

# 2009 Book of Reports





## President's Report

It has been my privilege and pleasure to represent you as President of PSNA this past year. We have had an exciting and exhilarating year, marked with an increase in membership and legislative action to protect you, our members.

As President, I have attended all Board meetings and conference calls. In addition, I attended the conventions of the New Jersey State Nurses Association, the New York State Nurses Association and many of the PSNA Committees and structural units which I serve as Ex-Officio. I also served as one of PSNA's delegates to the Center for American Nurses.

We continue the work of the Pennsylvania Congress on Nursing Practice. This group has been energized this past year, working on issues including School Nurse Funding. The opportunity to create a cohesive, strong nursing community in Pennsylvania is exciting, and we are being watched closely as a national model. My thanks to Dr. Rick Henker for continuing the hard work and effort of the Congress. The Congress will continue to expand and refine its role as it evolves, but it offers an opportunity to truly speak for nursing in Pennsylvania. I have also worked with the Educational Advancement Group to look at the future of nursing and nursing education in Pennsylvania. This group comes together with Dr. Andrea Hollingsworth as Chair and is addressing the many and complex factors that impact on educational mobility.

I have had the privilege of working with President ***Samantha Stapleton*** and Executive Director Cindy Shingler of the Student Nurses Association of Pennsylvania and I am pleased to say that we have a positive and productive relationship and I look forward to continued collaboration over the next year.

Thanks to the hard work of the Investment Committee, chaired by Susanne Kelly, we have weathered the financial crises experienced over the past year. We will have a full report at Summit. Investment return is slowly increasing and our reserves are safe.

I would be remiss if I didn't thank the Board of Directors for their vision and support. Thanks also to the many volunteers on the Cabinet, the Government Relations Committee, Continuing Education, the Foundation and the structural units that make PSNA what it is today.

A special thank you to the PSNA staff: Karen Reinert, Patti Gates Smith, Chad Cope, Linda Smith, Wayne Reich, Jennifer Neidig, Bob Archibald and Jillian Evans – your hard work provides the glue that keeps us together.

Thank you Betsy Walls, Toni McAndrew and Susan Simmons, Past Presidents, for your wisdom, experience and support.

Finally, thank you to Betsy Snook, our CEO, for her energy and commitment to PSNA. She and I have had a year of excitement and achievement. We have made a great team, and I appreciate all the hard work and many hours Betsy puts in.

I hope that I have served you well over my term as President. I always value your input, comments, criticisms and kudos. I look forward to the future of PSNA that we craft together.

Patrick E. Kenny, EdD, RN-BC, ACRN, NE-BC, APRN-PMH  
President

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## **Vice President**

I am pleased to have served this past year as Vice President of PSNA. Given the current economic climate, it has been a challenging year financially for the Association. I continue to serve on the Investment Committee and am proud of the thoughtful decisions and fiscal responsibility demonstrated by the Board and the staff this past year.

As Vice President, I have also served as Chair for this year's Summit Planning Committee. Along with Carrie Heiney, Rick Henker, Pat Sweeney, and Patti Smith, we identified the 2009 Summit Theme, structure and format of the activities, and keynote speaker. Recommendations from the Committee were sent to the Cabinet on Nursing Practice and Professional Development who developed a wonderful Summit program schedule of activities. Thanks go out to all those who worked so skillfully to bring together another excellent Summit!

Respectfully submitted,  
Mary Louise Kanaskie, MS, RN-BC, AOCN  
PSNA Vice President

## TREASURER

As Treasurer, I closely monitored the Association's financial status with the Board of Directors and Association Staff. We ended the fiscal year in June 2009 with a deficit primarily attributed to a decrease in royalty income and investment losses. The year-end result was again an increased membership of 7%. Other contributing factors were that we did not meet our income projections for advertising in The Pennsylvania Nurse and Website income. Some mid-year staffing and expense adjustments were made to reduce expenses. We were able to use monies from our investment operating account to balance the deficit.

A zero-based, balanced budget was prepared for the current budget year. The Board and Staff continue to closely monitor our finances by reviewing monthly statements and recommending adjustments as necessary. Included in this process is that each Program area income and expenses are reviewed as well as Administrative expenses.

I was able to participate in all Board meetings and conference calls as well as Executive Committee conference calls. I chaired the Investment Committee quarterly committee conference calls (see Investment Committee report).

My thanks to all the Association Staff and the Board of Directors who worked diligently to assure the financial stability of the Association. Special thanks to Betsy Snook, Linda Smith and Karen Reinert for their assistance in providing data and reports to support the financial decision making of the Board.

Your questions and comments are always welcome. I can be reached at 814-332-9198 or [skelly@wesbury.com](mailto:skelly@wesbury.com)

Respectfully submitted,

Susanne M. Kelly, BSN, RN, NHA

PSNA Treasurer

## District 2

District 2 continued to maintain a stable membership and strived to increase the visibility of the Pennsylvania State Nurses Association within the area's nursing programs and local communities. The organization was invited again to present a legislative and organizational lecture to nursing students at Alvernia University.

Once again we have participated with the local chapters of Sigma Theta Tau as well as other nursing organizations to offer joint programs and display membership materials. We co-sponsored eight educational programs this year open to all local nurses. All District 2 members received a "Happy Nurses Week" postcard with the PSNA logo. There were 167 nurses present on May 5 to hear "Winning the War Against Pandemic: The Nurse's Role." Each nurse received a potted herb plant, two recipes, and information about herbs in celebration of Nurses Week from District 2. Our annual spring dinner meeting, which included a Professional Leadership Conference with two CEU presentations, was held on June 24. One graduate nursing student in our district was the recipient of the Barbara Stratton Award that evening, which is a paid membership at the national, state, and district level for one year.

Elections were held in May. The 2009-2010 Board of Directors for PSNA District 2:

Karen R. Willard, RN, MSN, CCRN – President  
Vera Brancato, Ed.D, MSN, RN, BC – Vice President  
Lori Hoffman, PhD, MSN, RNC – Secretary  
Ilene Prokup, MS, RN, CNS, BC – Treasurer  
Kathleen S. Holm, MSN, RN, CNRN – Director  
Adrienne Salaneck, MSN, RN, CRFNP – Director  
Diane Sassaman, MSN, RN – Director  
Nicole Hartman, BSN, RN – Director  
Joy J. Sweeney, RN – Director  
Barbara J. Romig, MSN, RN, CPHQ – Director

The district's website has been updated regularly to inform members of upcoming meetings and programs. Contact information for the Board of Directors can also be found on the website. In addition, each member of District 2 was mailed a postcard to invite them to access the website on a routine basis. We look forward to continuing our activities in support of the organization.

