



SIGMA THETA TAU INTERNATIONAL

The Honor Society of Nursing Iota Sigma Chapter Newsletter

Spring, 2006

Chapter Officers and Leaders

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Vice President/ President Elect/ Key Award Chair:	Marilyn Klakovich
Vice President:	Susan Elliott
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IOTA SIGMA CHAPTER 232 PRESIDENT'S MESSAGE

By Kathie Taylor

76 Trombones and more greeted the 2000+ Sigma Theta Tau International Members from 43 countries across the globe as 100 High School Marching Bands competed in the Bands of America contest in Indianapolis, Indiana Veterans Day weekend. In addition were the blue and white Colts fans mixed in for the championship game with the Houston Texans. Needless to say, the Indianapolis Convention Center and attached RCA Dome were not quiet the opening weekend of the 38th Biennium of The Honor Society of Nursing, Sigma Theta Tau International, Inc.

Representing Iota Sigma at the 38th Biennium were myself, Kathie Taylor as President, chapter delegate, and Region 2 Coordinator Candidate; Marilyn Klakovich, President-Elect, chapter delegate, and presenter; Cathy McPhee, Immediate Past President; Anna Heffner, presenter; Emma Perkins, Undergraduate Student Leadership Intern; and Leonie Sutherland, now on faculty at Bosie State University in Idaho.

Marilyn Klakovich and I had the privilege of rooming with Emma Perkins. Thus, gleaned insights on a generation "Yer's" perspective of a conference and organization steeped in tradition, with the challenge of looking ahead to new horizons to better meet the needs of its members from around the globe and from four generations of nursing. Be sure and read Emma's comments in the following pages along with viewing pictures from the Biennium. Carol Pickard our new International President, has her call to action on the STTI Web site at: www.nursingsociety.org.

Iota Sigma Chapter's receiving the coveted Chapter Key Award was a high light of the week long event. Pursuit of receiving a Chapter Key Award started under the leadership of Leslie Van Dover during her term as President 2000-2002. Cathy McPhee continued the process in her 2002-2004 term. With the oversight of Marilyn Klakovich, chair, Viann Duncan, Cathy McPhee and Kathie Taylor serving



Cathy McPhee, Kathie Taylor, Marilyn Klakovich with outgoing STTI President, Dan Pesut wearing Presidential Chain

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as the Chapter Key Award Committee, Iota Sigma submitted the application in July 2005 and received word in September of reaching our goal. Iota Sigma was one of the 27 chapters out of 430 receiving the award. See the attached article and picture later in this newsletter.

Another high light of Iota Sigma was extending our sphere of influence to that of the regional arena as I was elected Region 2 Coordinator. Region 2 of STTI includes Southern California, Arizona, New Mexico, Western Texas, and Australia. Stay tuned for upcoming events in which we can participate with other members from across our region. It is truly an exciting time to be a part of STTI.

Speaking of exciting times, it is again, that time of year when we welcome applications for Community Nurse Leaders. Please let us know of nurses in your community that meet the Honor Society of Nursing, Sigma Theta Tau International, Inc criteria and you feel would make valuable Iota Sigma Members. In addition we are also accepting nominations for:

- Award of Excellence in Nursing Leadership
- Award of Excellence in Nursing Education
- Award of Excellence in Nursing Practice
- Award of Excellence in Mentoring
- Award for Community Service Organization

Last, but certainly not least, check out the calendar of events and plan now to join in on some of the many events and opportunities available. Don't forget to vote for your knew officers either on the ballot included in this newsletter or the one you received in the mail.



APU Grad & Iota Sigma member Leonie Sutherland, now on faculty at Bosie State in Idaho also attended the 38th STTI Biennium



IotaSigmaDelegates, Marilyn Klakovich and Kathie Taylor at House of Delegates Voting machines.



Kathie Taylor, Iota Sigma President and newly elected Region 2 Coordinator with Region 2 Representatives at STTI 38th Biennium

BRIEF REFLECTION ON THE HONOR SOCIETY OF NURSING, SIGMA THETA TAU INTERNATIONAL 38TH BIENNIUM NOVEMBER 2005

By: Emma (Amanda) Perkins, Iota Sigma Chapter Undergraduate Student Leadership Intern

Marjorie's sweet, strong voice sang the words to a worship song she had translated more than thirty years ago into an African tribal language. "All those years later when I returned to that village, my former nursing students greeted me with the praise song I had translated for them." Marjorie beamed as she testified about studying French to enroll in a tropical medicine course, learning the African tribal language and devoting six years of her life to serving others as a single missionary nurse. "You know," she concluded in a soft voice. "I don't remember how I served them, I simply remember the incredible ways they served me."

