

News Briefs

You belong here

That's the message we are sending to non-member nurse professionals. If you know exceptional BSN nurses who, like you, promote nursing excellence and would benefit from Sigma Theta Tau membership, please ask them to visit our Web site, www.nursingsociety.org, and click on "You Belong Here."

Meeting the media

Learn how to work successfully with the media and have your message heard. To view this program, "Making Today's Research Tomorrow's Headlines and Success Stories from the Field," visit <http://videocast.nih.gov/PastEvents.asp?c=1>.

Palliative care's new online resource

A result of the Nursing Leadership Consortium on End of Life Care, www.palliativecarenursing.net is a new Web site containing information, resources and research on palliative care.

International year of volunteers

The United Nations General Assembly has declared 2001 as the International Year of Volunteers to better recognize, facilitate and promote volunteering worldwide. For details, or to learn how you can participate, visit www.iyv2001.org.

The art of nursing

To promote the opportunities, challenges and rewards that nursing provides, Sigma Theta Tau International offers the "Art of Nursing" brochure. If you are interested in reaching students and guidance counselors in your area, call 1.888.634.7575 for copies.

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Sigma Theta Tau International Honor Society of Nursing

EXCELLENCE

in Nursing Administration

Second Quarter 2001 Volume 2, Number 2

nursingsociety.org

Back to school together

Nurse leaders support each other through graduate education

By Pamela Klauer Triolo, Janet Gilmore, Kathy Lynn and Ann Quinn

Challenges within the health care environment demand varied and continuous learning, particularly among formal leaders. Knowledge in health care, from the business to the clinical side, has exploded. The skill sets and knowledge many seasoned nurse leaders developed through formal education years ago no longer provide them with the global perspective or knowledge of issues and technology so essential to their continued success. It is not uncommon for an extremely talented person who stays in the same organization for more than 20 years to find his or her confidence beginning to erode without an influx of new learning and experience.

"Graduate school is important because it gives you the tools to evaluate your practice and the courage to implement needed changes," explains Kathy Lynn, RN, BSN, CNOR, a director with The Methodist Hospital.

Essential knowledge requirements for nurses in formal leadership positions are found at the graduate level. They include areas such as measuring productivity, best practices in recruitment and retention, building new performance management and compensation

models, demand staffing, professional practice models, application and design of research to improve clinical quality, managing conflict, negotiation, principles of benchmarking, and performance improvement.

Increasing education of management

How do you quickly increase the graduate level of nurses in formal management positions without waiting 10 years? At The Methodist Hospital, Texas Medical Center, Houston, Texas, 15 nurses in formal leadership positions began master's work in a "cohort" through a two-year accelerated program with the University of Texas School of Nursing in Houston. The students worked full time while attending the program. The program was funded by tuition reimbursement, personal contributions and foundation funds. Classes were scheduled in large time blocks to allow students to be away from work in blocks versus short episodes.

Since most of the nurse leaders had not attended school for a dozen or more years, there were many fears entering the program.

"I didn't know how hard it would be to adjust to student life again or if I would



As directors at their organization, nurses Janet Gilmore, Kathy Lynn and Ann Quinn (left to right) choose a unique master's program to expand their knowledge and improve leadership abilities while working full-time.

have the energy or resilience necessary to be a full-time graduate student," explained Janet Gilmore, RN, BSN, a director at The Methodist Hospital.