Submitted by:

Karen R. Willard, RN, MSN, CCRN – President District 2

## DISTRICT 3

*Officers: President: Donna Ayers Snelson; Vice President: Cynthia Mailloux; Secretary: Marion Villano; Treasurer: Karen Cominsky; Legislative Chair: Todd Hastings*

We strive to continually maintain/increase our membership in order to support the efforts of PSNA. In order to accomplish this one of our main objectives is to be relevant to both member and non-member area nurses. In order to accomplish this we strive to increase communication within our local district, increase collaboration with other professional nursing organizations and become familiar with non-members by increasing our visibility. We worked this year at improving our efforts to provide programming to area nurses which was informative, relevant and supportive of PSNA. To accomplish this we conducted the following activities:

**1. Sponsored two district meetings**

- a. October 8, 2008 at Misericordia University
- b. November 19, 2008 at Veterans Administration Medical Center, Wilkes-Barre

**2. Focused on communication:**

- a. Distributed one District #3 newsletter via mail, e-mail and posting on the District #3 site of the PSNA official website in Fall 2008
- b. Via snail mail and internet, sent a personal invitation to all District members to attend the November 19, 2008 continuing education program at the Veterans Administration Medical Center.

**3. Conducted a free Continuing Education program** for all area nurses on November 19, 2008 entitled, "The 1, 2, 3's of Mandatory Continuing Education" to help local Registered Nurses better understand the new licensure regulations. This educational offering was presented by Patrick Kenny, EdD, RN-BC, ACRN, CNA, APRN-PMH, President of the PA State Nurses Association (PSNA) and offered at two separate times (1:30 PM and 5:00 PM) to meet the work needs of area nurses. The Veterans Administration Medical Center (VAMC), through the efforts of Dr. Diane Opeil, was gracious enough to provide the space for the program free of charge. District #3 provided free refreshments. Misericordia University Public Relations Department went above and beyond to provide newspaper coverage prior to and following the event. This PR enabled our Chapter

great visibility to area nurses and enhanced the success of the program. The attendance was exceptional with over 70 local nurses from diverse local nursing work areas present. As a chapter we were very pleased when PSNA informed our chapter that our media blitz increased the state wide interest in this programming thus supporting their efforts statewide. I would like to publically thank the District #3 officers for their hard work in making this program a reality, Karen Cominsky for her continual desire to meet the needs of our District #3 nurses, the VAMC and Dr. Diane Opeil for providing the space for the program, Misericordia University for the great PR, and the staff and officers of PSNA for their continual and expert support in so many areas with this programming event.

4. **Continued membership in the Collaborative Nursing Network of Northeastern Pennsylvania.** Designed website for this group (<http://collaborative-nursing-network-nepa.weebly.com>).
5. **Cosponsored an annual Continuing Education Program with the Collaborative Nursing Network of Northeastern Pennsylvania.** The program was held Tuesday April 21, 2009, at the Quality Inn & Suites, Route 315, Pittston, PA. The educational program, "Stroke Syndrome: An Overview," was presented by Mona Baran, NP-BS, CNRN. Over 130 local nurses attended. The group is in the process of planning a program for April 20, 2010.
6. In an effort to increase future membership **communicated with area SNAP advisors.** Provided information on free student membership in both PSNA and ANA. Encouraged all to make this information available to their students and to support their students' efforts to join. At present we do know that at least 36 local students have joined.

**Summary:** Our activities have actually increased due to our collaborative efforts and our new programming efforts. We are very proud of our accomplishments in these areas. E-mail is showing promise yet we have a number of members in our District unable to access the internet yet. We will continue to work at offering programming free to area nurses in an effort to increase our membership and meet the needs of local nurses. We will continue to communicate with SNAP advisors to build a rapport and aid them in more fully understanding the benefits of PSNA for their students. Two areas we hope to focus on more intensively for the future will be legislative efforts and increasing the involvement of our district membership in local and state efforts.

At this time I would like very much thank our District #3 officers and committee chairs for all their efforts in making our District so active this past year.

## **PSNA District #4 Annual Report**

July 1, 2008-June 30, 2009

### District 4

**Completed By:** Deana Kilmer

#### **Goals:**

- Organizational awareness/Public Relations within District #4
- Membership involvement
- Collaboration with other nursing, medical organizations to offer CE events to attract new membership

#### **Meetings:**

- On Sept. 22, 2008, a district meeting was held at Penn State University. Betsy Snook provided testimony for HB 2715 and 2716: Protection for the TITLE NURSE. Patti Gates Smith spoke on the topic "1,2,3 of Mandatory Continuing Education: What you need to know about Act 58."
- On October 3-5, 2009, some members attended the PSNA Annual Summit at the Penn Stater in University Park.
- On November 12, 2008, a district meeting was held at the Ben Mar Restaurant, Carbondale, PA at 6:00PM
- On April 21, 2009 a district meeting was held at Victoria Inn, Pittston, PA at 5:00PM
- June 26, 2009, District #4 Board Meeting, Penn State Worthington Scranton Campus
- July 28, 2009, La Trattoria, Scranton, PA district meeting

#### **Elections:**

On November 12, 2008, candidates were nominated for district offices for President and Treasurer. Deana Kilmer was elected President and Kathryn Carney was elected Treasurer.

#### **Events:**

- On April 21, 2009, PSNA District #4 co-sponsored the Collaborative Nursing Program entitled "Stroke Syndrome An Overview," at Victoria Inn, Pittston, PA This meeting was attended by seven District #4 members and 2.0 CEUs were awarded.
- On May 6, 2009, two district members attended the Lobby Day in Harrisburg, PA and met with several state representatives to discuss the

## **PSNA District #4 Annual Report**

July 1, 2008-June 30, 2009

current nursing legislation. This was an opportunity to also network with the PSNA staff and other districts.

- In May 2009, the district President was contacted by Tom Knox, candidate for Pennsylvania Governor and was invited to his "Listening Tour" at the Fidelity Bank in Scranton, PA and Pittston Senior Center in Pittston, PA to discuss health care topics.

