Understanding the governmental / legislative process can be overwhelming but in doing so we:

- become knowledgeable about diverse issues on all governmental levels
- become informed advocates for our patients – providing a “voice” for them when they are unable
- provide support for initiatives that affect the diverse patient population that we serve

Your individual voice is powerful; ASPAN’s collective voice is powerful. Be aware of, and become involved in, the legislative process. Be a “voice” for your profession. Be the “voice” for your patients on issues that affect their care and safety. We must find and look for different (diverse) and creative ways to respond to the challenging questions and situations we face. 

ASPA^N's Resource Diversity

Chris Price, MS, RN, CPAN, CAPA – ASPAN Regional Director, Region Five

ASPAN's core purpose illustrates the organization's commitment to advancing perianesthesia nursing practice through education by providing education with respect to all phases of perianesthesia nursing practice through a variety of formats. Creating awareness is a small step in itself in assuring recognition of the diverse publications readily available to our members in pursuing practice guidelines and excellence. Please take a moment to reflect on those diverse resources currently available to you – our members. Among these are:

1. ***Journal of PeriAnesthesia Nursing*** – Our professional practice journal - six issues/year
2. ***Breathline*** – Our newsletter – which keeps us current on national and component organizational and committee activities – bi-monthly publication

These two publications are included as a direct and tangible result of our membership within the organization – and they keep us informed of the current clinical practice trends, educational opportunities, research, governmental affairs, the latest and greatest technology and evidence based updates of our own unique specialty practice.

Other resource tools available to us as members are:

2004 Standards of PeriAnesthesia Nursing Practice – an integral resource for the clinical nurse, the manager, or educator in perianesthesia practice for any setting

Competency Based Orientation & Credentialing Program – especially helpful in planning or in support of an education or competency program for the Phase I, Phase II perianesthesia nurse in any setting – acute or free-standing setting

Unlicensed Assistive Personnel Competency Based Manual – particularly valuable to those areas that utilize these skill levels for support

Redi-Ref - A pocket sized reference that is useful for the most seasoned practitioner as well as the novice

Research Primer – A systematic and comprehensive resource to augment the knowledge base of the perianesthesia nurse new to research and its processes as well as the seasoned researcher

These resources and their content are carefully researched and validated prior to publication – and continue to be updated to assure the most recent standard and application for practice. How fortunate we all are to belong to an organization that not only recognizes the educational needs of its members – but also provides the resources that will best suit our learning needs and variety of practice areas and patient populations. 

Breathline

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Publications SPG Welcomes You!

Matthew D. Byrne, MS, RN—Coordinator, Publications Specialty Practice Group

One of the biggest draws for nurses to join any specialty organization is the comfort of knowing that they are not alone. Discussing practice issues, brainstorming solutions to common problems or simply enjoying the collegiality of a shared experience are an important part of the profession. Fortunately, ASPAN allows for us to take this collegiality one step further and has supported the formation of Specialty Practice Groups. These Specialty Practice Groups provide for those with common interests such as pain, geriatrics and preoperative assessment the opportunity to explore, discuss, and problem-solve. The Publications Specialty Practice Group (SPG) is one such group and stands out in that its members create some of the more visible and tangible aspects of component life which are newsletters and websites.

The mission of the Publications Specialty Practice Group is:

“To encourage, support, and promote the writing and publishing process by perianesthesia nurses through resources, education, and networking.”

There are three main audiences that the Publications SPG comprises and is working to serve and recruit. The first are those nurses that helped form the community in the first place, namely those who edit and publish component newsletters. The second group comprises a more general group of authors, committee members, or aspiring writers whether it be component newsletters or any other scholarly writing activities. The third group is those people who edit or maintain their component websites. Our hope is to draw all of these interested groups together and mix and match knowledge with needs.

We invite anyone who meets this profile to join up or to get in touch with either Stephanie Kasulke, the Vice Coordinator, or myself for more information. The old adage that there is strength in numbers applies also to the multiplication of knowledge amongst great numbers as well. Our hope is that we can better serve and support publishers, writers, and editors on many levels.

We are heading into our third year as a SPG and are ambitiously

seeking to accomplish some big goals beyond just recruiting more people to the group. Just like anything else in life, our ability to accomplish these goals is dependent on the energy put forth to achieve them. We want our members to get the most of their fifteen dollars, but need full participation to make it all happen.

