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COMMUNITY
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TEXAS ORGANIZATION FOR ASSOCIATE DEGREE NURSING

MESSAGE FROM THE PRESIDENT

Just as Change is occurring in Nursing Education, it is also happening in TOADN leadership and membership. In February, I will be leaving the presidency in the very capable hands of Sally Durand. There will be new members on the Board of Directors (don't forget to vote) and our membership will begin to include organizations which are not community colleges but grant a similar degree to their graduates.



Early in my presidency, a past president of TOADN and NOADN, Sue Ocshner, gave me a plaque which stated "God grant me the Serenity to accept the things I cannot change, the Courage to accept the things I can and the Wisdom to know the difference." As AD nursing advocates, the practice of this thought is vitally important (I dare say it is evidenced based! [Smile]). There is neither time nor energy to oppose issues that cannot be changed. The only way we can know the viability of an issue is if we are aware of current decisions made by the Legislative Body (including the governor), Coordinating Board, Board of Nurses, Texas Nurses Association, and nationally based committees/organizations. However, knowledge from these decision making bodies is only the beginning. This acquired knowledge must be shared!

These are my wishes and thoughts for the TOADN members and the TOADN organization of the future.

- ✓ Accept that you can only do what you can do!
- ✓ In Texas TNA is the legislative arm of nurses. Join TNA. Stay apprised of the various issues and volunteer to be on TNA committees.
- ✓ Stay informed of THECB issues including volunteering for their committees.
- ✓ If you agree to be on a committee, be accountable. Work diligently as you are representing AD Nursing. If you must be absent from a committee always send a substitute because without a representative TOADN has no voice.
- ✓ To speak makes one vulnerable, but you are an advocate for AD Nursing Education - Speak confidently.
- ✓ Become an individual member of TOADN and encourage faculty to do the same. Support agency membership.
- ✓ Support attendance at TOADN & NOADN conventions (see pages 9&10)
- ✓ Embrace the future, it is coming whether you are ready or not!

Over the years, I have served TOADN on the BOD or as president for a total of 9 years and I will serve one more year as past-president. I appreciate the opportunities to serve nursing and to serve you. My sincerest wish is that TOADN is a better organization for my having been one of its presidents.

My best wishes for our profession and you,
Bonnie Higgins EdD, RN, CMSRN

REGIONAL NEWS

Southeast Region

Lamar University

Lamar University is partnering with Lamar Institute of Technology to conduct interdisciplinary high fidelity simulation experiences. LU nursing students work with LIT respiratory therapy, EMT, and paramedic students on critical care type of scenarios.

Alvin Community College

Representatives from several nursing schools in the Houston area have met a few times to share retention strategies. Participants state that the discussions are helpful and plan to continue the meetings next semester.

Update on Hurricane Ike: While the nursing building was not damaged at Alvin Community College, the rest of the campus is in the recovery phase of repairing the building damage from Hurricane Ike. The building most damaged was the library. The entire collection was lost. Only one nursing student withdrew from our program as a result of the hurricane. Nursing students from UTMB shared our nursing simulation lab.

We are currently in progress with our Nursing Innovation Grant. The grant focuses on the re-design of pediatric course content with a front loading of theory followed by lab simulations and clinical rotations in community based setting. The final portion of the course consists of three consecutive 12 hour clinical days at Texas Hospital in Houston. The grant ends the end of next semester.

North Region

Collin County

Collin County is 1 of 9 programs that will be participating in a longitudinal research study with National League for Nursing/Laerdal/American Heart Association looking at CPR retention using a traditional approach versus computerized approach.

TEXAS COMMUNITY COLLEGE TEACHERS CONVENTION (TCCTA) FEBRUARY 20 & 21

Friday, 9:30 - 11:00 a.m.

"Collaborative Testing" Speaker: *Lois Brokenbough*, MSN, RN, ET, CNE, Instructor of Associate Degree Nursing, Blinn College

Friday, 11:15 a.m. - 12:45 p.m.

"Simulation: An Interdisciplinary Approach" Panel: *Veronica Jammer*, MSN, RN, Program Director for the ADN program, San Jacinto College Central; *Karen Malloy*, MSN, RN, Department Chair Allied Health, San Jacinto College Central; and *Becky Shuttlesworth*, BSN, RN, Skills Lab Coordinator, San Jacinto College South

Saturday, 9:00 - 10:15 a.m.