This missionary nurse, Marjorie Culbertson MSN, CNS, MSE, was one of many remarkable nurses present at the 38th Biennium of the Honor Society of Nursing, Sigma Theta Tau International, Inc., November 12-16, 2005. As an undergraduate student leadership intern for the Iota Sigma Chapter I was humbled to attend this conference and learn from contemporary nursing leaders such as Marjorie.

There were numerous presenters from around the globe with varying degrees of experience and nursing education. I learned about new prenatal care methods, homeless mental health initiatives, the value of vocabulary acquisition for undergraduate nursing students, and numerous other topics. I also had the privilege of interacting with nurse ambassadors from the Russian Nurses Association and learning about pertinent health care issues within their nation. The people I met were Olga Komissarova who is Executive Director of the Russian Nurses' Association and Natasha Serernnikova, administrative assistance, Russian Nurses Association.

This year's Indianapolis Biennium represented a melding of past and present. Old traditions such as the Audrey Hepburn Luncheon and the Chapter Key Awards were intertwined with new traditions such as the brick paving ceremony outside the beautiful Sigma Theta Tau International Center. Nurses with years of experience exchanged laughter and stories with senior nursing students. Remarkable nurses like Marjorie, not the formal ceremonies and traditions, will inspire me to become the Christ like, servant nurse I was created to be.



Emma with biennium presenters from APU Marilyn Klakovich and Anna Hefner, Cathy McPhee and Kathie Taylor at the prestigious Audrey Hepburn Award Luncheon.



Emma in discussion with Olga and Natasha from the Russian Nurses Association



Emma with a couple of Vietnam Veterans. Rose Lee closest to Emma helped with the design and building of the memorial to Vietnam Nurses in D.C.

IOTA SIGMA CHAPTER RECEIVES PRESTIGIOUS CHAPTER KEY AWARD

November 15, 2005 was a highlight in the history of the Iota Sigma Chapter of the Honor Society of Nursing, Sigma Theta Tau International (STTI) based at the School of Nursing of Azusa Pacific University. On that day, Kathleen Taylor, Iota Sigma President, Marilyn Klakovich, Iota Sigma President-Elect, Cathy McPhee, Iota Sigma Immediate Past President and Emma Perkins, Undergraduate Student Leadership Intern received the Chapter Key Award at the 38th Biennial Convention of STTI in Indianapolis, Indiana.

The Chapter Key Award, established in 1991, honors chapters that excel in chapter-related activities such as membership involvement and retention, publicity and programming, and professional and leadership development. Chapter Key Award judges' comments on Iota Sigma's Key Award submission included: "Congratulations on earning a key award! It is evident from the time and care put into this entry as well as all met criteria that Iota Sigma is a chapter that cares for its members. Your chapter obviously works hard and succeeds in striving for excellence."



The concept of applying for the prestigious Chapter Key Award started to germinate with the strategic planning process initiated during the presidency (2000-2002) of Leslie Van Dover, Chair of the Graduate Nursing Program. She noted that "from this meeting and the ones that followed annually after that, emerged written plans that used the creative thinking and harnessed the energy from every member of our board toward being the most effective chapter we could be." Indeed, then President elect Cathy McPhee proposed the idea of pursuing the chapter key award, and continued the documentation process during her term as President (2002-2004). Key Award Task Force members Viann Duncan, Secretary, Cathy McPhee, Past President and Kathleen Taylor, President, under the leadership of Marilyn Klakovich, President Elect and Key Award Task Force Chair, spearheaded the successful quest for the 2005 Chapter Key Award. The 2004-2005 Iota Sigma Board submitted a completed application and documentation in July 2005. Only 27 of the 430 Chapters received Chapter Key Awards in 2005.