We want and need to hear from you, whether you are currently a member or simply an interested party. What projects or activities are you interested in working on or developing? What contributions can you offer to the Publications SPG? The viability and success of both our national organization and the Specialty Practice Groups is entirely dependent on the contributions of each member. As such, we need to organize activities and uncover needs in order to best facilitate information sharing and evolution of the perianesthesia practice.



PANAW 25th Anniversary Celebrates Education

In recognition of PANAW and ASPAN's 25th Anniversary, you have a special opportunity to earn free contact hours and expand your professional development! If you complete any CE article in *JoPAN* or from the ASPAN website during PANAW (February 6 – 12, 2006), the usual contact hour fee will be waived by ASPAN!

To earn free contact hours:

- You must be a current member of ASPAN
- Submissions must be postmarked during PANAW (February 6 – 12, 2006)
- No more than four articles per member may be submitted during this offer
- All submissions must be sent in the same envelope
- Submissions from non-members will be accepted if an ASPAN membership application and dues are included in the envelope

You will receive your certificate within six weeks after PANAW. Happy 25th Anniversary and Happy PANAW!

Register for exams given April 30, 2006

Role Delineation Study begins!

The CPAN and CAPA certification programs, sponsored by ABPANC, are each based on the results of a Role Delineation Study (RDS), also called a Study of Practice or Job Analysis. A RDS is key to establishing the validity and reliability of any certification examination program.

The standard in the industry is that a RDS should be conducted every five years. ABPANC's most recent RDS was completed in 2000 and described in the article, *A Study of Perianesthesia Nursing Practice: The Foundation for Newly Revised CPAN and CAPA Certification Examinations*¹.

Several groups have addressed the research study process for ensuring fair, valid and reliable certification processes. The American Board of Nursing Specialties (ABNS), a private sector organization, has established criteria for accrediting specialty nursing certification programs. The CPAN and CAPA examination programs were accredited by ABNS in April, 2004. Standard 7 of the ABNS Accreditation Standards identifies that a RDS must be conducted every 5 years².

Need CPAN and/or CAPA Practice Exams?

Call 800.6ABPANC to order or visit our website at www.cpancapa.org to receive an order form. There are 4 practice exams available for purchase. While two were designed for each of the exams – CPAN and CAPA – **all** questions would be helpful study tools.

In the *Standards for Educational and Psychological Testing*³, standards are identified that also address the issues of examination reliability and validity. A set of standards have also evolved under the auspices of the US Equal Employment Opportunity Commission (EEOC) for the purpose of ensuring equitable employment practices under Title VII of the 1964 Civil Rights Act. In 1978, the EEOC published the *Uniform Guidelines on Employee Selection*⁴ to ensure that assessment practices are related to employment and are job related and valid. All in all, these standards are intended to assure the public that the credentials granted by certifying organizations are based on reliable and valid procedures.

ABPANC appointed a RDS Advisory Team to oversee the RDS study process. Advisory Team members are listed in Figure 1. Meeting in the fall, 2005, the Team has identified the process for conducting the 2005-2006 RDS.

A survey will be distributed to CPAN and CAPA certified nurses, randomly selected from the ABPANC database. If you are one of the certified nurses selected, ABPANC thanks you in advance for your participation! Collecting data from around the country, from a variety of settings is crucial to ensuring that the CPAN and CAPA test blueprints represent the needs of perianesthesia patients and the knowledge required of registered nurses to meet those needs. Study partici-

pants will receive contact hours towards CPAN/CAPA recertification as well as the opportunity of having their name placed in a drawing for a Grand Prize – an all expense paid trip to the 2006 ASPAN National Conference in Orlando Florida!