### **Upcoming Events:**

- On October 13, 2009, District #4 meeting scheduled 4:00-5:00PM
- On October 13, 2009, Co-sponsorship of the "Resources for Ethical Health Care Decision Making" program, 6 CEUs to be awarded
- On November 12, 2009, District #4 meeting scheduled at 5:30PM
- November 2009, Elections for district Vice President and Secretary
- Legislature's Day Spring 2010

## District 6

District #6 of the PA State Nurses Association has had a busy and active year. We held four General Membership meetings, each one including a continuing education segment for which PA State Nurses Association Continuing Education credits were awarded. The Media Chair, advertised the programs and meetings in our local newspapers, in flyers, in the *Vital Signs* (the District #6 Newsletter), and *Hospital Newsletters*. Highlights of each meeting and each program were then published in the following *Vital Signs* newsletter.

We also held four Board meetings, with a majority of Board members being present at each meeting. We chose the topics and speakers for our presentations and our annual May conference and heard reports from each of our active committees.

In November, 2008 we had elections at which time the following people were elected:

Vice President: Carol Coles  
Board Members: Annette Devito  
Linda Goodfellow  
Paulet Washington

Each of these positions was filled in accordance with the State and our Local Bylaws and is in compliance with State regulations.

A Research Committee was established in 2007 which is open to undergraduate and graduate nursing students, registered nurses, and faculty who are members of SNAP or the PA State Nurses Association. Three scholarships were awarded at the annual meeting in May, 2007. At the annual meeting in May, 2008 the preliminary results of these three projects were presented in the form of posters. The attendees found these to be both informative and interesting. This year (2009) no research awards were awarded.

The Legislative Committee continued its work advancing Nursing's agenda through support of legislation both the state and federal level. The District disseminated information throughout the district from the Single-Payer group for universal health care. The legislative committee had an e-meeting on August 6, 2008. There were 4 members who went to Harrisburg for Lobby Day. ANA asks that we continue to advocate for passage of the Safe Staffing Bill S73/HR4138. Members of the Legislative Committee are available to speak to local groups on the legislative process and how nurses can have an impact. They always welcome new committee members.

District #6 also has an active Speaker's Bureau which, upon request, provides speakers for local meetings and events. This year, we filled the request for 2 speakers at local meetings.

The May Celebration meeting was held in collaboration with Area VI Pennsylvania League of Nursing, SW Pennsylvania Hospice and Palliative Care Association, and District #6. One student scholarship of \$1000 was awarded. A raffle was held to raise monies for scholarships. One award was presented: to the Oncology Nurses Society in honor of Margaret Rosenzweig, PhD, RN the long-standing chair of the Awards and Scholarship Committee. The Martha I. Clark Scholarship Award was awarded to nursing student Michael Balaska. During the conference, we also encouraged and supported district members to run for PA State Nurse offices on the state level.

The District actively participated in Nurse's Week. Planning was done in advance to obtain media coverage.

Respectfully submitted by:

*Ann M. Mitchell*

Ann M. Mitchell, PhD, RN, FAAN, President, District #6

Shirley Smith, PhD, RN, Immediate Past President, District # 6

Ginger Boneysteele, MSN, RN, President Elect, District #6

Carol Coles, MSN, RN, Vice President, District #6

Carl Ross, PhD, RN, CRNP, BC, Secretary, District #6

Sharyn Gesmond, MSN, RN, Treasurer, District #6

## **Report of District 7**

By the time you read this report, District 7 will have held elections for new Board members. This will be my last message as President of District 7.

We have had two Board meetings this year, and while turnout was small, we did hear from a number of members expressing interest in attending. In addition, we have 7 has co-sponsored a number of programs this year with District 25, SPLN and Sigma Theta Tau Chapters. As of the last membership update, we were at about 100 members. We are a small District, but very well represented in PSNA and ANA.

The Board will post upcoming meetings on the District webpage on the PSNA website.

In the next month, the District will elect new officers, and approve new bylaws. A mailing is anticipated to go out by or shortly after PSNA Summit. We are always looking to have more members involve, and all are welcome.

My thanks to Cheri Mee, Secretary/Treasurer and Dr. Marylou McHugh, Director for their dedication and support.

Sincerely,  
Patrick Kenny, President

## District 15

The PSNA District 15 Board of Directors met on the following dates to discuss and plan district events: October 7, 2009, December 3, 2008, February 9, 2009 March 4, 2009 and August 12, 2009.

Following the October Board of Directors meeting, each board member was assigned a list of members to contact in order to update the membership roster and introduce the newly elected board of directors. The District website has been updated and will continue to serve as a venue for information dissemination.

On May 19, 2009, District 15 held a Safe Staffing Forum, featuring eight panelists, to discuss HB 1033 and its implications for patients, nurses, communities and organizations. The event was attended by 34 individuals, representing both members and non-members. The event generated a great deal of discussion and was very well received.

In December 2008, the District awarded two Nursing Student Leadership Awards; in May 2009, the District awarded four Nursing Student Leadership Awards. Beginning with the May 2009 awards, the Board decided to add a one-year state only membership to the award, thus far one awardee has taken advantage of this opportunity.

The District has moved toward increased email communication with our membership. In addition, we have established a PSNA District 15 Facebook group in an effort to disseminate information in a more timely and broader audience format. Membership in the group is not limited to PSNA District members.

Currently, District 15 is planning a fall membership meeting and educational session. The District 15 Board of Directors remains committed to addressing the needs of professional nurses in our District and we will continue to seek new avenues to not only better serve our members, but to also increase our membership.

Respectfully Submitted,

Kelly Kuhns, President  
Barb Birriel, Vice President  
Christine Pyne, Secretary  
Judy Hauck, Treasurer  
Lynn Motz, Director  
Kristen Gettys, Director  
Jen Buffenbarger, Director  
Amy Trimmer, Director  
Susan Hench, Director

## DISTRICT 16

### **Goals:**

1. Increase attendance at quarterly membership meetings through personal invitations from board members.
2. Use quarterly membership meetings as an opportunity for networking between members and stimulating interest in participating in the work and activities of PSNA and District 16.
3. Recognize former board members who served on the board for 10 or more years.
4. Update district bylaws.

### **Meetings:**

A board and membership meeting was held on May 4. Featured speakers were Chad Cope and Patti Gates Smith of PSNA. Chad offered an update on current legislative initiatives with which PSNA is involved. Patti spoke about the implications of Act 58 Mandatory Continuing Education.