In addition to receiving the award, Iota Sigma members were among the approximately 2000 nurses from around the world who participated in the 38th Biennial Convention. Marilyn Klakovich and Anna Heffner, APU SON Faculty members, were among the many presenters. Emma Perkins, Undergraduate Student Leadership Intern, had the opportunity to meet and interact with a variety of participants including representatives from the Russian Nurses Association and Vietnam Veterans who helped design the nurse's memorial in Washington, D.C. Marilyn Klakovich and Kathleen Taylor represented Iota Sigma in the House of Delegates, and Kathleen Taylor was elected as the Region 2 Coordinator which covers Southern California, Arizona, New Mexico, Western Texas and Australia.

Azusa Pacific University School of Nursing began its pursuit of chapter status under the leadership of Lois Keihm in 1979 as an honor society with STTI. Then assistant professor Rose Liegler, traveled from classroom to classroom, encouraging student participation in the society. Aja Lesh was the first faculty advisor. She, along with Anita Rosebrough and others, created the necessary by-laws for the society. In 1988 chapter status was granted with the APU SON Honor Society being given the Greek title of Iota Sigma under the tenure of Della Blackburn.

In Spring 2006, Iota Sigma will be holding its 19th annual induction, and for the first time will be inducting members from the new Second Careers and Nursing (SCAN) program and the PhD in Nursing program along with students in the BSN, MSN, and CAPS programs, and community nurse leaders.

Six students from the Indiana University Training School started Sigma Theta Tau as an honor society for nurses in 1922. The founders chose the society's name from the meaning of the Greek words Storge, Tharsos, and Time: "love," "courage" and "honor." As women ahead of their time, the founders' vision for the society helped bring recognition to nursing as a science.

In 1936, Sigma Theta Tau was the first organization in the U.S. to fund nursing research. Since then the Society has underwritten more than 250 small or "seed" grants, which often begin a whole body of research. These peer-reviewed grants are often the first recognition of potent concepts that eventually lead to major, wide-scale research projects and innovation in the nursing profession. The society became incorporated in 1985 as Sigma Theta Tau International, Inc., to support and connect the global community of nursing scholars who enhance health care worldwide. Sigma Theta Tau International now has 430 Chapters in over 90 countries.

CALENDAR OF EVENTS

- **Monday, February 6** 4:30PM-7PM we will be hosting a pizza party in the lobby for students from all levels to provide more information about Iota Sigma and STTI. Come by and enjoy some Pizza and relax a little.
- **Wednesday, February 15** 6PM-8PM is the Iota Sigma Annual Dinner Meeting and Education Program in the VIP room of the Felix Event Center. Susan Elliott and Anita Bralock will be presenting regarding their relief efforts for Hurricane Katrina.
- **Friday, March 3, 2006** is the Iota Sigma Faculty and Staff Appreciation. More details to come!
- **Thursday, March 23, 2006** is the School of Nursing Annual Research Day. Members of Iota Sigma are invited to participate in this exciting day of learning.
- **Saturday, April 1, 2006** is the Iota Sigma Annual Induction and Silent Auction in Upper Turner.
- **Board Meetings** are open to anyone and they are held the Second Tuesday of the Month at the APU School of Nursing.
- **Thursday and Friday, October 26-27, 2006** is the annual Odyssey Research Day at the Doubletree Hotel in Ontario.

IOTA SIGMA ANNUAL MEETING & EDUCATIONAL PRESENTATION

Please join us as Iota Sigma chapter leaders provide updates on chapter accomplishments and future activities. A light supper will be served and there will be plenty of opportunities to network with your colleagues. Additionally, you will earn one contact hour for the educational presentation. (Provider approved by the California Board of Registered Nursing, Provider # 2722).

Educational Session:	Hurricane Katrina Relief: After the Storm Nursing Care and Nursing Research
Speakers:	Anita Bralock, PhD, CNM Susan Elliott, PhD, RNC, FNP, WHNP
Date:	Wednesday, February 15, 2006
Time:	6:00 to 9:00 PM
Location:	VIP Room of the Felix Event Center on APU's West Campus
Fee:	Non-members: \$20 Members: \$15 Students: \$9

INTRODUCING THE CANDIDATES

Ballots for new Iota Sigma officers will be mailed out to members January 15th. Positions for President Elect and Secretary are open. Below is a brief summary of the candidates.