Figure 1.

| RDS Advisory Team Members |
|---------------------------------|
| Emily Allen, BSN, RN, CPN, CPAN |
| Maria Anderson, BSN, RN, CPAN |
| Sandra Barnes, MSN, RN, CPAN |
| Olyn Carlson, BSN, RN, CAPA |
| Lori Crosby, BSN, RN, CAPA |
| Karen Niven, MSL, BSN, RN, CPAN |
| Ann Beldia Smith, MSN, RN, CAPA |
| BJ Wagner, BSN, RN, CPAN, CAPA |

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1. Niebuhr BS, Muenzen P: A Study of Perianesthesia Nursing Practice: The Foundation for Newly Revised CPAN and CAPA Certification Examinations, JOPAN, Vol 16, No 3 (June), 2001: pp 163-173.
2. ABNS: October 2004 Accreditation Standards. Retrieved September 9, 2005 from <http://www.nursingcertification.org>.
3. American Educational Research Association, American Psychological Association, National Council on Measurement in Education: Standards for Educational and Psychological Testing. Washington, DC, American Psychological Association, Inc. 1985.
4. Equal Employment Opportunity Commission, Civil Service Commission, Department of Labor, Department of Justice: Uniform guidelines on employee selection procedures. Washington, DC, Federal

Dates to Remember

- Special test site request postmark deadline – **2/13/06**
- Initial application postmark deadline – **2/27/06**
- Late application deadline (must submit a \$50 late fee) – **3/6/06**
- Test site transfer request postmark deadline – **3/27/06**

Recertifying in April?

NOTE THE CHANGE IN THE POSTMARK DEADLINE!!

Recertification application materials are due **postmarked no later than April 1st, 2006**, not April 30th.

News Flash!

The CPAN and CAPA *Candidate Handbook and Application* is available online! Visit www.cpancapa.org to download some or all of the sections you need now! Hard copies are also available by contacting ABPANC. You will still need to obtain the scannable application form from Professional Examination Service.

Examination Fees to Increase

Effective with those registering for the November 5, 2005 CPAN and CAPA examinations, the examination fees will be increased by \$25.00. The total payment for ASPAN members will be \$260.00; Non-ASPA member \$360.00.

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Getting Involved and Touching Your World: ASPAN Recruiters

Jane Lind, BS, RN—Chair, ASPAN Membership/ Marketing Committee

The Member-Get-A-Member Campaign 2005-2006 is off to a great start. ASPAN members have been busy “Touching the World” by recruiting over 189 new members as of July 31, 2005. Cheryl A. Mullen of VTNHAPAN has touched the world of eight new members. Kathleen Saball of MaSPAN and Lesley Nace of MNDAKSPAN have each recruited three new members. In addition there are several who have recruited two. At this time, NYSPANA, PANAC, FLAS-PAN, and NJBPANA are the top component recruiters.

As members of ASPAN, we all know the many benefits of membership. Some of the benefits are Educational Seminars, Co-Sponsored Pro-

grams, The *Journal of PeriAnesthesia Nursing*, *Breathline*, and National Conference at member rates.

Members of ASPAN are a diverse group. Included are nurses from preadmission testing centers, pre and postanesthesia care, ambulatory surgery centers, and specialty procedure units. We need to encourage all nurses working in these settings to become a part of ASPAN’s world. Why should they become members? In addition to benefits such as those stated above, ASPAN makes available to its members many resources such as Standards of Perianesthesia Nursing Practice, Competency Based Orientation, and a Pain and Comfort Resource Manual at discounted rates.

To those of you who have recruited new ASPAN members, thank you for “Touching the World that Touches You.” To all of

ASPAN’s members, now is the time to share the excitement of membership in our professional organization. I encourage all of you to become a 2005-2006 Member-Get-A-Member recruiter! Don’t forget to ask members you recruit to include your name and member number on their application! Better yet, fill in that information on the blank membership applications that you give to prospective members. Perhaps it will be you or your component that will be recognized at our next National Conference in April 2006 in Orlando Florida.

Membership applications, as well as recruiter updates are available on ASPAN’s website; www.aspans.org.

Enjoy the Orlando area while attending ASPAN’s 25th National Conference.



Kennedy Space Center—45 minutes east of Orlando

Visit NASA’s famous launch headquarters, home of space program technology. Kennedy Space Center offers the chance of a lifetime to explore and even train on the very grounds where NASA sends humans, rovers, and probes into space. On your journey, you will encounter towering launch pads, huge rockets, interactive exhibits and inspiring space program experiences. Kennedy Space Center is a full-day experience like no other. Explore a life-size Space Shuttle mock-up, see a Gemini capsule in Early Space Exploration, and even touch a piece of the Red Planet. You can also enjoy two giant, back-to-back IMAX® theaters, where the dream of spaceflight comes alive with a wall of sound, five-story screens and realistic 3-D special effects. For visitor information, call 321-449-4444 or visit www.KennedySpaceCenter.com.

