Convention 2000

National Nursing Staff Development Organization

Promoting and advancing evidence-based practice in staff development: opportunities, partnerships, and outcomes.

July 13–16, 2000
Orlando
Hilton in the Walt Disney World Resort
The Goals of the NNSDO Convention are to:
1. Develop new skills to improve educational outcomes.
2. Network with peers on issues of common concern.
3. Increase knowledge of trends and issues.

What are the Key Benefits of Attending?
The convention will include . . .
- Top-level, national speakers . . . As always, the opening, keynote, and plenary sessions feature proven professionals who will inform and inspire.
- An information-packed program book for reference during the convention. And it's a great resource for the workplace!
- Preconvention workshops that allow for in-depth consideration of contemporary issues in staff development.
- Opportunities to develop new friendships with other staff development professionals.
- Participation in the annual business meeting. Make a difference in the future of the organization!
- Peer-reviewed concurrent session presentations by top professionals in the field.
- New and innovative ideas for application in a variety of staff development settings.
- Endless opportunities for networking. See page 15 for more details.

How Will Benefit by Attending?
You'll benefit from attending this program if you are a . . .
- Staff Development Specialist or Director of Nursing Education/Staff Development.
- Patient Educator in any setting including acute care, long-term care, and home care.
- Human Resources Manager with continuing education responsibilities.
- Staff Nurse with responsibility for staff development and/or education of unit personnel.
- Nursing faculty with education and research responsibilities in the areas of patient education and staff development.
- Consultant in the field of staff development and/or patient education.
- Novice or beginner in the field of staff development.
- Provider of products and services for continuing education and staff development.
- Graduate or undergraduate student in nursing or education with a specialization in nursing education, staff development, or patient education.

The program is pending approval for 33.6 contact hours by the Georgia Nurses Association which is accredited as an approver of Continuing Education in Nursing by the American Nurses Credentialing Center Commission on Accreditation.
Program at a Glance

**Promoting and Advancing Evidence-Based Practice in Staff Development: Opportunities, Partnerships, and Outcomes**

**Hilton in the Walt Disney World Resort, Orlando, FL, July 13 - 16, 2000**

**Wednesday, July 12, 2000**
- 8:00 a.m. - 5:00 p.m. .......... Certification Preparation Course - Day 1
- 8:00 a.m. - 12:00 noon .......... Workshop I
  - Writing for Publication
  - Belinda E. Puetz, PhD, RN
- 8:00 a.m. - 12:00 noon .......... Workshop II
  - Using PowerPoint to Create Teaching Modules
  - Susan Boyer, MEd, RN
- 1:00 p.m. - 5:00 p.m. .......... Workshop III
  - Implementing a Patient Education Program
  - Kitty Gallagher, RN
  - Sponsored by Micromedex
- 1:00 p.m. - 5:00 p.m. .......... Workshop IV
  - Developing Web-Based Training: How to Make it Happen
  - J. Grif Alspach, EdD, MSN, RN, FAAN

**Thursday, July 13, 2000**
- 8:00 a.m. - 5:00 p.m. .......... Certification Preparation Course - Day 2
- 8:00 a.m. - 12:00 noon .......... Workshop V
  - Validating Age-Specific Competency Without Getting Gray Hair
  - J. Grif Alspach, EdD, MSN, RN, FAAN
- 8:00 a.m. - 12:00 noon .......... Workshop VI
  - Turning on the Light Bulb: Developing Tools That Stimulate Critical Thinking
  - Susan Bishop, MN, RN, CEN
  - Rosemary Wickman, BA, RN, C
- 8:00 a.m. - 12:00 noon .......... Workshop VII
  - Speeding Down the Competency Highway: Effective Use of Accelerated Learning Techniques
  - Kari Schmidt, MS, RN, C, CRRN
- 1:00 p.m. - 5:00 p.m. .......... Workshop VIII
  - Developing Nurse and Allied Health Preceptors A Give and Take Exchange
  - J. Grif Alspach, EdD, MSN, RN, FAAN
- 1:00 p.m. - 5:00 p.m. .......... Workshop IX
  - Lions and Tigers and Bears, Oh My!!
  - Michele Deck, M Ed, RN, ACCE-R
- 1:00 p.m. - 3:00 p.m. .......... Workshop X
  - A Toolbox for Ethics Program Development
  - Col. Martha Turner, PhD, RN, CNAA, C
- 12:00 noon - 4:00 p.m. .......... Journal for Nurses in Staff Development Editorial Board Meeting
- 12:00 noon - 6:00 p.m. .......... Registration Op en
- 4:00 p.m. ................................. Exhibit Set Up
- 4:30 p.m. - 5:30 p.m. ............... Mediator Meeting
- 5:00 p.m. - 6:00 p.m. .......... New Participant Orientation

**Friday, July 14, 2000**
- 7:30 a.m. - 8:00 a.m. .......... Registration Op en
- 8:00 a.m. - 9:30 a.m. .......... Keynote Session
  - Taking the Lead With EQ: Research, Methods, and Outcomes
  - Esther M. Orioli, MS
- 9:30 a.m. ................................. Poster Setup
- 9:30 a.m. - 10:30 a.m. .......... Break in Exhibit Area
- 10:30 a.m. - 12:00 noon .......... Concurrent Session I
  - 12:00 noon - 1:30 p.m. .......... Lunch in Exhibit Area
- 1:45 p.m. - 3:15 p.m. .......... Concurrent Session II
- 3:15 p.m. - 5:15 p.m. .......... NNSDO Annual Business Meeting
- 7:00 p.m. - 8:30 p.m. .......... Concurrent Session III
- 8:45 p.m. ................................. Fun Run/Walk to Downtown Disney & Pleasure Island

