



## INSIDE:

## MENTORING: A Roadmap to ASPAN's Future

In my role as Nursing Administrator for Perianesthesia and Perioperative Services, I am frequently asked to orient new physicians coming into our facility. Long an advocate for nursing and perianesthesia practice, I enjoy this orientation task because it gives me an opportunity to discuss the importance of nurses as collaborative partners in the care of our patients within the perianesthesia arenas, and as a foundation for a communication expectation. I generally begin with an introduction comprising a short history of my practice in relation to the facility and its progressiveness related to health-care services and support of nursing and physician practice. Recently, I mentioned to a younger colleague that I have been a nurse since the early 1970s; he looked at me most respectfully and then, in a tone of surprise, said, "Wow, how does it feel to be in practice longer than I have been alive?" I laughed and replied, "Ouch! I never really thought of it that way!" I left the discussion chuckling while remembering that I, too, had made similar remarks to my PACU colleagues when reminding them that I was only in the second grade when they were discussing former clinical practices.



**Chris Price, MSN, RN, CPAN, CAPA**  
**ASPN President 2011-2012**

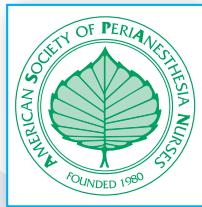
clinical leaders and nurse managers, and district, chapter, component and national colleagues. They, in turn, educated, pushed and prodded me, influenced my clinical practice, and helped mentor me to think more critically, observe more vigilantly, assess and analyze my patients more carefully and thoughtfully and ultimately influence perianesthesia outcomes. This was a very satisfying experience for me, one I was determined to pass along in my own practice.

In a *Model of Caring, Mentorship for Nursing*, Wagner and Seymour describe mentoring in this way, "When guided by a caring framework of trust, commitment, compassion, and competence, mentoring is a caring action that builds healthy relationships and energizing environments."<sup>1</sup> I learned many a life and practice lesson from these nursing leaders, albeit by title or by the bedside – they were ALL leaders. They were generous with their time, and their insight and observations. They sought opportunities to inspire, believe in, cajole, quiz, support, encourage and challenge me. They willingly and openly shared their best experiences as well as their worst, so that I, too, could achieve each milestone in my career. While they clearly helped me to realize the value of professional development, I truly had not thought that much about the bonus lesson I learned from them: that is, the influence and the value that effective and caring mentoring has in succession planning. They were looking out not just for me, but also for the future of our practice.

### Looking Back

My former perianesthesia colleagues would have been smiling to know that a young associate had given me a just reward with his remarks. More importantly, he unwittingly led me to think of my own professional nursing heroes - peers,





ASPN's  
Legacy Logo

## Ensuring the Future

At many points throughout our careers, we help to orient nurses to our specialty practice, to our units, to our facility – and yes – to our districts and chapters, components, regions and national organizations. We need to challenge ourselves to move mentoring to the front burner so that we are always looking to prepare our colleagues to take the next steps. Every one of us, if asked, can share the names of nurses who most influenced our practice and our profession. I would challenge you to become that nurse so that others will mention YOU one day when they recount who inspired them!

Our ASPAN leaders - past, present and future – have made and will make decisions that they know will make a difference to our members. As ASPAN moves forward, our organization cannot maintain its constancy or its success without the impact of new and future leaders. Many of us, as nursing and organizational leaders and long time ASPAN members, hold our roles and our dedication and commitment close to our hearts – as we should. I, too, realize this most poignantly in that I am coming into the tenth month of my role serving as ASPAN President. Because we hold these ideals so dear, we need to recognize the importance of moving forward and mentoring others who can pick up the torch and blaze on down the paths we started.

## Be a Guiding Light

The value of our commitment and dedication is not lessened when we choose to mentor another to become a part of ASPAN and encourage

him/her to sit on a committee, or take a leadership position as a coordinator, vice-coordinator or committee chair. This action becomes even more meaningful because in that same sharing, pushing, prodding, believing and supporting, our new members will then be taken forward as well. The value of their contributions is only enhanced by our investment in them: by making room for them at the table with those of us who have been there, done that. Our sacred obligation to pick up the cause of mentoring and fully supporting others as they, too, begin to create and contribute to ASPAN's future and our shared legacy as the true impact of knowing we have made and will continue to make a significant difference.

The ASPAN Vice President/President-Elect is charged with making committee, liaison, coordinator and work team assignments that will continue to uphold its mission and goals, and to operationalize our strategic plan and initiatives. These decisions, as made by so many before, assure that ASPAN remains a transformational and dynamic entity. Hader said that it is "incumbent upon us to continue to strive for excellence, mentor our reports to take our place, and continue to insist on a high level of care quality and patient services."<sup>2</sup> We owe this goal of excellence to ourselves, our founding and past leaders, and our future leaders.

## REFERENCES

1. Wagner AL, Seymour ME. A model of caring mentorship for nursing. *Journal for Nurses in Staff Development*, 23(5); 2007, 201-211.
2. Hader R. Nurse leaders: A closer look. *Nursing Management*, 41(1); 2010, 25-29.



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Issue .....	Deadline
January .....	November 1
March .....	January 1
May .....	March 1
July .....	May 1
September .....	July 1
November .....	September 1

# CONFERENCE REGISTRATION IS OPEN!

## ASPAN 31<sup>st</sup> National Conference

### April 15-19, 2012

*ASPAN invites you to sunny Florida to attend its world renowned National Conference! Each year, this week is loaded with diverse perianesthesia educational offerings designed to further perianesthesia nursing knowledge and practice. As an ASPAN member, you received a registration brochure in the mail.*

*The brochure, also posted on the ASPAN Web site ([www.aspans.org](http://www.aspans.org)), offers comprehensive information about all of the exciting education sessions and social activities held during Conference week.*

#### See "The City Beautiful"

Orlando is coined "The City Beautiful" for many reasons. As you plan your trip to National Conference, take the opportunity to arrive early or stay longer and maximize your free time by taking in some famous sites the city has to offer. For a glimpse into the many options awaiting you, check out [www.visitorlando.com](http://www.visitorlando.com).