PERIANESTHESIA NURSING DIVERSITY... Touch the World that Touches You!

Call for Hosts & Hostesses for ASPAN's 25th National Conference

Recruitment

ASPA's 25th National Conference, *Perianesthesia Nursing Diversity...Touch the World that Touches You*, will be held April 30-May 4, 2006 in Orlando, Florida at the Gaylord Palms Resort & Convention Center. If you have ever attended an ASPAN National Conference you know what an exciting and busy time is it, but you may not have ever stopped and wondered just what goes into making each conference so successful. Obviously, the National Office staff work very hard all year round taking

care of details, including accommodations, catering, exhibitors, and educational sessions. But those who volunteer their time during the conference can really reach out and touch someone to make a difference for attendees.

There is a need for volunteers to serve as Hosts/Hostesses at all events during the Conference, including registration, social functions, educational sessions, the silent auction, and the ASPAN Shoppe. Volunteers will receive partial reimbursement of their registration fee based on the

amount of time worked (payment is made after the Conference has ended). If you would like to meet new people and "touch the world that touches you" at National Conference, please consider volunteering some of your time to serve as an ASPAN Host or Hostess.

For more information please contact:

Linda Boyum
780 Hunt Club Trail
Port Orange, FL 32127
(H) 386-756-0405
(W) 386-239-0021
lboyum@ascdaytona.com

Call for Resolutions for the 2006 ASPAN Representative Assembly

Maryanne Carollo, BSN, RN, CAPA – Credentials Team Leader

The ASPAN Resolutions Task Force is announcing the Call for Resolutions for the 2006 Representative Assembly (RA) meeting in Orlando, Florida.

The RA is the voting body of ASPAN. As the chief policy determining structure of ASPAN, the RA reviews and acts upon resolutions regarding ASPAN bylaws, policies, position statements and other issues related to perianesthesia nursing. Therefore, if you, as a member, believe there is an issue of this nature that needs to be brought before the RA, please contact the National Office to have Call for Resolutions form sent to you.

The following groups may submit a resolution to the RA:

- The ASPAN Board of Directors
- An ASPAN Committee

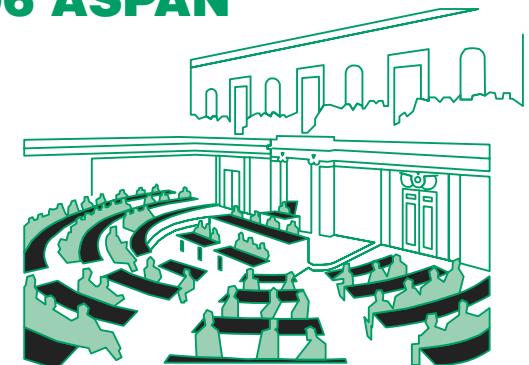
- An ASPAN Component
- A group of five or more members (with five signatures on the Resolution form)

Submission Deadlines:

- Resolution forms relating to **bylaws** changes -- no later than **December 28, 2005**.
- Resolution forms relating to **position statements, policy matters or other issues** -- no later than **January 27, 2006**.

Resolutions must be received in the ASPAN National Office no later than the above dates.

Upon receipt of a resolution, the Resolutions Task Force will review it and, if questions arise, the lead author will be contacted for clarification. At the RA meet-



ing, the lead author of the resolution needs to be prepared to speak to the issue.

Each ASPAN member, therefore, has an opportunity to bring forward issues that affect the practice of perianesthesia nursing.

There are instructions on the Call for Resolutions form that will further assist you in the submission process. If you have any questions or need more information, please contact Kevin Dill at the ASPAN National Office: 877-737-9696 ext. 11 or

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PeriAnesthesia Nurse Awareness Week

Celebrating Our Diversity



Stephanie Kassulke, RN, CPAN – Membership/Marketing Committee

Merriam-Webster defines 'diverse' as "composed of distinct or unlike elements or qualities". This aptly describes perianesthesia nursing. We expertly care for people from all cultures, ethnic backgrounds, and various surgical experiences. This diversity makes us unique. Yet, many people do not know or understand what we do. Our patients often do not remember their experience with us, inpatient units feel that our job is easy, and the public often feels that all we do is sit by a patient until he or she wakes up. Now, we all know that there is more to perianesthesia nursing than just sitting by someone's bedside and

telling him or her to "wake up".