**Saturday, July 15, 2000**
- 7:00 a.m. - 3:00 p.m. .......... Registration Op en
- 8:00 a.m. - 9:30 a.m. .......... Breakfast Session
  - Sponsored by Purdue Pharma, LP
  - Pending sponsor approval
- 9:45 a.m. - 11:15 a.m. .......... Concurrent Session IV
- 11:15 a.m. - 12:45 p.m. ......... Lunch in Exhibit Area
- 1:00 p.m. - 2:30 p.m. .......... Concurrent Session V
- 2:30 p.m. - 3:30 p.m. .......... Break in Exhibit Area
- 3:45 p.m. - 5:15 p.m. .......... Concurrent Session VI
- 4:00 p.m. ................................. Exhibits Close
- 5:00 p.m. ................................. Exhibits Close
- 6:00 p.m. ................................. Local Program

**Sunday, July 16, 2000**
- 8:00 a.m. - 9:30 a.m. .......... Affiliate Development Session
- 8:00 a.m. - 11:00 a.m. .......... Posters Close
- 8:30 a.m. - 9:30 a.m. .......... Coffee Break
- 9:30 a.m. - 11:00 a.m. .......... Concurrent Session VII
- 11:00 a.m. - 11:45 a.m. .......... Checkout Time
- 11:45 a.m. - 2:15 p.m. .......... Closing Brunch
  - Venner Farley, EdD, RN
MARK THERRIEN  OPENING SESSION

InnerPlay, Lakewood, WI

Mark Therrien is an expert at creating fun environments at work and helping organizations and people heal their pain and celebrate their joys. He is a professional speaker who loves to dazzle and delight his audience. In turn, he helps them dazzle and delight each other in their workplace and in their families.

His wonderful collection of stories...some funny, some hilarious, and some that might bring a tear...contain messages that can change the way we see ourselves, the way we work, and the way we live.

ESTHER ORIOLI, MS  KEYNOTE SESSION

CEO, Q-Metrics, LLC, San Francisco, CA

Esther Orioli is a consultant, author, and founder of two successful international research and consulting firms: Essi Systems, Inc., and Q-Metrics, LLC. Ms. Orioli promotes the idea of positive stress performance and developed the StressMap®. She is also the creator of Essi’s Organizational Profiling Systems®, Company Profiler®, and Team Map®. Ms. Orioli created the EQ Map®, which has become the premier assessment instrument for emotional intelligence in business. Currently, she is helping to develop a CQ Map™ to measure creativity in business.

Ms. Orioli is a recognized authority in leadership development, emotional intelligence, resiliency, and stress, and has been honored with the National Health Information Award.

VENNER FARLEY, EDD, RN  CLOSING SESSION

Innovative Nursing Consultants, Orange, CA

Dr. Farley is currently a national consultant in nursing leadership development, curriculum redesign, and interdisciplinary professional practice development. She has served on the California Board of Registered Nursing, the board of governors of the National League for Nursing, the board of governors of two healthcare institutions, and on the editorial boards of two nursing journals. Prior to developing her consultancy, Dr. Farley was the dean of health professions at Golden West College in California.

Dr. Farley is well published in her field, and her two latest books are Nurses Pulling Together to Make a Difference and Nurses: Future Tense or Tense Future. She is currently working on the third book in that series.

"Thank you for a wonderful convention. This was my first NNSDO event, and I found each of the sessions informative and very educational. Can’t wait until next year!!" — a 1999 Convention participant

This is my 2nd NNSDO conference. I found seminars helpful, informative, and thought provoking. Thanks for the inspiring topics & suggestions!! — a 1999 Convention participant

This is my 3rd conference. I thoroughly enjoy them - finding them both informative and a great way to network with others. — a 1999 Convention participant

I do patient education programs, and I enjoyed the variety of program offerings: staff development and patient education. — a 1999 Convention participant

Registration was smooth and easy. NNSDO was well organized!! Very reassuring. — a 1999 Convention participant
Using PowerPoint to Create Teaching Learning Modules
Susan Boyer, MEd, RN
Director of Education/Project Director for Vermont Nursing Internship Program, Springfield Hospital, Springfield, VT
This workshop lays the foundation for using a powerful computer tool in the creation of delivery of teaching/learning modules. From this introduction, the learner can move on into more advanced session and/or learn intuitively by using the application in their work setting. Space is limited. Registration fee ($129) will include transportation to an offsite corporate computer center near the convention hotel.

Implementing a Patient Education Program
Kitty Gallagher, RN
Sponsored by Micromedex
A patient education program, key to quality care, can seem daunting to implement hospital wide. This workshop walks through the stages of developing and implementing a process that is thorough, well thought out and effective. As there is no one hard and fast rule as to when a patient is most receptive to information, so there are many who take part in educating a patient.

Developing Web-Based Training: How to Make It Happen
Jan Buhrmann, MS, RN, C
Clinical Educator, Center for Healthcare Improvement, PeaceHealth Oregon Region, Eugene, OR
This workshop will help educators to outline the courseware development process and provide hands-on practice in the development of training modules in Web format. Natives to Web development will be presented with strategies that can be applied in a variety of settings, from transforming PowerPoint modules for online delivery to developing Web-based training modules from scratch. Hands-on practice with a basic Web page development tool will be offered during the workshop, which will take place at a corporate computer center near the convention hotel. Space is limited. Registration fee ($129) will include transportation.