CANDIDATE FOR PRESIDENT ELECT

Dianna Zenner MBA. Dianna is the VP of Patient Services at Foothill Presbyterian Hospital. She has much experience as an administrator and work for over 10 years at St. Vincent Hospital in LA. She is a graduate of the L.A. County Hospital and received her BA from UCLA, a BSN from the University of Phoenix and an the MBA in Healthcare

CANDIDATES FOR SECRETARY

Bonnie Giron, MSN. Bonnie is Director of Critical Care Nursing at Foothill Presbyterian Hospital and also provides oversight for the GI Lab and Float Pool. She received her BSN from Loma Linda University and her MSN from APU during which time she served as the chair of the APU Grad Students Nurses Association.

Donna Scemons, MSN, RN, P-C CNS, CWOCN. Donna is a Nurse Practitioner in Acute Care at Kaiser, Panorama City. She is also a certified wound, ostomy, and continence Nurse. She received her graduate education at APU and is currently in the PH D. Program at APU.

Anyone interested in a short term task force assignment, committee membership, or board position for July 1, 2008-June 30, 2010, please contact Kathleen Taylor at kltwtrswmr@msn.com

MENTORING OUR NEW PROFESSIONAL NURSES AT CITRUS VALLEY HEALTH PARTNERS

By: Lourdes C. Salandanan, MSN, RN, NP-c, CCRN. Director of Education, Citrus Valley Medical Center

Citrus Valley Health Partners (CVHP) serves the rapidly growing and diverse population of the East San Gabriel Valley (ESGV). CVHP was formed in April 1994 as a result of the merger of Inter-Community Medical Center in Covina and Queen of the Valley Hospital in West Covina. The two hospitals now operate under a common license and are known as Citrus Valley Medical Center (CVMC). Hospice of East San Gabriel Valley, a free-standing hospice and home care agency in West Covina, became an affiliate of CVHP at the same time. Foothill Presbyterian Hospital (FPH) joined CVHP in November, 1995.

It has become clearly evident to CVHP that we are increasingly in need of more new nurses and are relying on new graduates, re-entry, and internationally trained nurses more than ever before as our system attempts to care for a growing number of patients with complex disease processes. CVHP analyzed the turnover rate of our nurses across all departments and campuses and discovered that by far the largest rate of attrition is during a nurse's first 3 years of employment. This is reflective that new nurses are not receiving the support and training they need to feel confident in their nursing role. Furthermore, feedback from CVHP's pool of experienced nurses who serve as nurse preceptors, revealed that they do not feel adequately trained or supported in the preceptor role thus resulting into a negative impact on patient care and nurse retention.

Under these conditions, CVHP was able to elicit the assistance of the UniHealth Foundation. In November 2004, the Foundation awarded CVHP with a 3-year, \$512,500 grant. CVHP in return has agreed to match these funds with \$553,000. In addition to this amount, CVHP recently instituted an RN Preceptor Differential provided that the preceptors attend the Enhanced Preceptor Program. We are now utilizing the sum of more than a million dollars in the development and implementation of a Mentorship and Professional Development (MAP) Program for the nursing staff at CVHP.

The MAP Program is composed of 3 major components: (1) an enhanced preceptor training program; (2) a cultural competency program; and (3) the only RN Residency Program in the ESGV.

The Enhanced Preceptor Training Program is a 1-day workshop for our preceptors. The workshop was designed to allow preceptors from various campuses and units to network and learn from one another's experiences and style of precepting. The content of the program was based on the learning needs and challenges expressed by the current preceptors. Key concepts presented in the program include: learning needs assessments, a learning style inventory, adult learning theories, effective communication, and listening and feedback techniques. Key concepts in generational diversity are also included in the presentation as we have often found existing biases against the different generational cohorts. The program also consists of a very powerful cultural competency module especially needed in preparation for providing healthcare to the culturally diverse patients in the ESGV. The same cultural competency module is presented to the participants of the RN Residency Program.

Our first cohort of RN Residents started the program in July, 2005. The participants of the RN Residency Program are new nurse graduates, re-entry nurses, and internationally trained nurses. The nurses attend an 8-hour didactic program each week for 12 weeks. The topics presented in the 12-week program are topics that our new nurses, charge nurses, preceptors, nursing directors, and educators identified as learning needs. The topics are divided into two different categories: the art and the science of nursing.