#### Component Night

Now, don't be late for this very important date! Follow Alice through the looking glass for a happy

unbirthday party in Wonderland. You see, the White Rabbit and Mad Hatter throw quite a bash, which the Red Queen has been known to crash! Engage in the fun by becoming one of the silly characters that Alice met in Wonderland. At Component Night, there will be things that say, "Eat Me" ... and you can purchase things that say, "Drink Me." As you follow the garden path, whether you go this way or that way or any which way, you will have made some new friends in Wonderland by the end of the day!

**Sponsored by Arizant Healthcare, Inc., a 3M company.**

## ASPAN Development

#### 17th Annual ASPAN Dream Walk

Rise and shine with the magic of sunny Orlando. Start the week of learning and networking on Sunday morning by exercising with your colleagues all the while raising money to support ASPAN programs. Begin by completing the National Conference registration form and mark the box for "ASPAN Development Dream Walk." Then recruit friends, coworkers and family as sponsors. Your participation helps to support the priceless ASPAN Resource Development mission.

#### Resource Development Luncheon

On Wednesday, April 18, ASPAN Past President Lois Schick will be speaking about *Leadership Behaviors* and asking, *What Character Are You?* Come break bread with colleagues and be revitalized with this educational offering while hearing about leadership skills that help you successfully lead a team. For registration information, see page 24 of the conference brochure. **Space is limited so please register early.**

#### Silent Auction

Members and components can support ASPAN Resource Development by donating items for the Silent Auction. Simply bring the item(s) you wish to donate to the Registration desk at National Conference and leave them for Candace Taylor or Doug Hanisch. All donations are much appreciated!

**The Hilton Orlando room reservation deadline is March 1, 2012.**

**Reservations made beyond this date are based upon space and rate availability basis only.**

*We'll see you in Orlando!*



# Board of Directors Midyear Meeting Highlights

November 4 & 5, 2011 ~ San Antonio, Texas

Jacque A. Crosson, MSN, RN

*Against the backdrop of the Alamo, the ASPAN Board of Directors met for its midyear meeting. Although the agenda was robust enough for a 13 day "siege", the work was completed in a single ten-hour day. Alamo participants David Crockett and James Bowie would have been very proud of the "engagement" and "strategic context" offered by President Chris Price in the strategic planning session on Friday. Although ASPAN CEO Kevin Dill was unable to attend in person, he successfully participated via a conference call.*

**A**genda items included future National Conference site locations for 2014 (Las Vegas) and 2015 (San Antonio), and a new ASPAN logo was introduced based on feedback from members and the Board. Treasurer Katrina Bickerstaff presented the proposed 2012 budget for review and approval. President Price provided a review of initiatives and an update on meetings she attended. ASPAN's committees and strategic work teams (SWT) continue to work tirelessly for the organization. Here is a summary of activities:

## Advocacy Committee

An official policy guiding its purpose has been written. Under the direction of Gena Near, ASPAN endorsed recommendations for Congressional budget Title VIII programs funding. ASPAN was represented by its ambassador, Seema Hussein, at the IOM/RWJ celebration in Washington, D.C., last October. Proposed changes in medication administration have been published in *Breathline*, and future plans include the provision of patient teaching instructions.

## Clinical Practice Committee

The group continues to field questions related to clinical practice. Six-hundred-forty-one questions were logged into the network with 55% coming from members and 45% non-members. International questions were received from Canada, Saudi Arabia, Brazil and the Virgin Islands. New 'Frequently Asked Questions' appear in *Breathline* and on the Web site.

## Education Approver Committee

Twenty-three applications were submitted for the fall conference season. The committee is proactively planning to assure that ASPAN Web site content and related forms reflect the final version cited by ANCC.

## Education Provider Committee

Through active collaboration with the Digital Media SWT, it continues to investigate and pursue online educational options. ASPAN Seminars are being updated to reflect current clinical applications, practice recommendations and standards.

## Digital Media SWT

This group will investigate and explore electronic platforms for educational programs and Web site improvements to provide more interactive capability. Goals include maximizing digital resources through coordination with the Education Provider Committee, *Breathline* and *JoPAN* editors.

## Evidence Based Practice SWT

The committee continues to work toward developing and promoting evidence based Standards. Teams provide expert review of the literature to modify and revise applicable practice recommendations.

## Perianesthesia Orientation SWT

Development of a program for new graduate or new hires into perianesthesia nursing is in process using the ASPAN *Competency Based Orientation Manual* as a resource. An interactive online program is under investigation and a business plan will be developed and presented to the Board at the April preconference meeting.

## Resource Development SWT

Development revised the scholarship application and current policy to meet the need of additional Humanitarian Mission Scholarships and an International Conference for PeriAnesthesia Nurses (ICPAN) Scholarship. Twenty-nine applications were received. Regional Directors continue to promote ASPAN scholarships at the component level.

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# BUILDING A CULTURE OF SAFETY

## The Perianesthesia Nurse's Role and Responsibility

Kerstin T. Magee, BSN, MS, RN, CPAN – ASPAN Safety SWT Member

Politicians, executives, patients, nurses and physicians talk about improving patient safety. It seems the conversation has grown louder each year since the Institute of Medicine released its seminal report, *To Err Is Human*.<sup>1</sup> But what does patient safety *really* mean and what does it *look* like? As the author of the title that won the 2009 American College of Healthcare Executives Book of the Year award, John Nance, JD, describes a picture of patient safety in *Why Hospitals Should Fly*.<sup>2</sup> Several themes from the book are provided below,<sup>2</sup> and each is correlated with how the concepts could apply to perianesthesia nursing.

### Safe Practice “Always” Rather Than “Usually”

The importance of good practice in the role of keeping patients safe cannot be overstated. Many nurses cut corners from time to time when feeling pressured to work faster. When pressure mounts, the nurse may be more distracted and the opportunity for an error arises. Cutting corners tends to bypass established safety measures. Therefore, cutting corners at the busiest time introduces twice the risk to patients.

PERIANESTHESIA NURSES MUST COMMIT TO PRACTICING FUNDAMENTALLY SAFE CARE AT ALL TIMES. WASH HANDS, STORE AND LABEL MEDICATIONS SAFELY, AND IDENTIFY EVERY PATIENT EVERY TIME.