Validating Age Specific Competency Without Getting Gray Hair
J. Grif Alspach, EdD, MSN, RN, FAAN
Consultant, Nursing Staff Development & Competency-Based Performance Appraisal Systems, Annapolis, MD
This session will review the purpose of these validation programs; determine how participants currently provide this program for nursing and non-nursing staff; solicit participants’ satisfactions, dissatisfactions, and JCAHO compliance ratings related to their current programs; and offer suggestions on how to streamline their programs and meet JCAHO standards.

Speeding Down the Competency Highway: Effective Use of Accelerated Learning Techniques
Karl Schmidt, MS, RN, C, CRNN
CEO/Trainer, Training for Impact, Milwaukee, WI
Accelerated learning is a vital part of any staff development educator’s career. Participants will learn to identify elements of effective competency assessment and also identify elements from change theory to incorporate into practice. Right and left brain learning, key concepts of accelerated learning and four different concept strategies will make this workshop important for any staff development educator.

Developing Nurse & Allied Health Preceptors: A Give & Take Exchange
J. Grif Alspach, EdD, MSN, RN, FAAN
Consultant, Nursing Staff Development & Competency-Based Performance Appraisal Systems, Annapolis, MD
The giving portion of this session will review the principles...
performance expectations, and content typically provided in preceptor development programs and identify educator resources in this area. The teaching segment will solicit participants' suggestions regarding the content and teaching strategies that they would recommend for other types and levels of preceptor development programs such as advanced preceptor training for nurses.

**ORKSHOP IX**

**Thursday, July 13 ............... 1:00 p.m. - 5:00 p.m.**

* Lions and Tigers and Bears, Oh My!!!  
  Michele D. Eck, MD, RN, ACCE-R  
  President/CEO, GAMES and Tool Thyme for Trainers,  
  Maitre, LA  
  - Discover the three talents needed to deal with unexpected learner attitudes and situations.  
  - Learn ideas to change mandated groups into happy and willing learners.  
  - Explore educator secrets that allow you to orchestrate your class dynamics so that everyone learns and that problem participants do not disrupt others.  
  - Experience some quick, easy, and creative formative evaluation techniques that can offer feedback mid class so that change can happen to benefit all.

**ORKSHOP X**

**Thursday, July 13 ............... 1:00 p.m. - 5:00 p.m.**

A Toolbox for Ethics Program Development  
* Col. Martha Turner, PhD, RN, CNA, C  
  Associate Dean, Graduate School of Nursing  
  Uniformed Services University, Bethesda, MD  
  This workshop will describe a comprehensive ethics program for healthcare facilities and provide tools and resources to initiate or strengthen existing programs. Topics will include core concepts, ethics committees, clinical issues, consultation, research, education, resources, organizational issues, and JCAHO guidelines.

**EYNOTE SESSION**

**Friday, July 14 .................. 8:00 a.m. - 9:30 a.m.**  
Taking the Lead With EQ: Research, Methods, and Outcomes  
* Esther M. Orioli  
  CEO, Q Metrics, San Francisco, CA
E) Told Me Lots and the Three Fears Educational Challenges in Home Care
Lorie M. Floyd, RN, C
Staff Development Director
Liberty Home Care, Wilmington, N C
Carla H. Turner, RN, C
Staff Development Coordinator
Liberty Home Care, Wilmington, N C
Level: Novice to Intermediate
This session is a dynamic presentation on challenges faced in home care by educators or those working in the educator role. Included are strategies for dealing with the challenges and examples of successes in the presenter's practice area.

F) Networking Session
These sessions will provide the participants the opportunity to discuss and share ideas, programs, and materials. Topics and facilitators will be assigned to each networking session.

ONCURRENT SESSION II
Friday, July 14......................1:45 p.m. – 3:15 p.m.
(Two sessions repeat during Concurrent Session III on Friday, July 14, at 7:00 p.m. – 8:30 p.m.)
A) From Learner Needs to Patient Outcomes: One Example of an Evidence-Based Journey
Bette Case, PhD, RN, C
Independent Consultant in Healthcare Education
Chicago, IL
Level: Intermediate to Advanced
In this session, the presenter tells the story of an innovative nurse case management program and the educational program that supports it. Projections of the competencies that the case management role require powered the initial development of the educational program, but patient outcomes have driven evolution of the educational program.

B) What Color Is Your Thinking Hat?
Karen L. Given, M SN, RN
Clinical Faculty, University of Texas at Arlington
School of Nursing, Arlington, TX
Nurse Educator, Harris Methodist Hospital
Bedford, TX
Level: Novice to Advanced
Today's work environment challenges us to think critically. This presentation, based on "Six Thinking Hats," will focus on identifying different thinking styles. During this interactive session, we will explore effective use of "thinking hats" to enhance problem-solving brilliance, even when facing complex group dynamics.

C) Enabling Your Funny Bone: Using Humor for You and Those You Teach
Teri Gehring, BSN, RN
Educator/Supervisor
Concord Hospital – Education Services, Concord, N H
Level: Novice to Advanced
Smile and the world smiles with you. . . well, not always. Sometimes humor and laughter are not accepted in today's "serious" healthcare environment, and this session will help staff development educators find ways to use humor in their everyday management of stress and in their teaching.