MENTORING OUR NEW PROFESSIONALS, CONTINUED FROM PAGE 8

The art of nursing topics include: patient advocacy, assertiveness communication, stress management, documentation, legalities of nursing, leadership, delegation, time management and patient education. The science of nursing topics include the nursing care of numerous adult disease processes such as diabetes mellitus, MI, respiratory diseases. Also included are: nursing assessments, interventions, procedures, interpretation of lab results, EKG rhythms, and ABGs to name only a few. The cadre of educators and presenters include advance practice nurses, clinical nurses, risk managers, respiratory therapists, physicians and physician assistants. The topics are presented through lectures, discussions and workshops.

Various levels and tools were developed to evaluate the outcome of the MAP program. One such evaluation is a one-on-one survey conducted by our program evaluator and consultant on the 9th week of the 12-week RN Residency Program. Our MAP coordinators and educators have always been confident about the program but still found the results of the first survey beyond our most positive expectations.

After nine weeks of participating in the RN Residency program, 100% of the residents reported a marked increase in their overall satisfaction, commitment and understanding of our organization's commitment to their success. What astonished us was their desire to provide unsolicited comments during the survey. All of the residents expressed their deep satisfaction with the program, especially the debriefing sessions.

Debriefing sessions take place during the first hour of each 8-hour day. It was through the debriefing sessions that the residents felt safe enough to share their thoughts and ideas about orientation, thus allowing them: (1) to realize that their concerns are common among all new nurses; (2) to learn from one another's experiences; and (3) to learn from the experiences and suggestions of the MAP coordinators.

The RN Residency Program also includes a clinical mentorship component. Each resident is assigned to a MAP Coordinator who functions as a mentor. They monitor the resident's progress on the units on a weekly basis. They provide learning opportunities for both the resident and the unit-based preceptors. They serve as role models for the staff.

The Graduation Ceremony of the program takes place on week 12. Administrators, directors, and preceptors participate in this celebration. The first group of residents developed such a strong bond that they requested to continue to meet on a monthly basis thus post-residency debriefing sessions have now been scheduled.

Our second cohort of RN Residents will be graduating in January and the third cohort will start on Wednesday, January 25, 2006. As we continue to improve our existing program, we look forward to working closer with our new nurses and our current staff to further improve the existing environment in which our staff continues to learn and develop professionally.

Lourdes attended the graduate nursing program at APU from 1999-2003 and was inducted into Iota Sigma in spring 2001. She received the Outstanding Third Year Graduate Student Award in 2002 and the Jane M. Cardea Outstanding Graduate Award in 2003.

WHEN GOD HAS A PLAN: NURSING SCHOLARSHIP IN GLOBAL ARENAS

By: Susan Elliott, PhD, RNC, FNP, WHNP, Associate Professor, Azusa Pacific University

In May 2005, it was an honor to share my journey of international nursing scholarship at the Iota Sigma Induction Ceremony. My journey has been one of achieving faith, that faith that takes the Christian beyond salvation and into a life of accomplishing things only in the name and power of Jesus Christ. The journey began with a call from God's word to "look to the nations" (Habakkuk). My vision of the nations was grounded in a missions-minded home. It grew as God guided me to Azusa Pacific University's (APU) first nursing program and then to Swaziland, South Africa. Oh, when God has a plan!

Missionary nursing in Swaziland forever changed my personal and professional life. In Swaziland I experienced the advanced practice role, before there was such a title, and was trained as a nurse midwife. Both led me to become certified as a family and women's health nurse practitioner. In Swaziland I gathered vast professional, spiritual and cultural stories, stories told as I became comfortable with speaking to the masses. In Swaziland I was honored to work with and learn from Swazi and other missionary nurses. This later became the focus of my doctoral and continuing research.

God's plan for my nursing scholarship was bigger than a young APU nursing student could ever have imagined. With Swaziland lessons learned and life changed, I have provided health care and nurse consultation in Zambia, Kenya, Russia, Venezuela, Panama, El Salvador, Nicaragua, Guatemala, Mexico, the Dominican Republic, Australia and India. I have presented at international professional nursing conferences and in churches in the United States, Australia, England, Germany, South Africa. During my tenure at California State University, Los Angeles, I established the International Health Family Nurse Practitioner program. And in 2004, my look to the nations brought me back to APU. As I had a small human portion of achieving faith in God's will and his power, He prepared me through the years to return to APU ready to teach international health in the new PhD in Nursing program. Oh, when God has a plan!