### **Elections:**

An entirely new board of directors was elected for district 16: President – Priscilla Simmons; Vice President – Judi Brendle; Secretary – Jane Howett; Treasurer – Dee Minchoff; Chairman of Nominating Committee – Rebecca Blouch; Director: Legislative Liaison -- Deborah Willwerth; Director: Continuing Education -- Susan Corey.

### **Events and News:**

Membership meetings are planned for November 9, 2009, February 8, 2010 and May 10, 2010. Each meeting will feature continuing education with contact hours.

Former board members, Rachel Fisher and Rebecca Nolt, spent many hours sorting through large file cabinets in forgotten storage in another board member's garage. The effort paid off in the discovery of fascinating documents of historical value. These have since been placed in the Lancaster Historical Society archives.

Respectfully submitted,

Priscilla Simmons  
President

## DISTRICT 27

District 27 has held two meetings this year and may hold one more prior to the year's end. Our numbers of attendees has been low, but steady. We hope to increase participation by continuing to offer meetings with continuing education credits. Our first meeting was a dinner business meeting to discuss District initiatives and solicit members to consider an office. Our second meeting will be a continuing education offering on September 14.

Our fall meeting will be held at the Pine Barn Inn at Danville and our presentation will be by Bob Archibald, PSNA legislative specialist and lobbyist. He will discuss the legislation currently being proposed or reviewed as well as advocacy and "grassroots" advocacy within the District. We are advertising this for our District members and within our institutions to promote attendance and potential membership.

Our District will be working to present a PSNA Town Hall meeting in the Williamsport area in the near future. We hope that this location will help to bring members from the western part of the District to a PSNA event.

In the past we had attempted to get student participation in an essay contest to provide a membership to a graduating senior. For two years we did not have any applicants and following discussion at our spring meeting it was decided to alter the format. The District wanted to award a one-year component and district membership to a graduating senior who exhibited high academic standing and outstanding leadership qualities in the program and in nursing councils or committees. Nominations were requested from the advisors from the three schools of nursing within our District. We are pleased to award these memberships to Brooke Mlinarich from Thomas Jefferson University, Danville Campus and Mary Jo Nonnemacher from Pennsylvania College of Technology, Williamsport. Both of these recipients are nurses in the Adult Intensive Care Unit at Geisinger Medical Center in Danville. We look forward to their participation and new ideas.

The District will continue to provide scholarship money to District members who attend the annual Summit. In the past we provided \$25 for any member who attends the Summit. This year we decided to provide \$25 for each District meeting that members attended as a Summit scholarship. We will continue to develop this idea as we continue to develop district meeting schedules that will make the scholarship a positive force for Summit participation.

We continue to develop our Legislative Liaison opportunities with the help of our Liaison Wayne Reich. Information from our fall meeting will help to enhance District participation and initiatives in the legislative arena. We also congratulate Wayne on his new position as the Membership Chair in the PSNA office.

## 2009 Awards Committee Annual Report

Submitted by Kim S. Hitchings, MSN, RN, NEA-BC, Chairperson

The Awards Committee met twice during the past year, both via conference call.

MEETINGS	DECISION(S)/OUTCOME(S)	FUTURE ACTIONS
March 16, 2009	Awards and associated criteria from previous year were reviewed and revised.	N/A
August 12, 2009	<p>By consensus, committee members recommended the following as award recipients:</p> <ul style="list-style-type: none"> <li>• Distinguished Nurse Award – Kathleen A Malloy</li> <li>• Educator Award – Marian L Farrell</li> <li>• Emerging Nurse Leader Award – Christine E. Marakovits</li> </ul>	<p>Due to the limited number of nominations for the awards over the past few years, it was recommended that committee chair, Kim Hitchings, request that the topic of the annual awards be placed on the Agenda for the PSNA Board of Directors meeting in October. Questions for discussion include the following:</p> <ul style="list-style-type: none"> <li>• Should we continue the Awards program?</li> <li>• If yes, what are some strategies to heighten the number of nominations and 'prestige' and recognition of these awards?</li> <li>• Is there opportunity to partner with the Nightingale Awards of PA?</li> </ul>

## **Bylaws Committee**

The Bylaws Committee met face-to-face at PSNA headquarters on July 29, 2009.

The Committee heard a report from Betsy Snook, PSNA Chief Executive Officer, regarding several bills PSNA is following: PSNA's plans to write RN+10 legislation and other legislative involvement including healthcare reform.

The Committee proposed bylaws revisions suggested by the ANA Committee on Bylaws. These changes were suggested during the ANA review of the PSNA bylaws in 2008. The Model District bylaws and District bylaw review process were also discussed. A review and potential revision of the model bylaws is underway. The district bylaws review and revision process (and associated tools) was reviewed. A review schedule was developed to be forwarded to each District. This schedule will allow for timely review and approval of each district's bylaws (5 districts per year on an every 3 year cycle).

Respectfully submitted

### **Bylaws Committee**

Regina Salyer, Chair  
Elizabeth A. Walls  
Katherine Anselmi  
Sherry Burrell

## **Report from the Cabinet on Nursing and Professional Development**

The Cabinet has worked with the Nursing Congress in addressing many of the issues that have been identified during Congress meetings. In addition, the Cabinet has created and reviewed position statements as issues have arisen. Areas that have been addressed by the cabinet include:

- Contribute to the development of a Safe Staffing position statement and monitor safe staffing legislation HB 1033
- Development of a Human Trafficking position statement
- Monitor the status of Title “Nurse” Protection, HB 2715 & 2716
- Development of a Medication Take Back position statement
- Follow up on School Nurse legislation
- Planning for the Summit Meeting

## CONTINUING EDUCATION COMMITTEE 2009 REPORT

The Continuing Education Committee met via conference call three times during the 2008-2009 year. Due to the increase in CE applications, the committee recommended the Reviewer Unit Size be increased from 30 to 36 members. This was approved by the Board of Directors. An orientation checklist was updated for use when orienting new reviewers. The QA activity for 2008 - 2009 was to review all annual provider reports to determine that each was appropriate for continuing education not basic nursing education. All requested ADFs were reviewed and the provider unit was notified if the material was for basic nursing. A revised ADF was then submitted by the provider. CE policies were reviewed and revised as needed. The changes to the CE manual have been completed and have been distributed via email to those who have purchased a manual since 7/1/06. Those requesting a hard copy manual will be charged. The educational activities from 7/1/2008 – 6/30/2009 are as follows:

Educational Activities – 206

Independent Study – 13

Provider Applications – 41

Total Applications Reviewed – 260

Total Revenue - \$79,275

The numbers have increased from 2007 – 2008 in all areas including 25% for the Educational Activities and 12% for the Provider applications, resulting in an increase in income of 20% as compared to the previous year.