"Project Cuidar: From Dreams to Reality" Speakers: *Maricela Aguilar*, MSN, RN, Associate Professor of Nursing, San Antonio College; and *Sheryd Jackson*, MSN, RNC, WHNP, Professor of Nursing, San Antonio College

Saturday, 10:30 - 11:45 a.m.

"Gerontology: Clinical Perspective" Speaker: *Robbie Murphy*, BSN, RN, BC-G, Instructor of Vocational Nursing, San Jacinto College North

*Spring
Deans and Directors
Banquet
January 29, 2009*

*TOADN & TCCTA
Convention
February 19-21, 2009
In Austin*

*N-OADN 2009
Annual Convention
November 6-8,
in Orlando, Florida.
[More Information...](#)*

NOVEMBER NOADN CONVENTION – MYRTLE

Convention a little wet but a Great Experience!



Sally Durand, president-elect TOADN
Presenting Poster at NOADN Convention



Central Texas Region
[Austin Community College](#)

[Blinn College](#)

[Central Texas College](#)
[Hill College](#)

[McLennan Community College](#)

[Navarro College](#)

[Temple College](#)

East Texas Region
[Angelina College](#)

[Kilgore College](#)

[Northeast Texas Community College](#)

[Panola College](#)

[Paris Junior College](#)

[Texarkana College](#)

[Trinity Valley Community College](#)

[Tyler Junior College](#)

Southeast Texas Region

[Alvin Community College](#)

[Brazosport College](#)

[College of the Mainland](#)

[Galveston College](#)

[Houston Community College System](#)

[Lamar University](#)

[Lee College](#)

[Lone Star College System](#)

[San Jacinto College](#)

[Wharton County Junior College](#)

West Texas Region

[Amarillo College](#)

[Clarendon College](#)

[El Paso Community College](#)

[Frank Phillips College](#)

[Howard College](#)

[Midland College](#)

[Odessa College](#)

[South Plains College](#)

[Western Texas College](#)

NOADN CONVENTION CONTINUED FROM PAGE 3

TOADN members at banquet: left to right Jennifer Kelly , Gay Reeves, Patricia Morgan (past TOADN president) and Carol Hogson



NOADN Banquet – left to right: Person from Practice from state of Arizona, Bonnie Higgins, TOADN President, and Alexis Welch from North Carolina



TOADN'S POSITION ON THE REQUIREMENT OF BSN FOR CONTINUED PRACTICE

It is the position the Texas Organization for Associate Degree Nurses (TOADN) to not support a mandatory requirement of a Bachelor's Degree, an entry level degree, within a specified period of time after an RN has entered the practice arena. TOADN adamantly supports professional development of the AD nurse through a variety of venues, of his/her choosing, including but not limited to certification in specialty areas, a Masters Degree, or if preferred a Bachelor's Degree. The preference and timing of continued professional development should remain a personal decision based on personal circumstances and professional career goals. TOADN supports the N-OADN position related to the same issue as written September 2008.

N-OADN'S POSITION ON THE REQUIREMENT OF BSN FOR CONTINUED PRACTICE (SEPTEMBER 2008)

It is the position of NOADN that a Bachelor's Degree in Nursing not be required for continued practice beyond initial licensure as a registered nurse (RN). The choice to pursue education beyond the associate degree in nursing (ADN) should remain the choice of each ADN graduate based on his or her personal preference and professional career goals. The position is based on the following:

- Graduates of all registered nurse pre-licensure programs (diploma, ADN, BSN) take the same NCLEX-RN licensure examination. This examination determines that the individual possesses the knowledge to provide safe entry-level nursing care regardless of education level.
 - There is no differentiation in practice for registered nurses based on pre-licensure education preparation.
 - The requirement to obtain a BSN within a specified time frame after graduation may dissuade individuals from seeking nursing as a career and thereby escalate the nursing shortage in certain areas. Results of a survey of its ADN graduates of the past 5 years conducted by the State University of New York Office of Community Colleges indicated that nearly half of the RNs would not have pursued nursing as a career if a bachelor's degree had been required.
 - The majority of graduates from ADN programs express a desire to continue their education. However, many find that once they enter the workforce, time, financial constraints, inflexible schedules, and family obligations prevent them from pursuing further education.
 - At a period of 5-10 years after graduation, the registered nurse is considered experienced and is able to think critically and manage clinical decision making comfortably and competently. N-OADN is unaware of evidence that a BSN should be required at this point in a nurse's career.
 - Evidence used to determine the need for further education beyond the ADN should be based on valid and replicable research that demonstrates that educational level alone affects patient outcomes.
 - Access to BSN programs is limited in some areas of the country. While there are online programs for RN to BSN education, not all students learn best using the online method of instruction.
 - Current RN to BSN programs cannot handle the increased capacity that would be necessitated by the requirement of a BSN to continue practicing as a registered nurse after a certain time frame.
 - RN to BSN programs that require additional clinical experience would create an increasing burden on healthcare institutions to provide space for clinical instruction for all pre-licensure programs.
- Graduates of associate degree nursing programs who are practicing as registered nurses after successfully completing the NCLEX-RN examination should not be required to obtain an additional degree to maintain licensure. Associate degree nursing programs are encouraged to work with area universities to provide seamless articulation into RN to MSN programs which would provide a broader array of career options for the registered professional nurse.

North Texas Region
[Cisco Junior College](#)

[Collin County
Community College
District](#)

[Dallas County
Community Colleges](#)

[Grayson County
College](#)

[North Central Texas
College](#)

[Ranger College](#)

[Tarrant County College](#)

[Vernon College](#)

[Weatherford College](#)

South Texas Region
[Alamo Community
College](#)

[Coastal Bend College](#)

[Del Mar College](#)

[Laredo Community
College](#)

[South Texas College](#)

[Southwest Texas
Junior College](#)

[Texas Southmost
College](#)

[The Victoria College](#)

NURSE IN THE SPOTLIGHT – KAY ZACKARY



The real contest is always between what you have done and what your capable of doing. You measure yourself against yourself and nobody else.

G Gaberino

The person who takes a job for the money has turned himself into a slave.

J. Campbell

Kay Zackary received a scholarship from the Robinson Foundation and graduated in the first integrated LVN to RN program at Paris Junior College in 1997. While in her second year RN program she worked as an LVN in a cardiac/telemetry unit at McCuiston Regional Medical Center in Paris, Texas.

Kay joined St Joseph's Memorial Hospital Staff in 1997 as a Graduate Nurse on the Rehabilitation/Orthopedic floor. From 1997 to 2004 she served as: RN Charge nurse in the Rehabilitation Unit and the Orthopedic Department; Supervisor of Rehabilitation and Orthopedics; Manager of Rehabilitation; Director of the Rehabilitation Department; House supervisor; and customer service program coordinator in 2001 and 2003.

From 2004 to 2005 Kay worked for Hopkins Memorial Hospital as the RN charge nurse for the Medical/Telemetry department, rehabilitation department and as a House Supervisor.

2005 to Present Kay works as a Vocational Nursing Instructor at Paris Junior College.

"I can't believe I get paid for performing here because I love it so much!" Kay Zackary

STATE COMMITTEE WORK

TOADN members are actively representing Associate Degree Nursing in Texas!

Advisory Committee on RN Nursing Education(ACORN). Texas Higher Education Coordinating Board.

Peggy Aalund – LoneStar College, Kingwood

Barbara Cordell – Panola College

Eileen Deges Curl - Lamar

Josephina Lujan – El Paso CC

LeAnn Wagner – Victoria College

Subcommittee on Excellence

Eileen Deges Curl - Lamar

Bonnie Higgins – Tarrant County College

Sheryl Mueller – Amarillo College

Education Committee – TNA

Sally Durand – Alvin Community College

Jackolyn Morgan – Cisco Junior College

Advisory Committee on Education to BON (ACE)

Eileen Deges Curl –Lamar (Deans & Directors rep)

Bonnie Higgins – Tarrant County College (TOADN rep)

Subcommittee on Differentiated Entry Level Competency (DELIC)

Bonnie Higgins – Tarrant County College

Dianna Miller – Laredo Community College

Licensure, Eligibility, and Disciplinary (LED) Board of Nurses

Jean Flick – Grayson County College

Nursing Legislative Agenda Coalition (NLAC) - TNA

Sally Durand – Alvin Community College

Bonnie Higgins – Tarrant County College

Texas Center for Nursing Workforce Studies Advisory Committee

Jackolyn Morgan – Cisco Junior College

Marla Cottenoir – South Plains College

Texas Nurses Association Continuing Education Committee

Joseph Lacher – University of Texas at Brownsville

ACCOLADES to all who are serving that are listed, those who are serving but are not listed, those who have served in the past, and to those who are willing to serve!