Dealing with diversity starts with the preoperative visit, where any cultural or religious issues are identified concerning their surgical experience. These preoperative nurses take the initiative to put into play a plan to address these issues and make the experience less frightening – a plan that partners with nursing that will be involved with this patient, ambulatory surgery, surgical, Phase I, and Phase II nurses. This is how we care for our patients: a holistic approach.

Perianesthesia nursing comprises individuals from various backgrounds, young and old, male and female, various ethnic

origins. We need to celebrate our differences emphasizing how this aids in holistically caring for our patients.

February 6-12 2006 is Peri-Anesthesia Nurse Awareness Week. Take this week to educate the community, your patients, and your peers on what it means to be a perianesthesia nurse. Banners, educational flyers, seminars, or whatever your imagination develops can be used to educate and get your message across. PANAW is the ideal time to share our stories and celebrate the diversity of our specialty practice. 

Attention Component Presidents: ASPN's 25th Anniversary QUILT

ASPN is raffling off a special quilt depicting all 25 National Conference logos. The tickets sell for \$1.00 each. Many components obtained tickets at the Leadership Institute held in Saint Louis September 9-11th. Additional tickets for you to sell to your component are available through Lois Schick. Please contact her for the amount of tickets you require.

Once your tickets are sold, mail the stubs with purchasers' names and contact information (legible please!) along with money you collected to the attention of Kevin Dill at the National Office - postmarked by March 31, 2006. **DO NOT MAIL CASH** – checks or money orders accepted only.

If you sell tickets after March 31st, you may bring your stubs and collected money onsite to

the ASPN Registration Desk in Orlando through Wednesday afternoon, May 3rd.

The drawing for the quilt will take place during Closing Ceremonies on Thursday morning, May 4, 2006.

Contact Lois Schick for tickets at: lschick@aspan.org OR schickles@aol.com; phone: 303-989-2281. 



National Conference: Component Night 2006

Are you ready for some diversity??

Component Night will launch the 2006 ASPAN National Conference, *Perianesthesia Nursing Diversity....Touch the World that Touches You*, to be held in Orlando, Florida next April 30-May 4, 2006. The theme for Component Night is "American Diversity... Components on Parade." Attendees are encouraged to wear something to illustrate the diversity and history of their state, component, or geographic region. Components are asked to decorate their

tables to display what makes their component so special in keeping with the theme. Reflect on the U.S. states that make up your component and what people and places represent them. Let your imaginations go from there!

Component night, a conference tradition, is a time to renew old friendships and meet new friends while enjoying an evening of fun and excitement. Come enjoy some Florida style Jimmy Buffett & reggae music and join

your colleagues for fun, food, festivities, and perhaps a few surprises. It's a wonderful way to start this historic 25th National Conference and a great opportunity to meet perianesthesia nurses from all over the United States and beyond.

For more information on Component Night please contact Linda Boyum at lboyum@ascdaytona.com or Courtney Papp at cpapp@aspn.org or 1-877-737-9696. 

Enjoy the Orlando area while attending ASPAN's 25th National Conference.

Shopping in the Orlando area

Shop the eight malls located throughout the Orlando area for the convenience of brand-name stores and specialty shops, all under one roof. You will find nearly 1,400 stores in Orlando's malls with upscale stores like Nordstrom, Saks 5th Avenue, Bloomingdales, and Neiman Marcus, as well as popular department stores such as Sears, JC Penney, Macy's, and Dillards. Or, for the bargain hunter, you can visit the many outlet centers and bargain boutiques. You can also explore Orlando's antique districts and upscale boutiques in nearby neighborhoods, or the themed shopping villages and malls for that one-of-a-kind gift. Downtown Disney is an exciting metropolis of shopping, restaurants, and theaters. City Walk at Universal Orlando is an entertainment complex offering a wide variety of special shops and restaurants. Pointe Orlando has everything you could want in one complex---attractions, outdoor entertainment, and 70 specialty retailers.

From major malls and specialty boutiques to outlet centers and antique shops, there are endless opportunities in Orlando for those who love to shop. Visit www.orlandoinfo.com to find out more about great shopping in Orlando.

PERIANESTHESIA NURSING DIVERSITY... *Touch the World that Touches You!*

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New Artistic Twist to the Silent Auction!