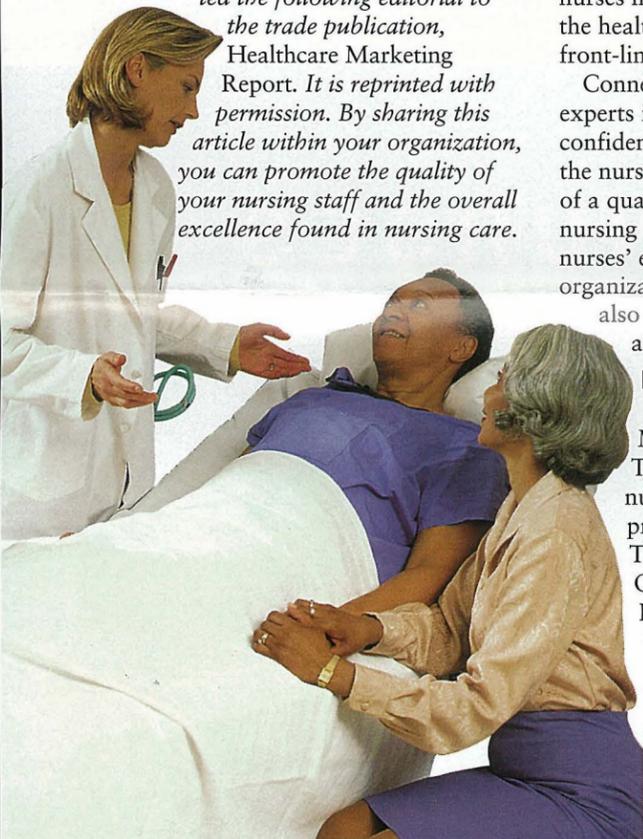
"I was afraid that I would make a fool of myself, and it was very scary to set myself up for such a big risk—there was a fear of failure.

BACK TO SCHOOL TOGETHER, PAGE 4 ➤

Connect media with your front-line experts

By Doris Lippman and Audrey Wise

Now more than ever, reporters in search of health care experts for their stories are contacting hospitals and similar organizations. To encourage communications staff to provide the names of nurses, Doris Lippman, RN, APRN, EdD, and Audrey Wise, MBA, submitted the following editorial to the trade publication, Healthcare Marketing Report. It is reprinted with permission. By sharing this article within your organization, you can promote the quality of your nursing staff and the overall excellence found in nursing care.



As the front-line source of care for patients, nurses make ideal resources for reporters contacting your organization.

To learn more about working with the media, plan now to attend the media training sessions at Sigma Theta Tau's biennial convention in November.

Looking for a way to differentiate your health care organization from others? Registered nurses may be your answer. As a vital part of the health care team, nurses are a valuable front-line resource for media requests.

Connecting the media with qualified nurse experts in your organization demonstrates confidence in the proficiency and knowledge of the nursing staff. Because the public perception of a quality hospital has much to do with nursing care, publicizing your registered nurses' expertise significantly promotes your organization's image in the community. It can also benefit your organization's recruitment and retention of nursing staff.

Nurses valued by public

According to a recent study by Marilyn Oermann, RN, PhD, and Thomas Templin, PhD, consumers value nurses who are well-informed and can provide current health care information. The study, titled "Important Attributes of Quality Health Care: Consumer Perspective", appeared in the Second Quarter 2000 issue of the *Journal of Nursing Scholarship*.

Respondents in the study, especially those with low income levels and chronic illnesses, also noted the importance of having a nurse educate them about illness, medications, treatments and staying healthy. By promoting

CONNECT MEDIA WITH YOUR FRONT-LINE EXPERTS, PAGE 4 ➤

Online job search premieres

Nurses encouraged to register on Sigma Theta Tau Web site

In the face of today's growing nursing shortage, the demand for experienced, qualified nurses has never been greater. Employers are eager to fill job openings, particularly for clinicians, so many are turning toward the Internet to connect with the maximum number of candidates. To help its members find the best jobs no matter what their location, Sigma Theta Tau International recently partnered with NTN NurseNet, an online recruitment service for job-seeking nurses.

"Entering through the Sigma Theta Tau Web site, nurses are able to access the NTN NurseNet database of new employment opportunities," said John Bullock, president of National TeleAccess Network (NTN). "This makes our job search services especially convenient for society members."

Why register your job search?