### Effective Communication, Collaboration, and Teamwork is Essential

Healthcare is delivered by an interdisciplinary team of experts. Disruptive behaviors and ineffective communication styles result in poor team dynamics and distractions. Distractions introduce the opportunity for errors and elevate the risk to patients. Strong teams provide safer environments for patients.

TEAM MEMBERS MUST BE INFORMED, RESPECTFUL, ASSERTIVE AND INCLUSIVE. TO BECOME THE STRONGEST TEAM MEMBER POSSIBLE, PERIANESTHESIA NURSES MAY NEED TO LEARN NEW SKILLS. BY BECOMING A MORE INFORMED NURSE THROUGH PERIANESTHESIA CERTIFICATION AND USING ASSERTIVE COMMUNICATION TECHNIQUES, NURSES CAN BETTER CONTRIBUTE TO IMPROVING TEAMWORK AND PATIENT SAFETY.



### Everyone is Accountable

Each member of the healthcare team provides unique value to patient outcomes. Team members must also be accountable for: their impact on patients and the patient care environment; practicing sound fundamentals; remaining professional and respectful at all times; investing in self development and continual learning; and fully engaging in the practice, profession and workplace.

THE PERIANESTHESIA NURSE MUST ACCEPT ACCOUNTABILITY FOR HIS/HER PRACTICE AND THE PRACTICE ENVIRONMENT. BUILD A CIRCLE OF SAFETY AND REMAIN ACCOUNTABLE AT ALL TIMES. THIS ACTION WILL INFLUENCE ANOTHER TO BUILD AND PROMOTE A CIRCLE OF SAFETY.

### Systems Must Help, Not Hinder

Systems are man-made and, therefore, prone to imperfections. Many systems are used in healthcare, including intravenous delivery systems, medication dispensing technology, electronic documentation, practice processes, staffing patterns, etc. If a system hinders patient care, then that system should be adjusted until risk to the patient is minimized. In the long term, muddling through or creating a work-around is not safe practice.

AS SYSTEM USERS, PERIANESTHESIA NURSES MUST RAISE AWARENESS OF SYSTEM ISSUES ENCOUNTERED IN THE PATIENT CARE ENVIRONMENT. IT IS NECESSARY TO COMMUNICATE EFFECTIVELY THROUGH APPROPRIATE CHANNELS, RECOMMEND REASONABLE CORRECTIONS BASED ON EVIDENCE OR BEST PRACTICE SOLUTIONS, AND ASSIST WITH CHANGE IMPLEMENTATION.

### Measure, Measure, Measure

An effective method of creating change is through demonstrating its need in objective terms. Numbers don't lie! If hand hygiene compliance is only 75%, team members will make efforts to wash hands more often to achieve 100%. If 89% of the preoperative antibiotics are given on time, then a clear indication exists that something must change in order achieve 100% compliance. Measurements effectively inform the team and illuminate when change is necessary.

*continued on page 7*



# ASPAN's 2012 - 2013 SLATE OF CANDIDATES

## Vice President/President-Elect



**Twilla Shroud**  
BSN, MBA, RN, CPAN, CAPA

## Nominating Committee

**Bonita Hart, BSN, MA, RN, CAPA**  
**Sonia Huff, MSN, RN, NE-BC, CPAN**  
**Debra Morgan, BSN, RN-BC, CCRN, CPAN**  
**Susan Norris, BSN, RN, CAPA**  
**Charlotte West, BSN, RN, CPAN**

## Secretary



**Linda Allyn**  
BSN, RN, CPAN, CAPA



**Joni Brady**  
MSN, RN, CAPA, CLC



**Amy Dooley**  
MS, RN, CPAN



**Valerie Watkins**  
BSN, RN, CAPA

## Regional Director, Region 2



**Armi Holcomb**  
BSN, RN, CPAN

## Regional Director, Region 4



**Laura Kling**  
MSN, RN, CNS, CPAN, CAPA

## Director for Clinical Practice



**Sylvia Baker**  
MSN, RN, CPAN



**Susan Russell**  
BSN, RN, JD, CPAN, CAPA



**Candace Taylor**  
BSN, RN, CPAN

# PROFILES: Your Input is Requested

ASPA's slate of candidates for the 2012-2013 year is impressive, and each candidate brings talent and skills to the role he/she is seeking to lead ASPAN in the coming year. ASPAN will be utilizing Web technology to provide its members with all candidate qualifications and background information as well as what each Board candidate visualizes as his/her immediate long-term goals and strategic priorities for ASPAN within the next two years.

Your component is looking for your input! Here's what you do by **February 29, 2012**:

- Go to ASPAN's home page ([www.aspan.org](http://www.aspan.org)) and select the "About Us" button on the top navigation bar. Click on "Governance" and then select "2012-2013 Candidate Profiles". There you will be able to read the *2012-2013 Candidate Profiles* and submit your candidate recommendations to your component.

- You must be a current ASPAN member to review the *2012-2013 Candidate Profiles* page
- Click the PROFILE link next to each photo to read about the candidate
- On the Candidate Selection Feedback Form page, click the box next to the candidate's name of your choice for each position
- Complete the form and click *Send*. You must select one candidate for each Board position and five candidates for the Nominating Committee for your submission to process
- This input will be forwarded to your component representatives to assist them in casting their votes at the 2012 Representative Assembly meeting in Orlando, Florida
- Only one 2012-2013 Candidate Selection Feedback Form submission per ASPAN member will be accepted. Submissions are accepted online only

**Your feedback must be submitted *no later than February 29, 2012*. Do this today!**

## BOD Update *continued from page 4*

### Strategic Plan Implementation SWT

President Price continues to respond to questions regarding ASPAN's Transformation, and at her request, the Policy and Procedure SWT implemented charters for each committee and SWT. The goal of the charters is to continue to provide transparency regarding the efforts of ASPAN's many work groups. These charters, which define the work of the individual entities, were sent to each coordinator and/or chair for review and edit. Endorsed by the Board of Directors, these charters will be maintained on the ASPAN Web site.