D) Sharing Our Knowledge: Advancing Nursing Practice Through Storytelling
Karen Johnson, M SN, RN
Clinical Nurse Specialist Educator, Good Samaritan Health Systems, Educational Services, Kearney, N E
Level: Novice to Advanced
Storytelling is an ancient form of communication that may be effectively used in nursing education and staff development to promote evidence-based practice and enhance knowledge and skill acquisition among nurses. Methods of formal and informal storytelling will be examined to demonstrate how storytelling can celebrate the uniqueness of nursing practice and facilitate development.

E) Getting Me for Your Money: Providing Quality Learning in a Bargain Basement Environment
Pricilla Schinella, M SN, RN, C, CNA
Supervisor/Instructor, Concord Hospital Education Services Department, Concord, N H
Level: Novice to Advanced
Our shopping cart needs to be filled frequently based upon the menu and events planned. Every time we provide learning opportunities, we need to consider varying learning styles of how the audience and how to meet the stated objectives effectively. Whether it is an in-service, skills day, or "mandatory" class, this session will describe how handouts, videos, C AI, and other methods can be improved as well as some common pitfalls.

F) Writing Your Thesis/Dissertation and Liking to See Another Sunrise
Jeanne M. Yen, Ed D, RN, C
Staff Development Specialist, Kaiser Permanente Medical Center, Valley, Center for Learning, Woodland Hills, CA
Level: Novice to Advanced
Come learn that there is life during and after writing your thesis/dissertation. You will be given information of how to select your research methodology, develop a timeline, flow through the literature review, conduct your research, and live with your results.

ONCURRENT SESSION III
(Repeat of Concurrent Session II)
Friday, July 14......................7:00 p.m. – 8:30 p.m.

ONCURRENT SESSION IV
Saturday, July 15..................9:45 a.m. – 11:15 a.m.
A) Nursing Research: How Do You Really Do It! Part I
Tricia Dittman, M SN, RN, CDE
Director Nurse Education/Performance Improvement
Holy Cross Hospital, Nursing Education Department
Fort Lauderdale, FL
Barbara Wharton, M Ed, RN
Education Services Coordinator
Holy Family Hospital, Spokane, WA
Level: Intermediate to Advanced
The interactive presentation will be in two sessions. The first session will cover an overview of nursing research. It will give a comparison of nursing research, quality improvement studies, and program evaluation as tools for staff development and patient education specialist when dealing with issues of measurement and analysis. The second session will provide more hands-on instruction with samples of each portion and method of research and application to representative topics.
B) The Current Status of Health Care and the Impact on Education Functions
Diana H. Kennedy, MSN, RN, C
Community Programs Specialist, Cape Cod Hospital Education and Training Services, Hyannis, MA
Level: Intermediate to Advanced
This program examines the evolutionary changes in health care and the role of nurses within it. It explores strategies for connecting the dots between staff development and patient care, quality improvement efforts, and the educator’s role. Development requires “brainstorming” but implementation takes “getting down to the nitty gritty.”

C) Ten Reasons Why You Need to be Part of an Affiliate Group
Barbara Files, MA, RN, C, CDE
Director, Health Learning Center, Morristown, NJ
Deborah A. Stockel, MSN, RN, C
Director of Nursing Education, Wayne General Hospital, Nursing Education, Wayne, NJ
Level: Novice to Advanced
Active participation in an affiliate group enhances your energy level and creativity so you can positively affect patient outcomes. We will explore the professional, institutional, and patient care benefits of membership. Included will be information on how to establish an affiliate or improve your affiliate group through practical and innovative solutions to difficult problems.

D) But I’m a Nurse, Not a Computer Programmer: Writing a Staff Development Plan That Works
Allison Wildecki, BSN, RN
Education Director, Orlando Regional HealthCare System, Education & Development, Orlando, FL
Vicki Ibaugh, MSN, RN, ARNP, CS
Education Specialist - Design, Orlando Regional HealthCare System, Education & Development, Orlando, FL
Darla Stiles, BA, RN
Education Designer, Orlando Regional HealthCare System, Education & Development, Orlando, FL
Level: Novice
Computer assisted instruction (CAI) will shape the future of education and development of all health professionals. In an era of increasing information needs and decreasing budgetary allocations for education, the education team is forced to become innovative!

E) Writing a Staff Development Plan That Works: Effective Strategies for the 21st Century
Adrienne A. Avillion, D Ed, RN
President, AEA Consulting, York, PA
Level: Intermediate to Advanced
The purpose of this presentation is to help staff development specialists design business plans that will facilitate profit, not loss, and measurable outcomes, not question. At the conclusion of this session, participants will be able to:
1) identify critical elements of a staff development business plan;
2) devise strategies for curriculum design, instructional methods, and program evaluation that complement the business plan; and 3) draft a hypothetical business plan outline that includes the critical elements.

“Very well done conference.”
— a 1999 Convention participant

F) Software Sampler - Tools for Making Learning More Fun
Miree Fan
Robert Gelbert, EdD, RN
Education Resource Specialist, Children’s Hospital Education Resource Department, Oakland, CA
Level: Novice to Advanced
View a demonstration of computer software application to create crossword puzzles, diagrams, flow charts, flyers, games, newsletters, online quizzes and surveys easily. Applications for Internet and Intranet delivery are included.