NTN NurseNet, found at www.nursingsociety.org/careers, offers a candidate-focused and easy-to-use format at no charge to its users. Nurses can customize their search according to their specialty area, desired work setting and geographic location. Privacy is another benefit to members, since this information is used only to deliver the career opportunities that best match their needs.

"By allowing nurses to search for jobs in a particular setting, such as a hospital or office, and by location with information as specific as a ZIP code or as broad as an entire state, this service allows our members to search for new jobs efficiently," says Nancy Dickenson-Hazard,

ONLINE JOB SEARCH PREMIERES, PAGE 2 ➤



Sigma Theta Tau International
Honor Society of Nursing

Taking control of your career and your future

By Gail J. Donner and Mary M. Wheeler

The tremendous changes that have marked nursing over the last half of the 20th century have brought significant challenges along with terrific opportunities. Cycles of boom and bust, as well as high unemployment and shortages of workers, have been common, and change has been the norm. These changes have created an environment in which individual nurses must take control of their careers and futures. Nurses' dependence on others to define their future for them is a phenomenon of the past.

Career planning, a continuous process of self-assessment and goal setting, helps nurses adapt to changes in their own development, in the profession and in the world in which they live and practice. The process is really about the development of a life skill, one that nurses can apply not only in their workplaces but in their personal lives as well. It is an individual responsibility, a life-long activity, and a necessary skill in a changing world of work and health care. When one engages in the process, a sense of enjoyment, pride and energy is also realized.

Career development is an iterative and continuous rather than a linear process. It requires individuals to understand the environment in which they live and work, assess their strengths and limitations, and validate that assessment, articulate their personal career vision, develop a plan for the future that is realistic for them, and then market themselves to achieve their career goals.

To assist nurses to take control of their careers and futures, we developed a five-phase career planning and development model.

Scanning your environment is about taking stock of the world in which you live. It involves understanding the current realities in the nursing and work environments as well as the future trends at the global, national and local levels in society and health care.

Through the scanning process you become better informed, learn to see the world through differing perspectives and are able to answer the question "What are the current realities/future trends?" These trends will influence career opportunities.

Completing your self-assessment and reality check enables you to identify your values, experiences, knowledge, strengths and limitations and to marry those with your environmental scan to help you create your career vision and identify the directions to take as you plan your future. As you begin your self-assessment, you will first identify all the attributes that make you who you are and, then, what you have to offer to the environment. Completing your self-assessment and reality check will allow you to give honest and accurate answers to the two questions, "Who am I?" and "How do others see me?"

Creating your career vision answers the question, "What do I really want to be doing?" Without a vision of where you want to go, you will most likely simply react to events as they occur rather than choose a direction that helps you take advantage of an opportunity when it occurs. Your career vision is the link between who you are and what you can become.

Having a career vision is a powerful motivator for reaffirming your current situation or for making a change.



Develop a professional strategic plan to achieve the career you have always wanted.

Developing your strategic career plan is critical to taking control of your own career. Designing a plan is not something that someone else can do for you. You must do it for yourself to ensure that you are continually and satisfactorily progressing toward your personal career goals. By answering the question "How can I achieve my career goal?" you ensure that you have a plan that is both uniquely yours and easily converted into action.

Marketing yourself involves articulating your professional and personal qualities, attributes and expertise so that you can effectively communicate what you have to offer and why you are the best person for the service that needs to be delivered.

For nurses, "How can I best market myself?" is facilitated by establishing

a network, acquiring a mentor, and developing written and verbal communication skills. Your strengths, coupled with a commitment and belief in yourself, make you your own best marketer.

Gail J. Donner, RN, PhD, and Mary M. Wheeler, RN, MEd, are partners in Donner & Wheeler, a consulting firm based in Canada that specializes in career planning and development within the health and human service sectors. Their services are offered both onsite and online. You may contact them at www.donner-wheeler.com.

Donner and Wheeler have also been presenting "Achieving Your Lifelong Career" at the Sigma Theta Tau 2001 Professional Development Conferences.