Going, going gone! Those are the words we like to hear when we are the high bidder on an article at a live auction. At a silent auction the fun is checking back to see if you are the high bidder on something that you like, need or just want for the fun of it.

The ASPAN Foundation is proud to announce the first Artist Market in addition to the ever-popular Silent Auction. This will be held in conjunction with the National Conference in Orlando, Florida.

We would like to showcase the artist in all of us. There are many in our organization who paint, sculpt, stitch, and sew, in addition to other pursuits.



In the Artist Market, the Foundation is asking for donations of handmade objects of art to sell in addition to the Silent Auction. Some possible articles that could be donated would be jewelry, paintings, pottery, and needlecraft. These are just examples -- donations are not limited to these items. Please sign your pieces for artist recognition.

As in the past we are still looking for your assistance in soliciting articles for the Silent Auction. If you know of any items that you or anyone else would care to donate to the Artist Market or Silent Auction, please contact Dennis Johnson at the National Office: 877-737-9696 x15 or djohnson@aspan.org.

We look forward to another great year of continued success to raise money for the various services that the Foundation provides. ☺



Save the Date!

Wednesday, May 3, 2006
7:00 PM-10:00 PM

All conference attendees and guests are invited to join ASPAN President Meg Beturne on Wednesday, May 3, 2006, for a celebration of the success and achievements of her presidential year. Plan now to attend the annual President's Reception at ASPAN's 25th National Conference in Orlando. Look for more information in future issues of *Breathline*, but mark your calendar now to attend this exciting event sponsored by Hill-Rom.

Enjoy the Orlando area while attending ASPAN's 25th National Conference.



Canyon Ranch SpaClub at Gaylord Palms

Whether you have spent your day in educational sessions at National Conference or you have spent time exploring the theme parks, you will benefit from the serenity and luxury of the world-class Canyon Ranch SpaClub. Indulge in an extraordinary variety of revitalizing treatments designed to relax the body, ease the mind, and energize the spirit.

You can sample the largest menu of spa treatments in Central Florida, from a Canyon Stone Massage to a men's Sports Tonic facial or Extremities treatment for your aching feet. For information or to book a reservation call (407) 586-4772.

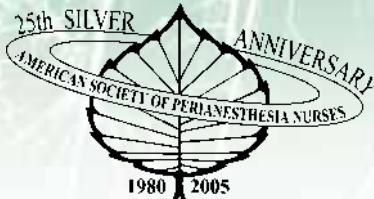
PERIANESTHESIA NURSING DIVERSITY... Touch the World that Touches You!

ASPN 25th Anniversary Celebration – National Conference 2006

Liz Martin, MSN, RN, CPAN

ASPN celebrates its silver anniversary during the 2006 National Conference in Orlando, Florida, April 30 - May 4, 2006. ASPAN's Journey to Success began in Florida, so it is exciting to be returning for this significant year in our society history. On Saturday, November 17, 1979 at the O'Hare Marriott Hotel in Chicago, several leaders of Recovery Nurses Associations from various geographical areas of the United States assembled for the purpose of discussing the formation of a National Organization of Recovery Room Nurses. The first Annual Meeting was held October 30, 1980 at the Dutch Inn, Lake Buena Vista, FL, in which the organization of ASPAN was drafted.

On Saturday, May 10, 1980 a second meeting was held at the downtown Chicago Marriott Hotel in conjunction with MAC-PAC in which the organizing of ASPAN continued to go forth and became reality. The late Dr. Frank McKechnie of the Florida Society of Anesthesiologists and the American Society of Anesthesiologists (ASA), Dr. Eli Brown, President, were instrumental in providing support and financial assistance in the founding of ASPAN. ASA provided a grant of \$10,000 and covered the travel expenses for the Recovery Room Nursing delegates at the Chicago meetings.