Respectfully submitted,

Karen Davidson, RN, MSN, Chair CE Committee

## **Pennsylvania Nurse Editorial Board**

The Board met electronically twice during the past year and established the themes for future issues of Pennsylvania Nurse. Jennifer Neidig, Director of Communications, is working on establishing a peer review system for the publication that will most likely encourage submissions. She also negotiated another publisher for Pennsylvania Nurse. Board members have solicited articles; they invite submissions from members and non-members. Authors are now receiving copies; the feedback has been very positive. An announcement is published in each issue of Pennsylvania Nurse encouraging the submission of articles written by RNs that are relevant to the nursing profession.

Respectfully submitted,  
Zane Robinson Wolf, PhD, RN, FAAN

## **Environmental Health Task Force**

### **Submitted by Nancy Berry, RN, MSN, Co-Chair**

The volunteer members of the Task Force have worked with Patti Gates Smith, Chad Cope, and Betsy Snook during the past year and have achieved two significant new accomplishments.

The first of these is our new newsletter, Nurses for a Greener Keystone, which has had three issues so far. It is available on-line at the PSNA Website. The fourth issue will appear shortly and will be the last of the 2009 quarterly issues. We have had articles by our members as well as student nurses. We have received encouraging feedback from readers and have had new members join our Task Force as a result of their interest in this publication.

Our second major achievement this year has been our recent educational conference at Indiana University of Pennsylvania on September 24<sup>th</sup>. This "Best Practices: Environmental Health in the Home, Work and Community" was attended by over 130 nurses and student nurses. There was a full day of expert presentations covering the following topics: Building "Green Teams" in hospitals, Healthy Food in Healthcare, Risks of rBGH in Dairy Products, Safe Food and Safe Families: Keeping Antibiotics Working by curtailing their use in healthy livestock, Environmental Tracking Program, Nurses Hazardous Exposure in the Workplace, and an ANA presentation on Environmental Health. In addition we hosted a lively and varied group of poster presentations.

We have also stayed abreast of environmental health legislation and have supported these following issues: Carbon Monoxide Home Monitors, Curtailing Mercury Emissions from Coal Fired Power Plants, and Limiting Antibiotic Use in Animal Feed.

**FETAL ALCOHOL SPECTRUM DISORDERS (FASD)  
TASK FORCE  
Pennsylvania Department of Health**

The last meeting of the FASD Task force was on December 12, 2008 at the Child Welfare Training Center, Mechanicsburg, Pennsylvania. This meeting occurred after a period of several months while the State Plan was reformatted and approved for implementation. The completed *Fetal Alcohol Spectrum Disorder Plan for Pennsylvania (2008)* can be found at:

<http://www.dsf.health.state.pa.us/health/lib/health/drugandalcohol/FASDPlan.pdf>

During the December 12th meeting, Mr. Daniel Dubovsky of the Substance Abuse and Mental Health Services Administration's (SAMHSA) FASD Center for Excellence presented an overview of FASD. He stressed that FASD is 100% preventable and those women most likely to have a child with a FASD tend to be upper middle class, college educated, and teens.

Mr. Dubovsky discussed the many challenges with current treatment plans and the work in progress toward creating a *Treatment Improvement Protocol for FASD*. Many barriers currently exist such as the lack of as terminology, a standard diagnostic protocol, proper educational placement and evidenced based practices for interventions and prevention. Research is currently in progress at several sites across the country.

The State Plan requires the FASD Task Force to review the implementation plan every 2 years.

In an effort to continue with the implementation of the plan in Pennsylvania during the two year interval, interested FASD Task Force members were asked to continue the work online and via telephone meetings through subcommittees or workgroups.

Five work groups were identified: Awareness, Education, Systems, Funding and Data. Each workgroup was charged with identifying obtainable objectives that are not tied to funding. As the PSNA representative, I chose to work on the Education Workgroup. The current work of the FASD Task Force has focused on Awareness Week 2009 in Pennsylvania. The dates and times are as follows:

**Awareness Week September 8-12, 2009**

9/8: **Kickoff Event** at Gaudenzia's Vantage House for Women, Lancaster, PA, 10:15 – Noon. This will include special speakers, reading the Governor's Proclamation, etc. Public is invited to attend!

9/9 **FASD Training Event** at Indiana University of PA from 9:00 - 4:00. Free and open to all. Registration can be done through the Training

Management System (BTMS) on BDAP's website ([www.health.state.pa.us/bdap](http://www.health.state.pa.us/bdap)). CAC and LSW credits available. IUP will be doing other awareness events on campus as well.

9/11 **FASD Training Event** at Eagleville Hospital, Eagleville, PA from 9:00 – 4:00. Free and open to all. Registration can be done through the Training Management System (BTMS) on BDAP's website ([www.health.state.pa.us/bdap](http://www.health.state.pa.us/bdap)). CAC and LSW credits available.

9/14 **Bloomsburg University** awareness events on campus.

### **Weeklong Activities:**

- ✦ Baby Bottle Campaign
- ✦ Awareness Ribbon Campaign
- ✦ PSA Campaign
- ✦ Women's Health Professionals Prevention Toolkit

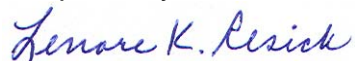
BDAP Project contacts:

Kathy Jo Stence  
[kstence@state.pa.us](mailto:kstence@state.pa.us)

Natalie Sweitzer  
[kstence@state.pa.us](mailto:kstence@state.pa.us)

Questions regarding the training events:  
Deborah Browning, Training Division  
[dbrowning@state.pa.us](mailto:dbrowning@state.pa.us) or 717-787-8200

Respectfully Submitted,



Lenore K. Resick, PhD, CRNP, FNP-BC, NP-C, FAANP

## The Government Relations Committee

The Government Relations Committee (GRC) is comprised of the Pennsylvania Political Nurse Network (PPNN) and the Political Action Committee (PAC). The committee held one face-to-face meeting this past year to discuss legislative initiatives, to review the legislative blueprint for the coming year and determine our legislative priorities and to continue to develop a strong working relationship with Stevens and Lee, our lobbying firm. Throughout the year, the committee maintains in constant contact through emails and numerous teleconferences.