ONLINE JOB SEARCH PREMIERES

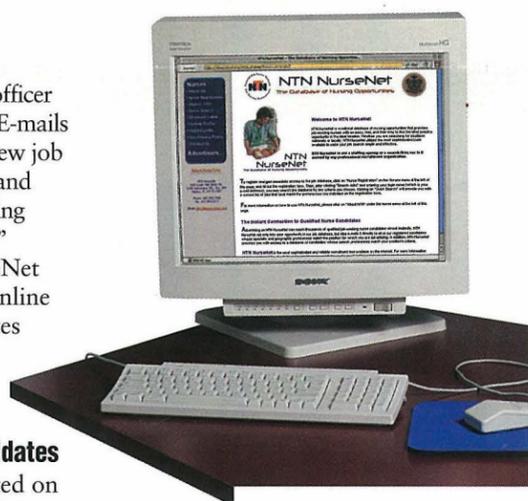
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RN, MSN, FAAN, chief executive officer of Sigma Theta Tau International. "E-mails are also sent to candidates when a new job that matches their profile is posted, and useful links, such as salary and moving calculators, are included on the site."

Other tools part of NTN NurseNet help nurses conduct an effective online job search. For example, candidates can save an online resume to send directly to potential employers.

For employers searching for candidates

Employment opportunities posted on NTN NurseNet are made available to the more than 120,000 Honor Society of Nursing members—nurses identified as the best and the brightest in the



profession. As a registered employer, you have immediate access to a database of exceptional candidates.

Also, jobs are listed by specialty area, desired work setting and geographic location—helping nurses find you easily and quickly and giving you repeated exposure. Because the database is updated daily, candidates are e-mailed new opportunities immediately. Listings are posted within one business day of receipt.

Your decision to advertise with Sigma Theta Tau International helps to further its mission to promote excellence in clinical practice, education, administration and research. For information on placing your listing, visit the society's Web site at www.nursingsociety.org/careers and enter the employer section. Or, if your organization is interested in sponsorship opportunities, please call 888.634.7575.

Contest recognizes evidence-based practice

Have you been involved in a successful project to improve patient outcomes? Share your success with your colleagues and win free conference registration, free CE, a day at the spa, dinner for two — and more!

Sigma Theta Tau International and Nursing Spectrum are sponsoring "Innovations in Clinical Excellence," a program designed to acknowledge successful evidence-based projects. Five nurses will be recognized for their innovations.

For more information, visit www.nursingsociety.org and click "What's New" or call Adam Keener at 888.634.7575. Submission deadline is June 1, 2001.

Renew your membership today!

Here are three easy ways to keep your Sigma Theta Tau membership active:

- 1) Log onto www.nursingsociety.org
- 2) Call, using the toll free number
- 3) Send renewal form by mail or fax

U.S. and Canada toll free: 888.634.7575
International toll free: + 800.634.7575.1
Phone: 317.634.8171
E-mail: memserv@stti.iupui.edu



VISA/MASTERCARD ACCEPTED



NURSES

for a Healthier Tomorrow

Efforts show young people benefits of a nursing career

The nursing profession has never faced greater challenges. Shortages loom. Managed care is changing how and where we work. High pressure is leading to high turnover. Yet the world's population is aging and growing, and it needs nurses more than ever.

As part of Nurses for a Healthier Tomorrow, 24 nursing and health care organizations across the United States are working together to ensure that a new generation of young people learns about the benefits of a nursing career. Soon we will be

advertising nationwide and reaching out to youngsters who've never really given nursing a second thought.

Our organization is proud to support Nurses for a Healthier Tomorrow.

To learn how you can help, contact Kathy Bennison at Sigma Theta Tau International: 888.634.7575 or visit www.nursesource.org.