**TOADN CONVENTION FEBRUARY 19, 2009
PROGRAM AND REGISTRATION ON LAST PAGES OF
THE NEWSLETTER. REGISTER TODAY!!!!!!!!!!!!!!
FORMS ARE ALSO ON THE TOADN WEBSITE**

*If you don't like
something change it. If
you can't change it,
change your attitude.*

Maya Angelou

*If you have learned
how to disagree
without being
disagreeable then you
have discovered the
secret of getting along
Whether it be
business, family
relations or life itself.*

Bernard Meltzer

**TEXAS
ORGANIZATION
FOR ASSOCIATE
DEGREE
NURSING**

E-MAIL:

CONTACT@TOADN.ORG

WE'RE ON THE WEB!

SEE US AT:

WWW.TOADN.ORG

**Associate
Degree RNs
making a
difference in
Texas and the
Nation**

*Become a member of
TOADN today!*
<http://toadn.org/join.php>

DIFFERENTIATED ENTRY LEVEL COMPETENCIES (DELIC) WORK GROUP REPORT NURSING

The Differentiated Entry Level Competencies (DELIC) of Graduates of Texas Nursing Programs Work Group met on November 18, 2008. The purpose of the meeting is for the committee to recommend the best fit core competencies for differentiated practice into nursing. The committee determined to review, revise, and recommend changes to the 2002 DELIC's. The committee is comparing numerous standards of practice determined at the state and national levels. The DELIC work group is charged to complete this assignment by the fall 2009. Stakeholders will have the opportunity for comments and feedback during the summer of 2009. The nursing profession is constantly changing and as nurses we are provided with great opportunities to assist in the change process.

Report by Dianna Miller – Laredo Community College
A TOADN representative to DELIC revision committee

NURSING LEGISLATIVE AGENDA COALITION (NLAC)

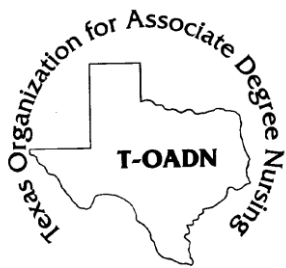
Sally Durand and Bonnie Higgins attended the NLAC meeting on Saturday January 17th. The following are just a few of the issues discussed.

- Senate Bill 476 was authored by Sen. Jane Nelson (R-Flower Mound), chair of the Senate committee on Health and Human Services. Its companion bill in the House, H.B. 591, was co-authored by Rep. Donna Howard (D-Austin), a former critical care nurse, and Susan King, RN (R-Abilene).

The legislation will build upon and strengthen existing nurse staffing rules for hospitals. Key to the legislation is that it will provide for flexibility in care based on a nurse's professional judgment, unique needs of each patient, specific expertise and experience of nurses on the shift, and particular characteristics of each hospital, rather than on a predetermined, mandated ratio of nurse-to-patients. The legislation also includes additional patient advocacy protections for Texas nurses such as a prohibition on mandatory overtime except in emergency situations, and providing nurses who work in government-operated hospitals the same patient advocacy protections as those in private hospitals. More information can be found at www.texasnurses.org
-The Texas Nursing Workforce Shortage Coalition, a diverse partnership of health care organizations, business groups and education leaders are working together to increase nursing graduates in Texas. Supporters of this Coalition are steadily growing. To learn more about the coalition visit www.TexasNeedsNurses.org

ABOUT OUR ORGANIZATION...