### International Conference for PeriAnesthesia Nurses (ICPAN)

The inaugural conference, held in Toronto, Canada, had 474 registrants representing participation from thirteen countries. A certificate of attendance was awarded to all attendees. The ICPAN Web site ([www.icpan.info](http://www.icpan.info)) and Facebook page remain active. The conference will be held every two years. Applications for the 2013 host site are currently under review.

## Safety In Practice *continued from page 5*

PERIANESTHESIA NURSES MUST CONTRIBUTE TO INITIATIVES THAT IMPROVE SAFETY BY PARTICIPATING IN OR LEADING DATA COLLECTION AND/OR REVIEWING AND REMAINING INFORMED REGARDING APPROPRIATE SAFETY MEASURES.

Consider your current practice and then become fully engaged in patient safety activities. You'll be amazed at the benefits to your patients...and to you!

## REFERENCES

1. Institute of Medicine. *To err is human: Building a safer health system*. Washington, D.C.: National Academy Press; 2000.
2. Nance J. *Why hospitals should fly: The ultimate flight plan to patient safety and quality care*. Bozeman, MT: Second River Healthcare Press; 2008.

# HONORING PeriAnesthesia Nurse Awareness Week

To commemorate PeriAnesthesia Nurse Awareness Week (PANAW) this year, ASPAN is offering its members a one-time discount of an additional \$20.00 off the publication, *PeriAnesthesia Nursing Standards and Practice Recommendations 2010-2012*. This invaluable publication serves as the authoritative set of care practices for which perianesthesia nurses are responsible.

This offer is limited to two Standards per member, is nontransferable, and cannot be combined with any other offers. You must order the publication in February 2012. For more information or to order your copy of the Standards, please click [here](#). This form's Web link was created exclusively for this special, one-time opportunity.

ASPN wishes its members every success in their profession and in promoting our vital practice - not only during PANAW, but throughout the year.

## Call for PANAW Stories

ASPN invites members to share stories and pictures from this year's component or workplace PANAW celebration. Submissions may be featured in the next issue of *Breathline* and/or on the ASPAN Web site. Please e-mail your information to [bgodden@aspan.org](mailto:bgodden@aspan.org).

The *Breathline* submission deadline is February 27, 2012.



ASPN 2012  
National Conference

**"Beacons  
of Change...  
Focusing  
on the Future"**

April 15-19, 2012  
Orlando, FL

## 2012 NATIONAL CONFERENCE OPPORTUNITY Hosts and Hostesses Wanted

ASPN invites you to participate in Conference by serving as a Host/Hostess in Orlando! Hosts/Hostesses may earn contact hours and a small stipend for assisting onsite. Host/Hostess responsibilities include providing directions within the conference area, staffing the registration booth, facilitating session seating and collecting event tickets. Please consider this opportunity to make the annual Conference a success! To sign up for the Host/Hostess program, or for further information, please contact Patricia Legg at 904-868-1392 or [leggpc@att.net](mailto:leggpc@att.net).

## 2012 Member-Get-A-Member Campaign

Each year, nurse members help to recruit new ASPAN members during its annual Member-Get-A-Member (MGM) campaign, which runs from January through December. A variety of awards, including gift certificates, free registrations to National Conference and free ASPAN membership are made available. We encourage you to participate in the MGM by inviting your colleagues to join ASPAN today!

for more information.

## NEW ASPAN LOGO UNVEILED



**ASPN**

American Society of PeriAnesthesia Nurses

ASPN RECENTLY ADOPTED A NEW CORPORATE LOGO! YOU WILL SEE ITS LOGO DISPLAYED ON THE WEB SITE AND MEMBER CORRESPONDENCE MATERIALS. THE HISTORIC LOGO IS NOW RECOGNIZED AS THE SOCIETY'S OFFICIAL SEAL/LEGACY LOGO AND IS RESERVED FOR MORE FORMAL USE SUCH AS CERTIFICATES, INDIVIDUAL AWARDS, AND THE PRESIDENT'S PIN DENOTING SIGNIFICANCE AND AUTHENTICITY.

# 2011 ASPAN Scholarship Awards

*ASPAN members are eligible to apply for annual scholarship funds earmarked to support professional enrichment. ASPAN Development proudly acknowledges its 2011 scholarship winners. Congratulations to all!*

## ASPAN National Conference Attendance Scholarship (\$500 each)

**Patricia Brockway, BSN, RN, CPAN, CAPA**  
Homosassa, FL

**Mary Cummins, RN, CPAN, CAPA**  
Indianapolis, IN

**Rosemary Durning, BSN, MS, RN, CAPA**  
Dayton, OH

**Nancy Fishman, RN, CPAN, CAPA**  
Jacksonville, FL

**Cynthia Galarpe, BSN, RN**  
Spring Valley, CA

**Nancy Glass, BSN, RN, CPAN**  
Claysburg, PA

**Theresa Lacombe, RN, CPAN**  
Port Barre, LA

**Rosemarie Manalo, BSN, RN, CPAN**  
Pembroke Pines, FL

**Denise Martel, BSN, RN, CAPA**  
Rye, NH

**Lynn Riley, RN, CPAN**  
Calico Rock, AR

**Dianna Shriner, RN, CPAN, CAPA**  
James Creek, PA

**Tracy Welch, RN, CPAN**  
Gilbert, SC

**Alabelle Zghoul, BSN, RN, CPAN**  
Columbus, OH

## BSN Scholarship (\$1,000 each)

**Cynthia Austin, RN, CPAN**  
Geneva, OH

**Donna McKeehan, RN, CAPA**  
Wallingford, CT

## MSN Scholarship (\$1,000 each)

**Lori Crosby, BSN, RN, CAPA**  
Jamestown, NY

**Laurie DeRuosi, BSN, RN, CPAN, CAPA**  
North Kingstown, RI

**Carolyn Dietrich, BSN, RN, CPAN**  
Denver, CO

**Sandra Filla, BSN, RN, CCRN, CPAN**  
Ballwin, MO

**Jill Setaro, BSN, RN, CPAN**  
Rocky Point, NY

**Cynthia Quaranta, BSN, RN**  
Bartlesville, OK

**Laura Wagner, BSN, RN, CPAN, CAPA**  
Centennial, CO

## Doctorate Scholarship (\$1000)

**Krista LaRussa, MSN, RN, CMSRN, CAPA**  
Appling, GA

## Humanitarian Mission Scholarship (\$500)

**Jeanne Going, BSN, MS, RN, CPAN, CAPA**  
Oro Valley, AZ

## Certification Exam Scholarship (\$285 each)

**Asolinda Boykin, BSN, RN, CCRN**  
Tyler, TX





Susan Carter

# The Future for Nursing

Susan Carter, BSN, RN, CPAN, CAPA – ASPAN Vice President/President-Elect and Advocacy Committee Chair