When Bright Minds Come Together

Why you should attend Convention 2001

Beginning November 10, Sigma Theta Tau members from around the world will converge on Indianapolis to participate in the 36th Biennial Convention. "Learning and Leading Globally," the theme for the convention, will unite the variety of educational sessions, research presentations and panel discussions that span the four-day event. To learn why you should join more than 2,000 other "bright minded" nurses at convention, read on.

More networking opportunities than you can count

Bringing members together—whether they are seasoned leaders or recent graduates—is one of the hallmarks of Sigma Theta Tau International conventions.

"Attending the receptions and visiting the lively exhibit hall are perfect opportunities to meet society leaders, get together with new friends and renew past acquaintances," says Nancy Dickenson-Hazard, RN, MSN, FAAN, chief executive officer of Sigma Theta Tau International. "We're proud that the biennial convention provides such excellent opportunities for our members to network."

In recent years, many members attending convention have found insightful answers to their questions about careers, clinical specialties, research interests, and education, leadership and volunteer opportunities. Attendees have also been able to share the challenges they are facing as nurses and

the keynote address by the University of Manchester School of Nursing's Vice Chancellor and Professor Tony Butterworth, CBE, FRCN, FRCPSych, FMedSci, FRSA, PhD, followed by educational sessions throughout the day. Using the theme, "Leading the Way for Clinical Excellence," a diverse range of nursing topics will be featured, as well



From the creative arts displays and poster presentations to the educational sessions and awards, nurses bring their enthusiasm for excellence to Sigma Theta Tau's biennial convention.

as innovations in clinical practice and new technology that can be applied to nursing practice, education and health care.

"Employers value the educational opportunities our convention provides attendees," says Linda Finke, RN, PhD, director of professional development services at Sigma Theta Tau. "Not only do their nurse professionals discover some of nursing's best practices from around the world, they earn continuing education credit, network with leaders in health care and return with new solutions for current challenges."

During the scientific sessions on Monday, November 12, "Global Leadership through Nursing Research" will be addressed in the educational sessions and in the keynote by Judith Shamian, RN, PhD, CHE, executive director of nursing policy for Health Canada. The latest research in aging and health, transcultural nursing, cancer and palliative care will be explored, as well as innovations in information technology, outcomes measurement and more. As part of the "Rising Stars of Scholarship and Research" display, nursing students selected by their educational institutions will also be showcasing their research. Attendees are encouraged to start their day with the walk/run to benefit nursing research.

On the third day of the convention, leadership sessions focus on "Leading and Learning: Moving from I Can't to I Can." Ronald Gross, author of *Peak Learning*, and Elizabeth Cohn, RN, NP, administrative director of critical care services at North Shore University

Hospital, will give the keynote address. Attendees will learn leadership and career strategies as well as new ways of visioning for the future.

The House of Delegates convenes on the fourth day to address all business aspects of convention. "Part of the role that chapters play is sending one or two members to the House of Delegates

during convention," says Barbara Robinette, RN, MSN, director of constituent services. "These chapter representatives elect the new officers, vote on changes to bylaws, approve resolutions, and receive reports from headquarters and committees."

Excellence in nursing

Throughout the four-day convention, excellence in nursing is showcased in the presentation of prestigious awards. The Episteme Award, funded by the Baxter Foundation, acknowledges a major breakthrough in nursing knowledge development. It will be awarded Monday during the scientific sessions.

"Presenting awards during the Sigma Theta Tau International convention enables us to recognize the tremendous contribution nurses are making in health care," says President Pat Thompson, RN, EdD. "It is also an opportunity to share their inspiring stories with other nurses and perhaps future award-winners."

Additional awards, including the founders, chapter, communication and technology awards will be presented during convention.

Need more information?

To learn more about convention and sponsorship opportunities, visit our Web site at www.nursingsociety.org or call 888.634.7575.



Have a recruitment or retention success story?