ASPN's 25 Years: Our PeriAnesthesia Journey to Success

Dr. Frank McKechnie even served as the Coordinator of the Recovery Room Nurses Seminar and Host of the first Annual Meeting in Florida. Ina F. Pipkin, RN of Seattle, Washington was the interim President and the first elected President of ASPAN. Other members elected to the first executive roles were: Vice President/President: Hallie J. Ennis, RN, Oklahoma City, OK; Secretary: Mary Ruszovan, RN, Carmichael, CA; Treasurer: Alma Derway, RN, Newington, CT; the ASPAN Board of Directors included: Margaret Bailey, RN, Waterville, ME Mary Lou Barnett, RN, Edina, MN Elaine Brown, RN, Scottsdale, AZ Charlene Cusick, RN, Rochester, MI Marie Darcy, RN, Miami, FL Jane Dillon, RN, Briarcliff Manor, NY Judy Ferrey, RN, Alpharetta, GA Sena Higdon, RN, Birmingham, AL Jovita Keane, RN, Toledo, OH Anita Kubin, RN, Ennis, TX Jeanne R. Maher, RN, Galesburg, IL Colleen Myers, RN, Overland Park, KS Mary Ann Seinar, RN, Pittsburgh, PA Marilyn Schneider, RN, Lanham, MD Marge Wareham, RN, Somerville, NJ John A. Hinckley, Richmond, VA, Executive Director

The first ASPAN National Conference was held in St. Louis, Missouri, April 21 -25, 1982 at the Sheraton St. Louis Hotel. ASPAN would like to appeal to the entire membership to help us locate as many people as possible who were members in these formative years. It is important our Journey to Success - moving toward the Silver Anniversary Celebration - reflect on the historical beginnings of ASPAN and those who contributed during that first meeting. If you, a co-worker, former co-worker, colleague, member of your State Component, District, know who attended the First Recovery Room Nurses Seminar held in Florida in 1980, please contact ASPAN. E-mail, fax or mail this information to ASPAN attention: Dennis Johnson. Information to include is:

- Name
- Current residence
- City, State
- ASPAN component of original membership
- Year(s) of volunteer service to ASPAN or component
- Brief statement of individual's present status/ASPN role and contribution: still active, retired, deceased



Photos of ASPAN logo and 25th anniversary items are now available for your viewing pleasure on the ASPAN Website: www.aspan.org. Please take a look and place your order today!

Thank you for helping the Anniversary Committee make our Silver Anniversary Celebration very special.

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For more information,
contact Carol Hyman
at the
ASPN National Office:
877-737-9696 ext. 19
or chyman@aspan.org

2006 Winter/Spring Seminars



January 28, 2006 • Oakbrook, IL
**Ambulatory Perianesthesia
Practice: Beyond the Basics**

Denise O'Brien

January 28, 2006 • Oakbrook, IL
**Perianesthesia Care:
Beyond the Basics**

Nancy Strzyzewski

January 28, 2006 • Columbia, SC
Legally Speaking: Just the Facts

Dolly Ireland

February 4, 2006 • Charlotte, NC
**Ambulatory Perianesthesia
Practice: Beyond the Basics**

Dolly Ireland

February 4, 2006 • Charlotte, NC
**Perianesthesia Care:
Beyond the Basics**

Linda Ziolkowski

February 11, 2006 • Harlingen, TX
**Perianesthesia Care:
Beyond the Basics**

Lois Schick

February 11, 2006 • Redmond, WA
**Ambulatory Perianesthesia
Practice: Beyond the Basics**

Denise O'Brien

February 25, 2006 • Springfield, IL
**Ambulatory Perianesthesia
Practice: Beyond the Basics**

Denise O'Brien

February 25, 2006 • Springfield, IL
**Perianesthesia Care:
Beyond the Basics**

Nancy Strzyzewski

February 25, 2006 • Evansville, IN
**Ambulatory Perianesthesia
Practice: Beyond the Basics**

Linda Wilson

February 25, 2006 • Evansville, IN
**Perianesthesia Care:
Beyond the Basics**

Linda Ziolkowski

March 4, 2006 • Clarksburg, WV
Legally Speaking: Just the Facts

Dolly Ireland

March 11, 2006 • Oakbrook, IL
Legally Speaking: Just the Facts

Dolly Ireland

March 11, 2006 • Oakbrook, IL
**Pediatrics: Little Bodies,
Big Differences**

Nancy Strzyzewski

March 18, 2006 • Langhorne, PA
**Pediatrics: Little Bodies,
Big Differences**

Dolly Ireland

March 18, 2006 • Omaha, NE
**Pediatrics: Little Bodies,
Big Differences**

Nancy Strzyzewski

May 20, 2006 • Redmond, WA
**Educating the Educator:
A Blueprint for Success**

Chris Price

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ASPN
10 Melrose Ave, Ste 110
Cherry Hill, NJ 08003