The September/October 2011 issue of *Breathline* touched on the landmark report entitled, *The Future of Nursing: Leading Change, Advancing Health*, released jointly in October 2010 by the Institute of Medicine (IOM) and the Robert Wood Johnson Foundation (RWJF). In this article, you will be further introduced to the four primary messages contained in the report and examine the issues as they relate to ASPAN's efforts and our specialty practice.

The collective nursing workforce is the largest segment of the total healthcare team with over three million members<sup>1</sup> and, once again, from a list of 21 professions, nursing leads the list as the most trusted profession.<sup>2</sup> With this in mind, nurses need to be full partners with other healthcare professionals at the local, state and national levels in order to achieve significant improvements in both healthcare delivery and healthcare policy.

## Transforming Nursing

Launched in 2008 as a joint project between the IOM and RWJF and chaired by Donna Shalala (former Secretary of Health and Human Services under President Bill Clinton and current President of the University of Miami), the committee was tasked with looking at how to assess and transform the nursing profession as a whole - including practice, education and competencies. Through the dynamic work of Ms. Shalala and her renowned team, four key messages resulted:<sup>1</sup>

- Nurses should practice to the full extent of their education and training
- Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression
- Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States
- Effective workforce planning and policy making require better data collection and an improved information infrastructure

From these key points, a number of recommendations were put forth:<sup>1</sup>

1. **Remove scope of practice barriers.** The committee recognized that, although most registered nurses practice as RNs, there is a large pool of advanced practice registered nurses (APRN) with masters and doctoral degrees that deserve to be able to practice and receive reimbursement for their services in the same manner our physician colleagues are

reimbursed. ASPAN has an active Advanced Degree Specialty Practice Group.

**2. Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.** The report advised collegial teams be established with other healthcare colleagues to improve practice, conduct research and redesign health systems. ASPAN has liaisons, partnerships and representation with the American Society of Anesthesiologists (ASA), Anesthesia Patient Safety Foundation (APS), Society for Ambulatory Anesthesia (SAMBA), Council on Surgical and Perioperative Safety (CSPS), as well as numerous other liaisons working with a variety of physician and nursing organizations. Current projects address both practice and patient safety issues through these vital connections.

**3. Implement Nurse Residency Programs.** This recommendation looks at the need for transition into practice programs, also known as nurse residency programs, for all nurses completing initial training or transitioning into a new practice area. ASPAN has a *Competency Based Orientation Manual* publication in addition to a strategic work team (SWT) developing a modular orientation program that can be used for both graduate nurses entering the perianesthesia practice setting as well as the experienced RN transitioning into the specialty.

**4. Two recommendations address the need to increase the BSN and Doctoral prepared registered nurse.** ASPAN's scholarship program provides an opportunity for members to apply for financial assistance in pursuing their goal of advanced education. There are ASPAN liaison appointments monitoring the federal activities related to Title VIII and nursing education funding. ASPAN has signed on in support of several initiatives. The Advanced Perianesthesia Degree SWT will be resurrected next year and charged with examining the possibility of developing a program for APRNs with a focus on perianesthesia nursing.

**5. Ensure that nurses engage in lifelong learning.** There are opportunities afforded to members and non members for continuing and expanded learning. This is accomplished at the local, component and national level through ASPAN Seminars and National Conference.

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# RESEARCH AND EVIDENCE BASED Practice Update

Kim Noble, PhD, RN, CPAN – ASPAN Director for Research

Daphne Stannard, PhD, RN, CCRN, CCNS, FCCM – ASPAN Evidence Based Practice SWT Coordinator

*Here is an update on the exciting ASPAN research and evidence based practice (EBP) projects underway.*

## Revised Research Grant Application Is Now Available

Calling all potential researchers: The research grant application update is completed and information for the 2012-2013 grant application cycle is available on the [ASPAR Web site](#). Funding is now provided in two classifications: as a novice or as an experienced researcher.

## Obstructive Sleep Apnea Practice Recommendation

The Obstructive Sleep Apnea Practice Recommendation (OSA-PR) is now in its final draft form and will be circulated to the Standards & Guidelines and EBP Strategic Work Team (SWT) members for review. The OSA-PR will also be reviewed by a delegate of the American Society of Anesthesiologists. The final draft will be circulated to the Representative Assembly members for their advance review in preparation for the Representative Assembly (RA) session held at National Conference in April 2012.

## Joanna Briggs Institute Organizational Membership: Slated for Discussion at the 2012 RA

The ASPAN Board of Directors endorsed the availability of the Joanna Briggs Institute (JBI) for ASPAN members. JBI is an international not-for-profit membership based research and development organization located in South Australia at the University of Adelaide. The Institute collaborates internationally with over seventy entities (including five centers located in the United States) to “promote and support the synthesis, transfer and utilisation of evidence through identifying feasible, appropriate, meaningful, and effective healthcare practices”<sup>1</sup> to improve global healthcare outcomes. In short, JBI trains and supports practitioners to thoroughly review the literature and write systematic reviews to help guide practice. These systematic reviews and the accompanying best practice summaries are available to members through the JBI Web site, ensuring that members have the best available

evidence to inform clinical decision making at the point of care.

Have you noticed the new Cochrane Nursing Care Field (CNCF) Review column in the *Journal of PeriAnesthesia Nursing*? This is one example of ASPAN’s partnering efforts with JBI, as JBI coordinates the CNCF. Additionally, ASPAN will have representatives on the JBI Surgical Services Node, a multidisciplinary advisory group that will assist JBI in prioritizing the evidence needed to support surgical services practitioners, patients, and their families. There is an education session on systematic reviews being offered at the upcoming National Conference, so plan on attending to learn more!