In accord with the PA State Nurses Association (PSNA) Legislative Blueprint, the GRC focuses on issues that affect licensure, nursing practice, nursing services, education, nursing research, protection of human rights and consumer access. Information about pending legislation is communicated to PSNA membership through the website, district legislative liaisons, town hall meetings and direct member mailings. The committee continues to support the joint initiatives of the Congress of Nursing Education, Practice and Policy with our affiliate organizations as joint stakeholders.

The GRC has been actively involved in supporting candidates who hold key legislative positions and have a direct impact on our legislative blueprint. Policies were reviewed for disbursement of funds to such political candidates. The committee has been in constant communication with Robert Archibald, PSNA's lobbyist. District Liaisons were invited throughout the year to participate in conference calls and meetings to discuss state races, political action strategies and grassroots activities.

The PAC continues to explore fundraising opportunities. In addition, PSNA staff continues to bring PAC contribution envelopes to every PSNA sponsored event.

The GRC continues to acknowledge the work of its members and the staff of PA Nurses who are dedicated to fulfilling the goals of the organization and in succeeding with the initiatives outlined in the Legislative Blueprint.

Submitted by: Christine Alichnie PhD, RN, chair

### **PPNN** (PA Political Action Network)

Christine M. Alichnie, Chair/State Advisor  
Marilyn D. Harris, East Coordinator

### **PAC** (Political Action Committee)

Diane M. Breckenridge, Chair  
Tarik S. Khan, Vice Chair  
Jean M. Carroll, Treasurer  
Mary Ann Dailey  
Carol Forrester Staz

## **INVESTMENT COMMITTEE**

The Investment Committee has been meeting quarterly as per our policy and due to the current market fluctuations. The Committee meets by conference call with Betsy Snook, our Wells Fargo investment advisor, Jonathon Freeman and Karen Reinert also on the calls. Patrick Kenny, PSNA President, frequently joins the calls.

The Committee reviewed account statements and made recommendations for Board approval regarding changes in distributions and allocations of funds. Due to a continuing volatile economy, some transfers were made from the Investment Operating Account to support Association expenses. As of 6/30/09, the investment account was up 7.11% net for the year.

Wells Fargo acquired Wachovia, however, this did not affect our representation. Our cash deposits and CDs are well within FDIC limits. Slow and steady market improvements are anticipated. We continue to take appropriate actions to insulate funds from further losses to the degree possible.

The Committee also reviewed investment policies and procedures as needed and scheduled.

Many thanks to the Committee members and staff for their concerted efforts to monitor and maintain appropriate investment resources for the Association.

Respectfully Submitted,

Sue Kelly, Chair  
Treasurer, PSNA

## **New to Practice (N2P) Committee Report**

**Committee Members:** Jean M. Carroll (Chair), Lillian Stiglitz (co-Chair), David Geller, Patrick Kenny, Tarik S. Khan, Danielle Calabrese, Regina Salyer, Carol Toussie Weingarten, Carrie Heiny, Anna Menard; PSNA Staff: Patti Gates Smith and Betsy Snook.

The new to Practice (N2P) Committee of the Pennsylvania State Nurses Association (PSNA) was launched February 19, 2008 at Villanova University. The purpose of the N2P committee was to increase the membership of new to practice nurses in their professional nursing organization.

The New to Practice (N2P) committee identified its mission as the retention of newly practicing registered nurses in Pennsylvania. Its goals were: (1) identify, evaluate, and implement strategies to meet the needs of N2P nurses in the workplace; (2) offer education to promote career advancement; (3) provide mentoring and resources to support successful independent and collaborative workplace practices; (4) build connections to the professional organization's legislative policy and advocacy initiatives; and (5) establish communications that provide an environment of honest, constructive, balanced discussion and debate on the views and issues of N2P nurses.

As it began its work, the N2P group identified the following challenges:

- What structure would help to bring new to practice nurses into PSNA?
- What type of partnering is necessary to make that happen?
- What do new to practice nurses need?
- What can PSNA do to support new to practice nurses?

The N2P Committee has accomplished the following tasks in the past year: (1) a message from the Chair outlining key challenges for the Committee; (2) submission of a description and summary of the Committee for the PSNA website; and (3) conducted a survey to ascertain interest in the N2P Committee amongst Pennsylvania nurses. The net effect of these efforts has been the inability to generate increased interest in the N2P Committee among new to practice nurses.

In the past year, the N2P Committee held four conference calls between November, 2008 and June, 2009. The main focus of these meetings revolved around discussion about: the needs of new to practice nurses in a challenging economy; the interest-or lack thereof- to continue the N2P committee; and the feasibility of continuing the N2P connection.

While these challenges continue to exist, the economic crisis which gripped the country in the Fall of 2008, shifted both interest and commitment in the new to practice connection.

At the conclusion of the June '09 conference call, the Committee agreed to determine the future of the committee after completing a survey to new nurses in the Fall of 2009. PSNA remains committed to supporting new to practice nurses in the workplace and in their professional development, and will address new to practice issues as they emerge.

Lillian Stiglitz, RN accepted the position of co-chair for the N2P Committee.

Respectfully submitted,

Jean M. Carroll, RN, MSN  
Chair, New to Practice (N2P) Committee

# **Nursing Foundation of Pennsylvania**

## **NFP Board of Trustees and Staff**

- Rose Constantino, President/Trustee
- Elizabeth A. Walls, Vice-President/Trustee
- Jane Brennan, Secretary/Treasurer/Trustee
  - Deborah R. Garrison, Trustee
  - Marilyn Harris, Trustee
  - Kim Hitchings, Trustee
    - Betsy Snook, CEO
    - Fran Manning Administrative Consultant

## **Vision**

- Be the premier charitable foundation for professional nurses in the Commonwealth of Pennsylvania
- Support the advancement of the nursing profession

## **MISSION**

To utilize philanthropic funds to carry out PSNA's Goals

- Charitable
- Educational
- Scientific

## **2008 – 2013 Strategic Goals**

- Sustain strategic and active support of PSNA
- Enhance the financial strength of the NFP
- Increase support for scholarships and research

## **2009 Initiatives**

- Selected eight (8) \$1,000 Pauline Thompson Nursing Education Scholarship Recipients
- Donated \$1,000 to the PSNA Annual Summit in support of program
- Moved the Edward Jones Account into an Edward Jones Advisory Solution Platform based on risk tolerance for an increased value of our account
- Scheduled monthly verbal reports on investment accounts from Edward Jones representative
- Obtained PSNA board approval to extend the term of three outgoing trustees for consistency in implementing the NFP strategic plan
- Pursued identification of qualified individuals to sit on the NFP Board of Trustees