Iota Sigma Chapter
of the
Honor Society of Nursing,
Sigma Theta Tau International, Inc.

Nurse Leader Nomination

The Governance Committee of the Iota Sigma Chapter of the Honor Society of Nursing, Sigma Theta Tau International, Inc., at Azusa Pacific University is seeking nominations for membership in the **Nurse Leader** category. Candidates are eligible for membership if they hold a minimum of a baccalaureate degree and have demonstrated achievement in nursing in at least one of the following areas: administration, education, practice, publication or research.

We encourage each of our current members to identify nurse leaders who demonstrate excellence in nursing. Please complete the form below and submit to Viann Duncan, Faculty Counselor and Chair of the Governance Committee, 626-815-5431, VDuncan@apu.edu. Following receipt of nominations from the Iota Sigma Chapter membership, identified candidates will be sent information on how to complete the online application through the STTI Web Site.

I am an active member of the Iota Sigma Chapter and I wish to nominate the following Nurse Leader for membership in the Iota Sigma Chapter of the Honor Society of Nursing, Sigma Theta Tau, International.

Candidate Name: _____

Address: _____
Street City State Zip

Phone: H _____ W _____ Mobile _____

Place of employment: _____

Position: _____

Brief description of achievements, please feel free to use another piece of paper if needed: _____

Signature of Chapter Member

Return to: Viann Duncan
Azusa Pacific University School of Nursing
901 Alosta Ave, Azusa, Ca. 91702
VDuncan@apu.edu

MEMBERS IN THE NEWS

Congratulations to **Kathie Taylor**, current president of Iota Sigma, was elected to the position of Region 2 Coordinator at the Sigma Theta Tau Biennial Convention.

Congratulations to **Cathy McPhee** for her chapter in a book and her role as contributing editor. The citation is as follows:

McPhee, C. (2005). Distance learning: One strategy for furthering nursing education and easing the nursing shortage in C. J. Huston, Professional issues in nursing; Challenges & opportunities. Lippincott, Williams & Wilkins.

Congratulations to **Dr. Vicky Bowden** for editing and contributing to a special edition of the Journal of Pediatric Nursing. The citation is as follows:

Bowden, V. (2005, October). Pediatric Palliative Care, a special issue of the Journal of Pediatric Nursing, 20(5).

Eva Meyers RN, MS was profiled in the January 9, 2006 edition of Nurseweek. Eva is a 1991 graduate from APU's BSN program. She went on to receive her MSN/FNP from the University of California in Los Angeles. She was a nominee for the 2004 Inspirations of Women's Health Contest sponsored by the national Association of Women's health NPs and 3M Pharmaceuticals. She is currently the lead NP at the health Screening and Education Center at Hollywood Presbyterian Medical center in Los Angeles and president of Region #17, Pasadena/San Gabriel Valley Association of Nurse Practitioners.

CHAPTER ANNOUNCEMENTS

SILENT AUCTION

The Annual Induction Silent Auction is once again upon us. The Induction is scheduled for April 1, 2006 in Upper Turner. We are looking for Silent Auction and Raffle Items. If you or someone you knows has items they would like to donate please contact Susan Elliott, Iota Sigma Vice President, at selliot@apu.edu She will have the letters explaining Iota Sigma with the Tax ID number. Items might vary from something a new grad would like to a weekend cabin. Be creative and let Susan know.

SCHOLARSHIP AND RESEARCH AWARD ENDOWMENT FUND

The Iota Sigma Board of Directors has earmarked one of the current Certificate of Deposit Accounts (CDs) to add to in order to build up funds to establish an endowment for Scholarship and Research Funds. If you would like to contribute to such a fund you may do so by either adding a little extra when you renew your dues in the section that gives to your chapter, noting you would like funds contributed on your registration to chapter events, or sending a check made out to Iota Sigma Chapter to:

Ms. Lina Kawar, PhD, RN
Iota Sigma Chapter, Treasurer
APU - SON
P.O. Box 7000
901 E. Alostia Ave.
Azusa, Ca. 91702