## Pain & Comfort Practice Recommendation

ASPAR’s eyes turn to the Pain & Sedation Practice Recommendation (P&S-PR): A planning meeting was held in San Francisco during the first week in January 2012. Dr. Kim Noble, Chris Pasero, MSN, RN, FAAN, and Dr. Daphne Stannard developed a timeline for P&S-PR completion. The P&S-PR is slated for presentation to the 2013 RA in Chicago, IL. Research/EBP teams will work closely with the Standards and Guidelines SWT for any required literature reviews and drafting of the document.

## Journal Club and Grassroots EBP Programs

Keep your eyes glued to the ASPAN Web site EBP page; BIG programs be a comin’ in 2012! The Journal Club is currently under construction, and both the new and improved Journal Club and Grassroots EBP Program are planned for members’ availability in 2012. Research opportunities abound!

## REFERENCE

1. The Joanna Briggs Institute. Promoting & supporting best practice. Available at [http://www.joannabriggs.edu.au/Documents/JBI\\_promoBook.pdf](http://www.joannabriggs.edu.au/Documents/JBI_promoBook.pdf). Accessed January 3, 2012.



Kim Noble



Daphne Stannard



Terry Clifford

# Midyear Strategic Planning Session

## November 2011 ~ San Antonio, Texas

Terry Clifford, MSN, RN, CPAN—ASPN President 2009-2010 and Strategic Planning SWT Coordinator

*During the 2011-2012 ASPAN Board of Directors in San Antonio this past November, the Board engaged in the ongoing strategic planning process.*

*As members of the Strategic Planning Strategic Work Team (SWT), Board members are reminded to consider the following questions: What is our purpose? Who are we serving? How are we doing? Where are we going?*

### Background

The process of strategic planning (SP) allows the Board to make operational decisions that are 'mission-focused' – in this case, assuring that ASPAN remains the premier organization for perianesthesia nursing education, clinical practice and research. As changes in the healthcare environment influence daily practice and the conduct of non-profit professional organizations, leadership must be accountable for reviewing procedures and resources to keep the organization strong. Strategic planning helps build consensus on the direction that the staff, volunteer members and work teams are taking. A responsive organization can no longer 'keep doing things the same old way.'

In January 2008, Past President Sue Fossum explained the framework for ASPAN's current state, reporting on a 2007 meeting during which the SP team "identified needs and business practices" that "should be evaluated, and perhaps changed, to sustain future success. The purpose of this meeting was to assist ASPAN leadership in establishing a clear direction that supports a focus on and alignment with our organizational mission, and guide the allocation of available resources."<sup>1</sup>

### Transformative Practices

Recommendations from the 2007 planning work were created for implementation over a three to five year time frame. These recommendations included a reorganization of the organizational chart and overall structure of committees and work groups. The changes included redefining committees, SWTs, liaisons, as well as the roles and responsibilities of Board members. The restructuring was purposeful and reflective, but not without unforeseen consequences. A reduction in committee volume resulted in a reduction of Representative Assembly delegates and a slight reduction in the pool of eligible candidates for National Office. Charged with responsiveness to outcomes, the Board worked on strategies to keep lines of communication and membership

'voice' clear, transparent and open. Additional steps are being made to strengthen both leadership development and succession planning methods through program enhancement and subsequent changes in policies and procedures.

### Committees and Strategic Work Teams

The SP process required that the Board review and anticipate trends in the healthcare environment that will affect perianesthesia practice, ASPAN members and ASPAN as a non-profit organization. In general, most non-profit organizations have experienced an overall reduction in volunteerism. The reduction in ASPAN committees and the increase in ASPAN SWTs mirrors the movement towards smaller, more productive work opportunities for volunteers through the use of ad hoc committees or workgroups. This transition was well described by Past President Kim Kraft:

**"ASPN SEEKS TO USE LIMITED VOLUNTEER TIME WISELY AND PROVIDE MORE BALANCE IN OUR MEMBERS' LIVES AND WORK. WORK GROUPS ALLOW MORE OPPORTUNITIES FOR INVOLVEMENT BY MATCHING TIME, INTERESTS AND SKILLS TO THE TASKS AT HAND, VERSUS ASKING MEMBERS TO RESHAPE THEIR LIVES TO MATCH THE ORGANIZATION'S STRUCTURE. THE NEW STRUCTURE LETS MEMBERS VOLUNTEER FOR SHORT TERM PROJECTS RATHER THAN SIGNING ON FOR A YEAR-LONG COMMITMENT."<sup>2</sup>**

The creation of SWTs provides opportunities to meet the desires of volunteers to be involved and to work with teams of people who share common knowledge and experience to complete assigned tasks. Most importantly, each SWT requires definition – a charter to describe both the scope of the mission of the work team as well as the limitations of the work team. During this SP meeting, the Board worked on defining the purpose, composition and accountability for each SWT. Additionally, each existing SWT was reviewed in light of the organizational SP to assure the appropriate direction and resources for the SWT match ASPAN's compelling vision.

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Once finalized and reviewed by respective SWT leaders, the charters were posted on the [ASPA Web site for member viewing](#).

### Liaisons

Another change implemented over the past few years and remaining under the SP microscope is the practice of appointing liaisons. Historically, ASPAN has been aligned with partner organizations by sending representatives to one-time conferences. Moving forward, when appropriate, liaisons will be appointed and provided membership fees to partner organizations. This decision is based on the notion that, as a member, a more open conduit will exist for information to flow from the organization to that member over an extended period of time via a variety of communication forms including publications and e-communications. Liaisons are required to learn the mission of the sponsoring organization and to convey information of special interest to ASPAN leaders.