## **2009 Activities**

- Revised the Pauline Thompson Nursing Education Scholarship Criteria
- Revised the Pauline Thompson Clinical Nursing Research Awards Criteria
- Formed a Scholarship Review Committee consisting of Dr. Jane Brennan, Dr. Janet Sipple, Co-Chairs and Ms. Kay Bensing and Sarah Bakermans (a 2007 Pauline Thompson Nursing Education Scholarship Recipient)
- Held a successful Bowl-A-Thon fundraiser in conjunction with the Sexual Assault Team of Allegheny County in Pittsburgh earning \$2,128.75 for the Pauline Thompson Scholarship Fund.
- Donated \$200 to the VFW Golf Outing Program
- Began a process of developing an infrastructure to facilitate fund raising including annual giving, estate planning and a major donor program with consultant Shirl Shaffer of First Preference, LLC
- Contacted past NFP Scholarship and Research Grant recipients for updates on their progress/status

## **Transcending Challenges to Opportunities**

- Provide an opportunity to serve on the NFP Board of Trustees or Honorary Trustee
- Encourage all nurses in the Commonwealth of PA to participate in the NFP Estate Planning or Planned Giving Program
- Promote a contribution of \$10 each by all attending this PSNA Annual Summit

Respectfully submitted,

## **Nursing Foundation of Pennsylvania Board of Trustees**

Rose Constantino, President  
Betsy A. Walls, Vice President  
Jane Brennan, Secretary/Treasurer  
Deborah R. Garrison, Trustee  
Marilyn Harris, Trustee  
Kim Hitchings, Trustee

## **NOMINATING COMMITTEE**

The Committee met by conference call on June 2, 2009. The Committee reviewed the election process and the deadlines regarding the election process. Each of the consents-to-serve received by PA State Nurses Association were reviewed by the Committee and accepted. The Committee suggested names and possible candidates were identified for each open position. Consideration to diversity, selecting candidates across the state and variations in educational background was given with each name suggested.

The slate selected by the Nominating Committee is as follows:

**Secretary (1)**

Mary Ann Dailey, District 2

**Treasurer (1)**

Julia Greenawalt, District 5  
Cheryl Mee, District 7

**Board of Directors (3)**

Judi Brendle, District 16  
Danielle Calabrese, District 22  
Lynette Jack, District 6  
Patty Knecht, District 22  
Jane Oyler, District 15  
Ron Rebuck, District 15  
Regina Salyer, District 22  
Paul Tarves, District 27

**Cabinet on Nursing Practice and Professional Development (2)**

Nicole Hartman, District 2  
Deanna Kilmer, District 4  
John Leeking, District 15  
Joe Mattis, District 6  
Kimberly Trout, District 23  
Teresa Ann Pluth Yeo, District 25

**Nominating Committee (3)**

Kathleen Burke, District 25  
Lisa Fiorentino, District 9  
Janet Sipple, District 2

**ANA Delegate (6)**

Lisa Bernardo, District 6  
Michele Campbell, District 15  
Susan Corey, District 16  
Julia Greenawalt, District 5  
Susan Hench, District 15--**withdrew**  
Susanne Kelly, District 9  
Patrick Kenny, District 7  
Ann Mitchell, District 6  
Wayne Reich, District 27

Susan Simmons, District 22  
Renee Smith, District 27  
Betsy Snook, District 27  
Paul Tarves, District 27  
Teresa Ann Pluth Yeo, District 25

**The Center Delegate (1)**

Danielle Calabrese, District 22  
Kathleen Pagana, District 27

Respectfully submitted, Nominating Committee

Susan Albrecht, PhD, RN, FAAN, Chairperson, Toni McAndrew, MPA, RN,  
Joan Clites, EdD, RN,C

## Pennsylvania Health Care Cost Containment Council (PHC4)

**Submitted by:** Julie Sochalski, PhD, RN, FAAN

University of Pennsylvania School of Nursing

**Council positions:** Chair, Education Committee

Executive Committee, member

Executive Director Search Committee, member

Council Leadership Nominating Committee, member

The legislative battles of the past year significantly affected the operations of PHC4 in profound ways. The Council's prior statutory authorization was due to sunset (i.e., expire) on June 30, 2008. Its reauthorization legislation was included in a General Assembly bill that also included Gov. Rendell's health insurance reform legislation and the MCare abatements. While the reauthorization of PHC4 was noncontroversial, the other parts of the bill were highly controversial and consequently the entire bill stalled in the legislative process. On June 30, 2008 Gov. Rendell issued an executive order extending the operation of PHC4 for 90 days—through October 30, 2008. However, there was no further progress on the bill during the 90 day period. On November 19<sup>th</sup>, Gov. Rendell issued his second executive order regarding PHC4, this time extending its operation through June 30, 2009. However, its uncertain future status and its organizational and budgetary constraints during the extension period hampered the full operation of the Council and its staff. Not surprisingly it resulted in a number of staff resignations which could not be filled under the terms of the executive order. Nonetheless, in January, 2009 the Council released its Hospital Acquired Infections (HAI) report—*Hospital-acquired Infections in Pennsylvania 2007*. Pennsylvania is the only state that issues a statewide report on the occurrence of hospital acquired infections for all hospitals, and this report which received widespread national and statewide media attention. Of special note, the work of PHC4, and in particular the HAI reports, was noted in reports on health reform from White House and Congressional staff. In addition, in August, 2009 PHC4 issued its cardiac surgery report—*Cardiac Surgery in Pennsylvania 2006-2007*—which provides the cardiac surgery outcomes and costs for all hospitals offering cardiac surgery services in Pennsylvania. Pennsylvania is one of only a handful of states that issue state-wide reports on cardiac surgery outcomes (New York is another), and these reports have been credited with having a significant impact on improving quality outcomes of cardiac surgery.