Call for Poster Presentations 2001 Biennial Convention, Indianapolis, Indiana
Submission Deadline: May 31, 2001 (postmarked)

As part of the society's 2001 convention, the International Public Relations committee would like to showcase best practices in the recruitment and retention of future and current nurses. All recruitment and retention levels and venues will be considered, including:

- Elementary and middle school children
- High school students
- Second-career individuals
- Health care organization
- Public image building
- Employment recruitment strategies
- Employment retention strategies

For more information and submission requirements, visit www.nursingsociety.org, e-mail pr@stti.iupui.edu, or call Amy Macke or Kathy Bennison at 888.634.7575.

2001 CONVENTION EXHIBITORS AND SPONSORS

The list of the Sigma Theta Tau 2001 Biennial Convention sponsors and exhibitors continues to grow.

- ★ Alpha Mu Chapter
Frances Payne Bolton School of Nursing
Case Western Reserve University
- American Academy of Nurse Practitioners
- American Association of Colleges of Nursing
- American Nephrology Nurses' Association
- American Organization of Nurse Executives
- Arizona State University
- Auburn University School of Nursing
- Ball State University School of Nursing
- ★ Beth Israel Deaconess Medical Center
- Brigham Young University College of Nursing
- Cinahl Information Systems
- ★ Clarian Health Partners
- ★ College of Nursing, University of Cincinnati
- Commission on Graduates of Foreign Nursing Schools (CGFNS)
- CPM Resource Center
- Decker School of Nursing, Binghamton University
- Emory University
- Evidence Based Nursing
- Excelsior College formerly Regents College
- ★ Georgia Baptist College of Nursing of Mercer University
- The Gideons International
- Harcourt Health Sciences
- Health Education Systems, Inc. (HESI)
- ★ ★ Indiana University School of Nursing
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- Johns Hopkins School of Nursing
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- Lambda Chapter, Wayne State University
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- Michigan State University College of Nursing
- ★ The Mount Sinai Hospital in New York
- National League for Nursing
- ★ NurseWeek Publishing
- Nursing Spectrum
- ★ NursingCenter.com
- The Pennsylvania State University School of Nursing
- Prentice Hall Health
- Pro-Nurse
- Rutgers College of Nursing
- Sage Publications
- ★ St. Vincent Hospitals and Health Services
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- UAMS College of Nursing
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- ★ The University of Arizona College of Nursing
- University of Florida College of Nursing
- The University of Kansas Medical Center
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- ★ University of Maryland School of Nursing
- University of Nebraska Medical Center College of Nursing
- ★ University of Pennsylvania Health System
- University of Pittsburgh School of Nursing
- The University of Texas Health Science
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brainstorm with colleagues to find innovative solutions.

Sponsored by the Indiana University School of Nursing and Clarian Health Partners, the Welcome Circle of Friends reception provides the first opportunity for attendees to network with colleagues and meet President Patricia Thompson and Chief Executive Officer Nancy Dickenson-Hazard. The Welcome to Indy reception on the following day, sponsored by St. Vincent Hospitals and Health Services, marks the opening of the exhibit hall and gives attendees a chance to view exhibits, survey research posters and peruse the creative arts displays.

Throughout the convention, luncheons, receptions and educational sessions lend themselves to additional one-on-one contact with nurse professionals from around the world.

Information relevant to your career

By providing information relevant to the careers of its members, Sigma Theta Tau International hopes to further excellence in nursing. On Sunday, November 11, attendees will listen to

CONNECT MEDIA WITH...

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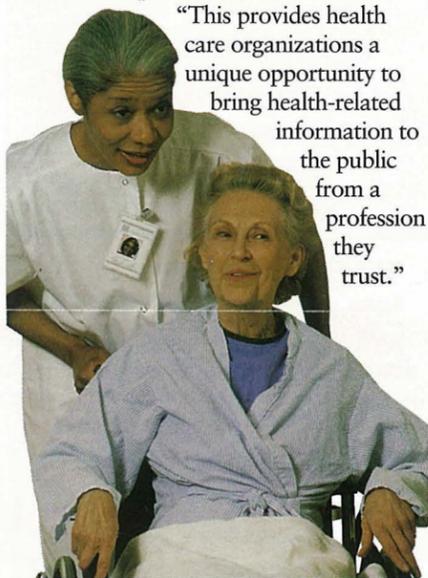
the communication skills of your organization's nurses through the media, you help the public discover these qualities in your nurses.