### Ongoing Strategic Planning

Past President Lois Schick, when describing the SP process, wrote: "Through analysis and fine tuning of policies and procedures, ASPAN will experience some necessary transition over the next few years. Growth and change will lead our organization into its maturity stage."<sup>3</sup> The charters will be regularly reviewed, the effects of changes will be monitored, the radar for external and internal forces will remain alert. ASPAN's organizational SP, the roadmap to the future, will

be cast as the course for ASPAN's working plan – the structure of committees and work teams with appropriate goals, strategies and objectives. "Tracking progress is very important because this allows for ongoing review and feedback regarding whether a set goal is truly attainable."<sup>1</sup>

### Summary

The words of President Chris Price clearly summarize the purpose of ASPAN's SP:

"WE STAND ON THE EDGE OF UNPRECEDENTED CHANGES IN HEALTHCARE. WE ARE ENTERING UNCHARTERED WATERS, SO OPPORTUNITIES ABOUND. REPRESENTING 40 COMPONENTS AND EACH MEMBER, ASPAN IS FOCUSING ON THE FUTURE WITHOUT SACRIFICING THE VISION THAT REVERED PAST LEADERS CREATED FOR PERIANESTHESIA SAFETY, PUBLIC POLICY, RESEARCH, EDUCATION, CLINICAL PRACTICE AND STANDARDS. AS NURSES, WE ARE AT THE FOREFRONT OF THESE MANY OPPORTUNITIES AND FUTURE CHANGES. KNOW THAT ASPAN IS COMMITTED TO REMAIN A BEACON AND GUIDING LIGHT FOR EDUCATION, PRACTICE, AND RESEARCH WHILE WORKING TO PROVIDE THE TOOLS WE WILL NEED TO ENSURE NURSING'S PLACE IN THAT FUTURE."<sup>4</sup>



### REFERENCES

1. Fossum S. Building a voice for the future, strategic and succession planning. *Breathline*, 28(1): 2; 2008.
2. Kraft K. Redefining ASPAN's infrastructure to balance member needs with available resources. *Breathline*, 29(3): 4; 2009.
3. Schick L. Transitions and legacies. *Breathline*, 28(3):1; 2008.
4. Price C. Perianesthesia nurses are beacons of change. *Breathline*, 31(3): 2; 2011.

### Advocacy continued from page 10

**6. Prepare and enable nurses to lead change to advance health.** The recommendation, in part, challenges nursing associations to provide opportunities for leadership development, mentoring programs and opportunities to develop leadership skills. As an all volunteer organization, ASPAN offers opportunities for individuals to assist in moving ASPAN forward. ASPAN offers the Up and Comers program, a newly formed Leadership Development Committee, speaker and writer development workshops, and the annual Component Development Institute for current and future leaders.

**7. Build an infrastructure for the collection and analysis of interprofessional healthcare workforce data.** This challenges all health related licensing boards to develop and standardize minimum data sets across state lines and to make the data publicly accessible.

### Boldly Facing the Future

The Future of Nursing report is a bold and courageous statement looking at how to best position nursing for the future, and expressing the value of the nursing profession in advancing not only nursing practice, but healthcare as a whole. As a professional organization, ASPAN is proud of the many ways it has been advocating for these goals and working toward the recommendations even before the official report was published. The future is bright as ASPAN maintains its course of being a beacon of change for our practice.

### REFERENCES

1. Institute of Medicine. The future of nursing: Leading change, advancing health. Available at <http://www.iom.edu/~/media/Files/Report%20Files/2010/The-Future-of-Nursing/Future%20of%20Nursing%202010%20Report%20Brief.pdf>. Accessed November 10, 2011.
2. Wellnessnurses. Registered nurses: Most trusted profession. Available at <http://www.wellnessnurses.com/registered-nurses-trusted-profession/>. Accessed October 28, 2011.



Armi Holcomb

## The Director's Connection

Armi Holcomb, BSN, RN, CPAN – Regional Director, Region 2



*It's amazing how time flies ... seems like we were just saying hello to Seattle, and soon we'll meet in Orlando! A lot happened over the past year, and I am so proud of every Region 2 component because each worked hard to support ASPAN's core purpose. While attending the 2011 Component Development Institute (CDI), Region 2 representatives found that they share similar successes and challenges. Together, we hope to mentor each other, tackle challenges, and share successes. A personal goal for the upcoming year is to "attend" most component meetings using Skype™ or video conferencing technology. Here are some highlights from a very busy in Region 2.*

**Arkansas-PACNA** held its annual seminar in Little Rock, AR. President Dorothy Byford conducted the general meeting and a succession plan is solidly in place. The group began to plan its 2012 conference, which promises to be a success.

**Iowa-ISPAN** President Deb Mueller presided over the annual board meeting held in Carroll, IA. The next day, Lois Schick presented a variety of preoperative topics at St. Anthony Medical Center. The seminar opened with a talk on ASPAN's vision and the benefits of membership. Immediate Past President Cathy Tigges gave a wonderful tour of her brand new state of the art unit, and shared memories and pictures from her medical mission trip in Africa. *Awakening News* Editor Sandra Gardner received a 2011 ASPAN Newsletter Contest award in Seattle.

**Louisiana-LAPAN** Good times were rolling in Metairie, LA, during the fall 2011 seminar. These Southern ladies sure know how to put together a great seminar and raise money to support the component through silent auctions, raffle ticket, cookbook and shirt sales! New officers were inducted and everyone was eager to get started.

**Mississippi-MSPAN** President Andrea Roane reports that a successful fall seminar was held.

Some component members attended the International Conference for PeriAnesthesia Nurses in Toronto, Canada, and called it a rousing success.

**Missouri-Kansas-MO KAN PANA** President Patty Welch is happy to announce a membership of over 250, and nine new members were recruited at the spring seminar. The component supports its members by awarding scholarship monies for National Conference, certification and local seminars, and it received a 2011 ABPANC Shining Star Award. Several members answered the call for disaster relief help in May 2011 after learning the devastating news about the Joplin, MO, tornado. The component joined with ILSPAN to make a financial donation to the Mercy Hospital Foundation in support of fellow perianesthesia nurses as their unit required rebuilding.