Concurrent Session V
Saturday, July 15 ............. 1:00 p.m. - 2:30 p.m.
A) Nursing Research: How Do You Really Do It? Part II
Tricia Dittman, MSN, RN, CDE
Director Nursing Education/Performance Improvement, Holy Cross Hospital, Nursing Education Department, Fort Lauderdale, FL
Barbara Warton, MD, RN
Education Services Coordinator, Holy Family Hospital, Spokane, WA
Level: Intermediate to Advanced
The interactive presentation will be in two sessions: The first session will cover an overview of nursing research. It will give a comparison of nursing research, quality improvement studies, and program evaluation tools for staff development and patient education specialists when dealing with issues of measurement and analysis. The second session will provide more hands-on experience with samples of each portion and method of research and application to representative topics.

B) A Powerful Interdisciplinary Intercollegiate Team: Making the Difference in Nursing and Industry Collaborate to Provide State-of-the-Art BHSide Learning
Debora Simmons, MSN, RN, CCRN, CCNS
Director of Nursing and Allied Health Education, The Health Channel, Houston, TX
Gwen Sherwood, PhD, RN
Associate Dean of Community Outreach, University of Texas-Houston School of Nursing, Houston, TX
Victoria Hawkins, DrPH-c, MPH, RN
Continuing Education Liaison, University of Texas-Houston School of Nursing, Houston, TX
Level: Novice to Advanced
Nursing education programs have been especially hard hit by financial constraints and at the same time the pace of discovery and innovation has never been more rapid. Staff development educators, professional organizations, and nursing educators must move beyond the traditional to reach the challenge of nursing education. Partnering with non-traditional sources offers an abundance of opportunities to tap into resources needed to provide education for impact on patient care.

C) Enhancing Customer Satisfaction in Healthcare
Rose Shuler Butler, MSN, RN, C, CCRN
Education Coordinator, Brooks Rehabilitation Hospital, Jacksonville, FL
Level: Intermediate
Challenges in the healthcare system have emphasized the bottom line sometimes at the expense of customer service and quality care. To add a new dimension to quality training, the Orange approach to quality is integrated into the previous quality training. In this session, the presenter will discuss innovative ways to motivate staff in all areas to make a positive difference in patient care and staff morale.
A) Grab a Surf Board or Build an Ark: A Change Management Survival Guide

Kari Schmidt, MS, RN, C
St. Mary Medical Center, Hobart, IN

Level: Novice to Advanced

Change is occurring in health care at an unprecedented rate. The needs of healthcare organizations are placing additional demands on staff development professionals. Grab a surfboard or build an ark: this session will provide practical strategies that can be implemented to address these challenges. This insightful program will focus on skills in change management, conflict management, and facilitation.

B) Creating the Virtual Education Team in an Integrated Healthcare System

Janice Muzynski, MS, RN
Director, Advocate Health Care
Organizational Development, Park Ridge, IL

Level: Intermediate to Advanced

In this session, you will hear about how one integrated healthcare organization with 200 sites of care delivers clinical education to its nursing and allied health professionals. The change from a traditional staff development model to a more creative, virtual education team concept was simultaneously frustrating and exhilarating. The desired outcome, a staff development function that is better able to respond to its diverse customers, was achieved.

C) Orientation Outcomes in 2000 & Beyond: An Educational and Financial Partnership

Judith J. Mundie, MEd, MA, RN, C
Vice President for Patient Care Services - Nursing Education
Saint Barnabas Health Care System, West Orange, NJ

Donna M. Eichman, MSN, RN, CS
Corporate Director - Nursing Education
Saint Barnabas Health Care System, West Orange, NJ

Level: Novice to Intermediate

To survive in 2000 and beyond, education departments must prove that every dollar spent to orient nurses produces the safest, most competent practitioners. One way to achieve an effective orientation while controlling costs is through a scrupulous budget process owned and operated by nurse educators. This session will provide the tools to create, control, and analyze an orientation budget, which, in turn, will make an impact on hiring decisions as well as future orientation programs.

D) The How-Tos of Facilitating a House-Wide Preceptor Program: An Evolution

Lennie Davis, MSN, MS, RN, C, CNA
Director, Staff Development and Education
Holzer Medical Center, Gallipolis, OH

Marsha Rodgers, BSN, RN, C
Staff Development Coordinator
Holzer Medical Center, Gallipolis, OH

Level: Novice to Advanced

This program provides the staff development professional with an alternative to the traditional Nursing Preceptor Model. Partnering with members of the entire healthcare team (clinical and non-clinical) promotes positive outcomes for employees as well as patients (clients). This concurrent session challenges participants to investigate opportunities to be proactive vs. reactive in the event there is a shift from nursing only to house-wide education departments in their own agencies.

E) Staff Development: Partnerships, Outcomes & Evidence-Based Practice in a Multi-Hospital System

Marianne Erdalic, MS, RN, C
Regional Director of Education
St. Mary Medical Center, Hobart, IN

Level: Novice to Intermediate

In the days of mergers and acquisitions, multi-hospital staff development departments face many challenges when providing service. We will examine the planning and administration of a multi-hospital staff development department along with its barriers and bonuses. Lessons learned from the use of evidence-based practice and outcome evaluation will also be discussed.
Networking Session
These sessions will provide participants the opportunity to discuss and share ideas, programs, and materials. Topics and facilitators will be assigned to each networking session.