The Texas Organization for Associate Degree Nursing was established to advance the status of the Associate Degree Nurse in education and in practice. TOADN is affiliated with the National Organization for Associate Degree Nursing (NOADN). The history of TOADN and NOADN is found: <http://www.toadn.org/history/>



Contemporary Issues with Applications for Nurse Educators

**TOADN Spring Meeting
February 19, 2009
Renaissance Hotel, Austin, TX**

1. Describe forces influencing Associate Degree Nursing
2. Discuss safety issues impacting nursing education and their application to theory and clinical practice.
3. Discuss methods of providing real life experiences through simulation.
4. Explain various retention strategies to facilitate student success.

7:30-8:30	Registration; Breakfast Buffet; Exhibits Open
8:30-8:45	Welcome Bonnie Higgins, EdD, RN, CMSRN, President, TOADN
8:45-10:15	Forces Influencing Associate Degree Nursing Donita Qualey, MN, RN – Immediate Past President NOADN
10:15-10:30	Break
10:30-11:30	Current Evidence about Medication Safety, Nursing Students, and Medication Errors Rodney Hicks, PhD, RN, FNP-BC, FAANP – Texas Tech University Health Sciences Center
11:30-12:00	Exhibits
12:00-1:30	Business Meeting/Luncheon (sponsored by Assessment Technologies Institute) 12:00-12:30 – Presentation by Assessment Technologies Institute 12:30-1:30 – TOADN Business Meeting
1:30-2:30	National Safety Initiatives: Practical Applications for Nurse Educators Patricia Allen, Ed.D, RN, CNE, ANEF – Texas Tech University Health Sciences Center
2:30-2:45	Break
2:45-3:45	Simulation – How to Provide Real Life Experiences Linda Earwood, BSN, RN– Simulation Lab Coordinator Del Mar College Veronica Jammer, MSN, RN, ADN Chair & Karen Malloy, MSN, RN, Health Science Department Chair – San Jacinto College
3:45-4:45	Retention Strategies Jane M. Stowell, DNS, RN – ADN Director, Blinn College Melissa Henry, MSN, CNS, RN – ADN Director, McLennan Community College
4:45-5:00	Evaluation

Approval pending for 5.5 contact hours from Austin Community College, an approved provider of continuing nursing education by the Texas Nurses Association and American Nurses Credentialing Center's Commission on Accreditation.

This conference is composed of multiple presentations and may provide up to 5.5 continuing nursing education contact hours. To be able to claim contact hours for individual presentations the participant must attend the entire presentation, complete the objectives of the program, and turn in a completed evaluation.

The display of merchandise or the giving of free advertising materials or sponsoring of meals or coffee breaks does not constitute endorsement by the American Nurses Credentialing Center's Commission on Accreditation (ANCC) or the Texas Nurses Association (TNA).

REGISTRATION FORM

Name _____

Home address _____ City _____ Zip Code _____

Phone Number _____ Email Address _____

Employer/School _____ Position/Title _____

Postmarked Before 02/5/09	Postmarked After 02/5/09
<input type="checkbox"/> T-OADN Member \$ 60.00 <input type="checkbox"/> Non-Member \$100.00 <input type="checkbox"/> Conference + new membership \$160.00 <small>(N-OADN/T-OADN membership is \$135.00)</small>	<input type="checkbox"/> T-OADN Member \$ 80.00 <input type="checkbox"/> Non-Member \$120.00 <input type="checkbox"/> Conference + new membership \$180.00 <small>(N-OADN/T-OADN membership is \$135.00)</small>

Five or more individuals registering from the same employer/college may subtract \$10 from each registration fee. Registrations must be submitted together. Registration fee includes: breakfast buffet, lunch & breaks. Cancellation Policy: Refund (less \$15 processing fee) available if requested in writing by February 12, 2009. Submit completed registration form with check or money order **payable to T-OADN** to:

Cheryl Livengood
 1124 South Rusk
 Weatherford, TX 76086

This conference is a pre-convention workshop in conjunction with the Annual TCCTA Convention at the Renaissance® Austin Hotel, February 19-21, 2009. The TCCTA Convention schedule, registration information and hotel reservations are at <http://www.tccta.org/events/convention2009/reg-res09.html>

Renaissance® Austin Hotel
 9721 Arboretum Boulevard
 Austin, Texas 78759
 Phone: 1-512-343-2626
 Toll-free: 1-800-468-3571