Nurses topped the list in Gallup's annual Honesty and Ethics poll in 1999. Seventy-three percent of Americans rated nurses' honesty and ethics as either very high or high, four percent higher than pharmacists occupying the number two position. The 1999 poll was expanded to include 20 new occupations, including nurses. While other health care professionals were rated highly, including pharmacists (69 percent) and medical doctors (58 percent), nurses outranked them all in the public's view of their trustworthiness.

A 1999 Harris Poll commissioned by Sigma Theta Tau International and NurseWeek Publishing, Inc. also demonstrated the public's high level of trust in nurses. An overwhelming majority of Americans, 92 percent, said they trust information about health care provided by registered nurses; 93 percent said that they trusted health care information provided by physicians. Virtually ranking even with physicians, nurses scored higher in the public's trust than teachers or journalists. This vote of confidence provides the underpinning for marketing your nurses to the public.

"Nurses are seen as credible, honest and patient-focused," says Barbara Bronson Gray, RN, MN, managing editor with WebMD and chair of the Sigma Theta Tau International public relations committee.

"This provides health care organizations a unique opportunity to bring health-related information to the public from a profession they trust."



Retaining experienced nurses becomes easier when their expertise is recognized.

Retention and recruitment of staff

As the nursing shortage grows in intensity, health care organizations struggle to keep nursing positions filled with qualified, experienced nurses. By 2010, experts on the nursing shortage predict 20 percent fewer nurses in the workforce than will be needed to care for the aging baby boomers.

"Retention of high-quality nurses is front and center on the radar screen of hospital administrators," says Pamela Klauer Triolo, RN, PhD, FAAN, chief nursing executive and senior vice president, Organizational Effectiveness, with The Methodist Health Care System. "The quantifiable cost of replacing a nurse ranges from \$40,000 to well over \$60,000 and does not include the hidden costs of job stress for those remaining..."

One creative way to address the shortage at your organization is to keep nurses in the public eye. Retaining nurses currently on staff becomes easier when their accomplishments and knowledge are recognized. A nurse expert in the media not only attracts consumers but also sends a powerful message to potential employees: nurses and their expertise are valued at your organization.

RN versus MD

When choosing a nurse to be a spokesperson for your organization, apply the same criteria used to select physicians. Is the spokesperson knowledgeable and articulate about the subject matter? Does the spokesperson have the patients' and organization's best interests in mind and have the appearance of a professional?

Once you have identified potential RN spokespersons, media relations professionals must decide when to use a nurse and when to choose a physician as a media contact. In many patient-care situations, the ideal scenario would be to use both a physician and a nurse. The physician is able to address specific diagnostic and procedural aspects of the care, and the nurse can discuss practical aspects of prevention and care.

Sometimes, however, reporters will want only one source of information. The decision to use a physician or nurse as a spokesperson will depend largely on the subject matter, and the choice is usually very logical. If the subject has to do with diagnosis or a procedure typically handled by a physician, a physician should be used. For example, in a story about the best type of artificial hip to use in joint replacement surgery, an orthopedic

surgeon is the best choice. Scenarios for choosing a nurse instead of a doctor include stories that contain patient education, prevention, wellness and other practical health care information, along with nursing issues such as staffing, recruitment and nursing education.

"Nurses are especially useful in explaining the value of hospital programs, how to access and work with health care facilities, practical tips on symptom management and chronic care, the psychological implications of disease, and how to actively participate in disease prevention and screening," adds Gray.