ONCURRENT SESSION VII
Sunday, July 16 .......... 9:30 a.m. - 11:00 a.m.
A) Evolution of Staff Development Standards
   Continued Competence
   Barbara A. Brunt, MA, RN, C
   Staff Development Educator
   Summa Health System, Akron, OH
   Level: Novice to Advanced
   This session, presented by a member of the work group that revised the Scope and Standards of Practice for Nursing Professional Development, will provide some historical background and opportunity to discuss the latest standards for staff development. The framework for this revised document, continued competence, is essential to promoting evidenced-based practice.

B) Reframing Teaching Strategies: Borrowing From the Human Potential Movement
   Ruth Churler-Strom, M.S, RN, C
   Education Specialist, St. Joseph Mercy Hospital
   Ann Arbor, MI
   Level: Intermediate to Advanced
   As educators, we often look for new strategies and technology to enhance teaching and learning. Participants in this session will explore the similarities and differences between teaching and learning process, whether they are staff members, patients, or community members, become involved in learning on the physical, mental, emotional, and spiritual level. In this session, the presenter invites you to examine teaching strategies from a human potential perspective, recognizing that behavioral change or transformation requires long-term practice beyond the classroom.

C) Getting Your Just Reward: The Fine Art of Recognizing Excellence
   Diane M. Michal, MS, RN, C, CEN
   Independent Consultant, In Nursing Staff Development
   Trophy Club, TX
   Level: Intermediate
   Recognizing excellent performance is a leadership skill that involves developing partnerships, understanding what motivates people to high levels of achievement, and self-awareness. In this session you will learn about appropriate rewards, how to match rewards to the recipient's personality.

D) A Virtual Tour of Learning Websites on the WWW
   Linda Puetz, BSN, RN
   Education Coordinator, Children's Mercy Hospital
   Kansas City, MO
   Level: Novice to Intermediate
   Everyone is talking these days about how to use the Internet to provide education for staff and patients effectively. It is your chance to take a live Internet tour of some of the best learning and educational sites found on the World Wide Web today. When you are finished, you will know how to find these and other websites, plus we'll share some tips on how to use online learning and education most effectively.

E) Mastering Competency in Critical Thinking Skills
   Donna D. Ignatavicius, MS, RN, C, MN
   President and Owner, DI Associates, Hughesville, MD
   Level: Novice to Advanced
   Critical thinking is not a new concept, yet educators struggle to develop essential critical thinking skills in their staff. Using evidence-based approach, this session focuses on ways that critical thinking can be thread and enhanced throughout the organization.

F) Where Am I Going, How Do I Get There? A Career Planning Service
   Andrea Novak, M.S, RN, C, CEN
   Associate Director, Oncology Curriculum for Nurses
   REIS Division, Fayetteville, NC
   Level: Novice to Advanced
   This workshop will provide participants an overview of the development of a career planning service originally created for nurses in transition. The premises discussed can be used across all health care disciplines as it provides valuable information regarding the steps one needs to take in order to adequately prepare for a career change. Information such as resume writing, interviewing skills, continuing education, and advanced educational opportunities are shared.

LOSING SESSION
Sunday, July 16 .......... 11:45 a.m. - 2:15 p.m.
Honoring Our Past. . .Envisioning Our Future
Venner Farley, EdD, RN
President and Consultant
Innovative Nursing Consultants, Orange, CA

"Very dynamic speakers—bright, enthusiastic, and upbeat. More than met my objectives. Thank you."
— a 1999 Convention participant
Supporting Emotional Needs of Patients and Families
Carol M. Kirdi, BS, RN, C, RN

Hardy and Resilient—Designing a Skills Package for Staff Evelopers and Caregivers
M. Joan Crummer, M.PH., RN

Building Bridges Into the Future: An Institutional Program Designed to Develop Partnerships to Improve New Graduate Nurse Retention
Cheryl C. Day, MSN, RN, C, CNAA, CNS

Infectious/Communicable Disease Unit
Jane E. Reinhart-Gonzalez, MSN, RN, C, CNS

To Measure Compliance With Optimal Assessing and Improving Crosstraining
Patricia Moyakum, MSN, RN

A Fast Track Orientation n a Institutional Program Designed to Develop Partnerships to Improve New Program for Nursing Personnel on an
Cathy S. Munley, MS, RN, C, OCN

Use of Unlicensed Assistive Personnel: A Comprehensive Pediatric Clinical Competency Program
Patricia Moyakum, MSN, RN

A Novice Nurse Program Developing Practice: A Back-To-Basics Approach
Charlotte Messinger, BSN, RN

Utilization of Educational Resources in a Cost-Effective Manner
Ginny Gill, RN, C

Developing a Competency Assessment Program for a New Graduate Nurse Program on an Infectious Communicable Disease Unit
Sande Gracia-Jones, MSN, MEd, ARNP, CS, C

A Clinical Competency Program for Newly Licensed Registered Nurses: A Success Story
Diane H. Hare, MS, RN

Assessing and Improving Crosstraining Among Adult Critical Care Units
Patricia Reid Ponte, DNP, RN

A Road Map to Competency
Phyllis B. Born, MSN, RN

Evidence of Competency-Based Practice: A Back-To-Basics Approach
Kathy Kubik, MSN, RN, M, CS

Partnership With ‘Friends’ to Promote a Nursing Fellowship Program for Staff Development
Cheryl Lindy, MS, RN, C, CCNA, Peg Rotter, MS, RN

Implementing a Monitoring Program to Measure Compliance With Optimal Use of Safety Needle Products
Charlotte Messinger, BSN, RN