**Nebraska-NAPAN** President Judy Mink shares that the component had three successful educational offerings this year. One new strategy is to develop a member retention letter which is sent when membership renewal is pending, an idea gleaned from attending CDI the year before. Two board members returned from the 2011 CDI with more great ideas and can't wait to implement them. One strategic plan is to reach out to every

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Region 2 Representatives  
together at the 2011 CDI  
in Philadelphia ▼



## Member Spotlight

Congratulations to ASPAN members from Sauk Prairie Memorial Hospital & Clinics in Prairie du Sac, Wisconsin, who took home the First Place Innovative Practice Poster Award at the inaugural International Conference for PeriAnesthesia Nurses (ICPAN) held in Toronto, Canada. Their poster "Perioperative Pre-Admission Diabetes Medication Management Guidelines" received top marks from a multinational panel of judges. Led by Patient Education Coordinator/Staff Nurse Lois Oswald, RN, and Joellen Frawley, RN, ANP, BC - Advanced Diabetes Management, the team members included: Pre-op Coordinator Alice Hutter, BSN, RN; Joy Pfeffer, BSN, RN - Staff Education; Tara Mahoney, CRNA, Anesthesia Department; and PACU Staff Nurse Terry Zeuske, BSN, RN, CPAN.

The poster described a project resulting from a problem encountered in the practice setting. The perioperative diabetes medication management instructions in use were not evidence based and patients were arriving for surgery and procedures with uncontrolled blood glucose levels. Evidence based guidelines established by the American Association of Clinical Endocrinologists were employed to provide consistent diabetes management with the goal of reducing the incidence of hypo/hyperglycemia in the perioperative setting. Process implementation included collaboration with primary care providers, surgeons, anesthetists, preoperative nursing staff, and diabetes management staff. A tool for consistent perioperative diabetes management was developed, and comprehensive staff education was performed. These guidelines were followed throughout the entire hospital stay and patient outcomes demonstrated improved glycemic control with decreased incidence of hypo/hyperglycemia. Providers and perioperative nursing staff now receive ongoing evidence based education for current perioperative diabetes management, thereby empowering staff to guide all diabetic patients safely through the perioperative process. 



▲ Lois Oswald (left) and Joy Pfeffer accepted the ICPAN 2011 First Place Innovative Practice Poster Award in Toronto, Canada

## CERTIFICATION

ABPANC President Mary Kathryn (Kathy) Paskewitz, RN, CPAN, invites you to visit its newly redesigned Web site ([www.cpancapa.org](http://www.cpancapa.org)) where certified nurses can contribute to the site by telling a story about what certification means to them. She also encourages you to visit the [ABPANC Facebook page](#) and "Like" the page to keep up with all of the latest ABPANC news and events! 



▲ ABPANC President-Elect Deirdre Cronin (left) together with Greece's Theofanis Fotis, PhD, RN, and ABPANC President Kathy Paskewitz in Toronto at the inaugural 2011 ICPAN

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### Director's Connection *continued from page 14*

surgical center/hospital in Nebraska; the rural areas are not well represented, and a desire exists for educational offerings along with the opportunity to become involved in the state organization.

**Oklahoma-OSPA**N held its spring conference in Tulsa, OK, last April. I was fortunate to attend and spoke about ASPAN's vision and membership. In September, OSPAN hosted a review presented by Susan Goodwin. The board then met in October for strategic planning and budget development.

**Texas-TAPAN** had a successful three day conference in Round Rock, TX, last September. Crowning achievements are the 2011 Gold Leaf Award and an ABPANC Shining Star Award. TAPAN completed its redistricting into five regions and created two new chapters with another in Austin waiting in the wings. With 67 active recruiters, and 94 new members recruited, membership exceeds 1000 nurses! Immediate Past President Susan Norris is proud of these accomplishments.

Contact Arni Holcomb at [aholcomb@aspn.org](mailto:aholcomb@aspn.org) 

# Component Education Programs

**February 25, 2012** PeriAnesthesia Nurses Association of California (PANAC) will hold its Winter Conference at the Hilton Santa Clara in Santa Clara, CA. For information please go to [www.panac.org](http://www.panac.org) or contact Chris Bowens at [christina.bowens@cshs.org](mailto:christina.bowens@cshs.org) or Lori Silva at [notgoquietly@clearwire.net](mailto:notgoquietly@clearwire.net)

**April 14, 2012** MEAPAN Spring Conference at Lehigh Valley Hospital in Allentown, PA. For more information contact Karen Griffith at [karen.griffith@lvhn.org](mailto:karen.griffith@lvhn.org) 



## February 18, 2012

Complexities and Challenges of Perianesthesia Nursing: Across the Ambulatory and Perianesthesia Continuum  
*Collinsville, IL*

## February 25, 2012

Perianesthesia Certification Review  
*Albuquerque, NM*  
*Grapevine, TX*  
*Rockville, MD*

Pediatrics: Beyond the Basics  
*Murfreesboro, TN*

## March 3, 2012 **SOLD OUT**

Surrounding Your Practice with Excellence: Legalities, Standards and Advocacy  
*Torrance, CA*

## March 10, 2012

Complexities and Challenges of Perianesthesia Nursing: Across the Ambulatory and Perianesthesia Continuum  
*Omaha, NE*  
*Missoula, MT*  
*San Antonio, TX*

Perianesthesia Certification Review  
*Pittsburgh, PA*

## March 17, 2012

Perianesthesia Certification Review  
*Rochester, MN*

## March 24, 2012

Foundations of Perianesthesia Practice  
*Warwick, RI*

Pediatrics: Beyond the Basics  
*Coeur d'Alene, ID*

## March 31, 2012

Pediatrics: Beyond the Basics  
*White Plains, NY*

## April 28, 2012

Perianesthesia Certification Review  
*Raleigh, NC*

## May 5, 2012

Perianesthesia Pathophysiology and Assessment: A Systems Approach  
*West Palm Beach, FL*

## May 12, 2012

Pediatrics: Beyond the Basics  
*Ontario, CA*

## May 19, 2012

Pediatrics: Beyond the Basics  
*Sacramento, CA*

## June 2, 2012

Pediatrics: Beyond the Basics  
*Johnson City, TN*

## June 23, 2012

Surrounding Your Practice with Excellence: Legalities, Standards and Advocacy  
*Springfield, IL*

## June 30, 2012

Pediatrics: Beyond the Basics  
*San Antonio, TX* 