Front-line communication

With more than 2 million nurses in the United States, they currently outnumber physicians four to one. When the media contacts you, nurses significantly add to the pool of experts at your organization. The potential for fast, accurate responses can be dramatically increased. In addition to physician spokespersons, nurses provide the unique perspective of a health care professional who gives direct patient care. Media training sessions may be helpful for nurses who would like the opportunity to share their experience and knowledge with the public.

"Many nurses welcome the opportunity to share their knowledge with the media and community groups," says Connie Gorzelany, RN, a nurse manager at Bridgeport Hospital in Bridgeport, Conn. "Patients recognize that nurses are on the front-line and that they effectively interpret technical terminology and teach patients in their practices every day."

"Reinforcing nurses' participation in the media strengthens the high level of trust patients place in nurses, enhances the nurses' visibility in the delivery of health care and demonstrates how an organization's nurses accomplish care plans," Gorzelany continues. "Sharing our experience with the public through the media helps us reach an even broader audience and improve the health of people in our community."

Doris Lippman, RN, APRN, EdD, is a professor at Fairfield University, Fairfield, Conn., and a member of the Sigma Theta Tau International public relations committee.

Audrey Wise, MBA, is marketing director for Bridgeport Hospital, Bridgeport, Conn.

BACK TO SCHOOL TOGETHER

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I was performing at my pinnacle as a manager of NICU, and here I was about to make a leap of faith and be a novice again," added Ann Quinn, RN, BSN, a director at The Methodist Hospital.

The benefits of the cohort approach

The process of organizing the group into a cohort provided a great deal of support to the students. It enhanced their collegiality; fostered group dynamics of encouraging, pushing, challenging, and playing together; and it made them more successful as a team versus approaching it as individuals.

"Psychologically, it was beneficial to know that everyone was juggling lots of tasks, and we all helped each other with meeting deadlines. We leaned from one another," said Gilmore.

Some of the key learning in graduate school came from interacting with other nurses from a variety of institutions and backgrounds. International nursing experiences provided global perspective, while clinicals at other sites provided a different point of view. Even advanced computer skills became survival skills. The result of this learning: in the summer of 2001, ten students graduated from the program.

Advice from the students

What would they do differently? Suggestions included: find an academic mentor who can show you the ropes from APA format to Power Point, don't drop a course even if you feel completely overwhelmed, get it done quickly and don't drag it out, and just dive in and do it. Support systems cited by the cohort included family and unit staff who provided constant encouragement and were proud of their unit directors.

Summing up her experience, Quinn quipped "graduate school for nurse leaders is like kindergarten for life—everything you need to know about being a leader..."

Pamela Klauer Triolo, RN, PhD, FAAN, is chief nursing executive and senior vice president of organizational development with The Methodist Health Care System.

Janet Gilmore, RN, BSN, Kathy Lynn, RN, BSN, CNOR, and Ann Quinn, RN, BSN, are directors with The Methodist Hospital.

What's new online

Access the
Journal of Nursing
Scholarship Online

Discover our
directory of
members inside the
Member Community

Receive career
advice from nurse
professionals

Search all library
resources in one
place

Excellence articles are available at nursingsociety.org/publications/excellence.html. Don't miss these articles:

Excellence in Nursing Administration:

- Back to school together
- Connect media with your front-line experts
- Online job search premieres

Excellence in Clinical Practice:

- Is a master's degree in your future?
- Online job search premieres
- Nursing where the people are

Excellence in Nursing Education:

- Students learn through service to others
- Members respond to grade inflation



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Sigma Theta Tau International

Honor Society of Nursing

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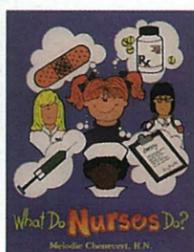
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Sponsor a coloring book and promote nursing's future!

As the nursing shortage grows, creative ways to attract future nursing students are critical. This unique opportunity reaches out to elementary school children and teaches them about the many roles nurses play. For details, please call External Resources Services at 888.634.7575.