Patient Medication Education for Transplant Patients
Dianne B. Kirdi, MSN, C, RN, C

Measuring the Impact of a Professional Advancement Program
Renata C. Sampson, MSN, RN

Implementing a Scrub Tech Program for Labor and Delivery
Barbara Buckingham, MSed, CCRN

Barbara Moran, MS, MPH, CNM

Assessing Cardiac Telemetry Monitoring Competency
Catherine M. Sanzuk, RN, CCRN

The Shortage of Nursing Applicants for the Perioperative Area
Barbara Santucci, BSN, RN, CNOR

Cheryl Blackport, BSN, RN

Vicki Hahn, BSN, RN

Improving Patient Safety: The Defined and Reporting System
Linda Schwab, MS, MA, CRN, CGNP

Don't Be Short Sighted . . . Envision Yourself With Enough Nurses
Karyl Stotebsang, MSN, RN

Nancy Nelson, MS, RN

Evidence-Based Practice as It Relates to Domestic Violence Especially Cultural Diversity
Gloria Sveller, MA, RN, C

The Nurse Council Governance System of Warren General Hospital
Kathy Taylor, BSN, RN

Implementation of a Nursing Research Electronic Journal Club
Linda H. Toncray, MSN, RN, C

School Based Health Centers Partnerships for Meeting Healthcare Needs of Children
Alice Tuff, MSH, RN

Interdepartmental Partnerships: Agency Nurse Orientation—How to Make It Work
Laura Wagner Cram, MS, RN

Nancy L. Flume, MS, RN, C

Reweaving a Frayed Patient Education Program
Jane Willis, MSN, RN, C

Julie H. O'Malley, RN

But I'm a Nurse, Not a Computer Programmer: That's What We Did to Think Masy Widdicki, BSN, RN

Vicki Ubaug, MSN, ARNP, CS

Daria Stiles, BA, RN
O PLANO
With over 66 attractions, 2,000 restaurants, and 125 golf courses, Orlando has become the number one vacation destination spot in the world. H om e to Walt Disney World, Orlando has earned its "ears" with a central Florida location which makes it convenient to beaches and other sunny destinations. H ailed as the city of the future, Orlando offers shopping, entertainment, the arts, and over 100 different outdoor sports and recreational activities. Get a head start on planning your time in Orlando. Contact the Orlando convention and visitors bureau online at—

www.goflorida.com/orlando

HOTEL
Plan now to attend the NNSDO Convention in 2000 at the Hilton in the Walt Disney World Resort, July 13-16. Rooms are available for $135 single or double occupancy. Make reservations by dialing (1800) 782-4414 or dialing the hotel direct at (407) 827-4000. Be sure to tell the reservations staff that you are with the NNSDO Convention to receive the special rate. Rooms are available at this rate through June 26, 2000, or until the room block is filled. Call early to avoid any difficulties.

The Hilton in the Walt Disney World Resort is a perfect on-site Walt Disney World location and is within footsteps of Downtown Disney featuring the Disney Marketplace, Pleasure Island and Downtown Disney's West Side. The Hilton features over 814 rooms, 9 unique restaurants and lounges, 2 outdoor swimming pools, a children's sprat pool, and a tropical outdoor spa.

Enjoy breakfast with a couple of real "characters." Every Sunday from 8:30 a.m. to 11:00 a.m., you and your family can dine at an endless buffet in the Covington Mill Restaurant inside the Hilton in the Walt Disney World Resort and be visited by some of the most popular Disney characters including that famous mouse and a variety of his friends. Adults are $13.95 and children (ages 3 to 9) are $7.95. You can book your reservations upon your arrival at the Hilton.

ROOMMATE LOCATOR SERVICE
NNSDO again offers the Roommate Locator Service as a way to reduce your expenses. Just check the appropriate box on the registration form. Your name, address, daytime telephone number, arrival and departure dates, and smoking preference will be provided to others who have requested this service. You will receive a list of potential roommates in advance of the convention. Use this list of potential roommates to locate a roommate with similar arrival and departure dates and preferences.

Updated lists will be sent periodically. Once you find a roommate, please contact the Registrar at the NNSDO National Office to have your information removed from the list.

We recommend strongly that you make a hotel reservation as soon as possible. If a roommate is located and both individuals have reserved a room, one room can be cancelled.

TRAVEL
Association Travel Concepts (ATC) has been selected as the official travel agency for the 2000 NNSDO Convention.

By calling ATC you will receive 10-15% off airline tickets purchased more than 60 days prior to your travel dates. For tickets purchased less than 60 days prior to the travel dates, the discount will be 5-10%. Discounts apply for travel 7/10/00 through 7/19/00.

ATC also offers:
• Lowest fares on ANY airline flights.
• Advance seat assignments.
• Special advance meal requests on airline flights.
• Frequent flier programs.
• Electronic ticketing.
• E-mail access for convenient booking of tickets.

To take advantage of these great rates, please call between the hours of 8:00 a.m. and 8:00 p.m. (Central Standard Time), Monday through Friday—1(800) 458-9383, ask for Lizz Rock

E-mail: assntravel@aol.com
Fax: (858) 581-3988

AIRPORT
The Orlando International Airport has been dubbed "the Airport of the 21st Century." With 77 airlines, the airport handles more than 35 million passengers a year.

With over 850 flights a day, NNSDO members should have no problem getting to Orlando on a quick and convenient flight. The airport is 16 miles from the Hilton in the Walt Disney World Resort.

SHUTTLE
The Hilton in the Walt Disney World Resort is served by Mears Transportation Group, the in-house vendor for transportation to and from the airport. The cost is $27 round trip for adults, $15 one-way, and $19 round trip for children (ages 4-11). No reservations are needed and pick-up points are outside baggage claims S, 7, and 14. Just look for the Mears signs above the door.

Look for your valuable shuttle discount coupon in your confirmation letter.
REMEMBER: Please complete both sides of this form!

3 easy ways to register!

Mail this form with payment to NNSDO National Office, 7794 Grow Drive, Pensacola, FL 32514–7072; or
Call (850) 474–0995 or (1(800) 489–1995 with your credit card number; or
Fax (850) 484–8762 (be sure to include payment information).

Name ___________________________ First Name for Badge ___________________________

Credentials _____________________________

Title _____________________________

Institution _____________________________

City _____________________________ State ____________

The above information will appear on your badge. Please indicate your mailing address below.

Address _____________________________

City _____________________________ State ____________ Zip __________

The above mailing address is my □ work address □ home address.

Daytime Phone ( ) Fax ( )

E-mail Address _____________________________

☐ I am a member of NNSDO.
☐ I want to become a member of NNSDO. I have selected the appropriate box on the back of this form, and have included membership dues.

Please read this information carefully before completing the fee section of this form.

Registration
- The type of registration is determined by the date that the registration is postmarked—in the case of mailing—or received in the National Office—in the case of faxed or phoned registrations.
- Registrations postmarked or faxed on or before June 22, 2000, will be considered early registrations.
- Registrations postmarked or faxed after June 22, 2000, will be considered regular registrations and must include an additional $50.
- To be pre-registered for the convention, you must complete early or regular registration, as outlined above, by July 3, 2000.
- Registrations postmarked or faxed after July 3, 2000, will be considered onsite registrations. Onsite registrations are welcome, but please be prepared to take a little longer at the registration desk when you arrive.
- Following receipt of registration form and payment you will receive a confirmation letter in about two weeks. No confirmation letters will be sent after July 3, 2000.

Payment
- Payment must accompany this registration form. Where appropriate, a copy of a purchase order is sufficient. Registration forms received without payment will not be processed until payment is received.

Fee Section
- Registration fees for the full convention include the educational program and food events listed in this brochure. Single day registration fees include the educational program and food events listed in this brochure for the day the participant is registered.
- Spouse or guest registration fees include the food events listed in this brochure, but do not include the educational sessions.
- Registration fees for the full convention or for single-day registration do not include the preconvention workshops. Preconvention workshops are optional educational activities and have a separate fee.

Cancellations & Transfers
- Cancellations or transfers must be requested in writing and postmarked or faxed by July 3, 2000. Refunds will be issued following the convention. A $50 administrative fee will be assessed. If you transfer your registration to another person, please include a completed registration form for that person with your written request.

Discounts
- Multiple registrations (3 or more) from the same institution will receive a $20 discount per individual. To be eligible for the discount the registration forms must arrive together, and have the discount information clearly noted. This discount applies only to early registrations for the full convention.
### A. Preconvention Workshops

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#### Half Day Workshops

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#### 2-Day Certification Preparation Course

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#### D. Spouse or Guest Registration

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### E. Membership

- New
- Renewal

Save time and money. Renew or join today!

<table>
<thead>
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<th>Type</th>
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<td>Executive</td>
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### Total Fees

Add subtotals from previous sections:

- A. Preconvention Workshops: $________
- B. Full Convention Registration: $________
- After June 22, 2000, add $50 to full convention registration: $________
- C. Single Day Registration: $________
- D. Spouse or Guest Registration: $________
- E. Membership Dues: $________

Total Enclosed: $________

### Payment or purchase order

Make check payable to NNSDO.

### Important!

Please indicate which Concurrent Sessions you are interested in attending. Your assistance will help us assign each speaker to an appropriately sized room. Please check one session letter for each column.

Friday
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8

Saturday
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8

Sunday
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8

**Roommate Locator Service**

Help! Please find me a roommate so I can cut my rooming expenses in half at the convention. See details on page 12.

- Smoking
- Non-Smoking

**Special Needs**

- I will need assistance.
- I will need vegetarian meals.

---

**Hotel Reservations**

Participants are responsible for their own hotel reservations. You may make your reservations by calling (407) 627–4000 or 1/800/782–4414. Additional information about the hotel, including rate information, is included on page 12.
Networking membership

Remember to mark the appropriate box on page 14 to join when you register. Non-members save $40 by joining at the time of registration.

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Questions?

Contact the NNSDO National Office
Monday through Friday
8:00 a.m. – 5:00 p.m. (CST)
(850) 474–0995
toll free 1–800–489–1995
fax (850) 484–8762.

Staff development, as a specialty of nursing, is —
• Defined by standards
• Based on research
• Critical to quality patient and organizational outcomes

Benefits of Membership
• Networking opportunities with nursing staff development educators in a variety of healthcare settings and geographic areas.
• Participation on Committees and Task Forces on issues of concern to nursing staff development educators.
• Affiliation of local groups of nursing staff development educators with the national organization.
• Discounted attendance at NNSDO’s annual conventions
• Discounts on NNSDO products and services

Mission Statement
The National Nursing Staff Development Organization (NNSDO) advances the specialty practice of staff development for the enhancement of quality healthcare outcomes.