In June 2009, the PHC4 reauthorization language was separated from the larger General Assembly bill and was separately considered and passed by the General Assembly and signed by the Governor. The budget for PHC4 is still awaiting passage by the Assembly and the Governor's approval; the current budget proposal entails a significant budgetary reduction. The legislation provides a 5-year reauthorization of PHC4, and several other significant provisions. First, PHC4 will appoint a new Payment Data Advisory Group, which will be responsible for reviewing and making recommendations for payment data that would be submitted to and incorporated into PHC4's analysis and reports. Second, a Review Committee will be appointed by Governor Rendell, which is responsible for reviewing the operations and work of PHC4 and developing recommendation regarding its future operations. The membership of the

Review Committee includes a PSNA representative. I am delighted to report that Governor Rendell has appointed Helen Burns, RN, PhD, as the PSNA representative to the Review Committee.

## **PSNA Nursing Representatives Report: Pennsylvania Trauma Systems Foundation Board Activity**

1. **Introduction:** On behalf of Christina Wargo and me, we thank the Pennsylvania State Nurse's Association for the opportunity to represent them on the Pennsylvania Trauma Systems Foundation (PTSF) Board of Directors. As members of the PTSF Board of Directors we have been involved in multiple activities of the Foundation as noted below.
2. **Nomination/Term:** Both Christina and I are serving 3 year terms. My term end date is 12/31/09. Christina's term end date is 12/31/2011. The Nomination Committee will be reviewing the candidate slate this fall.
3. **PTSF Committees:** Christina and I have been appointed to the following committees of the PTSF Board: Bylaws, Conflict of Interest, Executive Committee, and Policy & Procedures. Non-board or adhoc Committee participation includes POPIMS Standardization Committee, Outcomes, Rural Trauma Committee, and Research.
4. **State EMS Act:** Governor Rendell signed the revised state EMS Act (Act 37) into law on August 25<sup>th</sup>. PTSF has been a key advisory group in the process providing expert opinion and technical feedback on the language. The PTSF portion of the Act now includes language which increases nursing representation on the PTSF Board from 2 to 3 members. This is to enhance nursing presence during accreditation deliberations when conflicts of interest dictate Board members need to be excused from deliberations. Trauma Center Level language was also deleted to more clearly allow PTSF to accredit trauma centers beyond the Level I, II, and III centers that are currently in place.
5. **Technology:** PTSF has been diligently working to increase the use of computerized technology to streamline processes related to accreditation. The electronic Application for Survey (EAFS) will replace the paper documents that applicants have used since the genesis of the accreditation process in the 1980's. The EAFS is currently being tested by several trauma centers with an implementation goal of fall 2009.
6. **Trauma System Development:** PTSF created a new vision statement as a result of its strategic planning process:
  - **Needs Assessment Work Group**
    - Purpose: To create a needs assessment process to reduce costs of duplicative services in a region in particular for Level I –

III. The focus would be to create a position paper outlining ideal distribution of trauma centers in the Commonwealth.

- **Rural Trauma Committee**
  - Purpose: To enhance trauma care in rural underserved areas of Pennsylvania through education, research, and creation of standards for Level IV trauma centers. Currently the Rural Trauma Team Development course is being implemented by Level I/II trauma centers in nontrauma centers to enhance emergency department care. The Office of Rural Health has been a key supporter in funding critical access hospitals to receive the course.
  
- **Geriatric Trauma Committee**
  - Purpose: To enhance geriatric trauma care in PA through education, the development of geriatric clinical management guidelines and research. Currently the committee is developing a protocol for anticoagulation reversal and examining pre-hospital and in-hospital geriatric trauma triage practices.

## **Policy Committee**

The Policy Committee met June 18, 2009, via conference call. Members present were Helen Bursn, Chair; R. Helen Ference and Karen Papastrat. Patrick Kenny, PSNA President, Betsy Snook, CEO and Karen Reinert, staff member were also in attendance. The committee reviewed a total of 34 policies, 15 of which required no changes. The committee recommended revisions to 18 policies. The committee's recommendations were submitted to the Board of Directors for final approval at their August 2009 meeting.

Respectfully submitted,

**Policy Committee:**

Helen Burns, PhD, RN, Chairperson

R. Helen Ference, PhD, RN

Karen Papastrat, MSN, RN

## Secretary's Report

Since the Annual Summit Meeting of 2008, the PSNA Board of Directors held seven business meetings. Four of these meetings were face-to-face sessions in Harrisburg and three were conference calls. Meetings were conducted in October (2) and December of 2008 and January, March, May, and August of 2009 with all minutes available upon request from the association.

Attendance at all board meetings has been excellent. Those in attendance have included board members and staff, as well as guest representatives from various constituent organizations as follows:

Organization	10/23/08	3/10/09	5/11/09	8/19/09
American Assoc. of Critical Care Nurses, Susquehanna Chapter			X	
Association of PeriOperative RNs, Central PA Chapter	X	X		
Center for Arts & Technology, Brandywine Campus		X		
Nursing Foundation of Pennsylvania, President	X	X		
PA Assoc. of Occupational Health Nurses, President		X		
PA Association of Peri-Anesthesia Nurses	X			
PA Coalition of Nurse Practitioners		X		
PSNA, District Presidents (4, 16, 25, 27)	X			
PSNA, District President (26 only)		X		
PSNA, PAC Chair	X			
PA Organization of Nurse Leaders (PONL)			X	

It has been a pleasure to participate as a member of the Board of Directors, because each member's contribution is valued and respected and all work as a team for the common good of the organization.

Respectfully submitted,

Mary Ann Dailey, PhD, RN  
Secretary, PSNA Board

## Greetings from SNAP!

It has been an amazing year for the Student Nurses' Association of Pennsylvania and our excitement grows as we quickly approach our annual convention. SNAP is currently serving over 4,000 nursing students from across the commonwealth and experiencing an increase in our membership every year! Our 57<sup>th</sup> annual convention is rapidly approaching which will be held from November 18<sup>th</sup>-21<sup>st</sup> at the beautiful new Lancaster Marriot at Penn Square. Our theme will be "The Power and Passion to Care" in which we will be hosting a fascinating variety of guests and speakers. The talented Dr. Stephanie Ferguson will be our honored Keynote address and we will be hosting our 2<sup>nd</sup> annual Laura Waters Nursing Challenge Bowl. This NCLEX-style knowledge bowl is a perfect source of NCLEX practice, school spirit, and student unity. We currently have \$14,000 in scholarships to be awarded at convention and are expecting over 600 attendees.

Our other programs such as Capitol Hill Step-by-Step and our annual LEAD workshop have been a great success for the pre-professional development of our students. Though we are all struggling in the current economy and some are struggling with the job market, SNAP still stands firm in its beliefs and dedication to the student nurse. We strongly believe that the empowerment of student nurses through experience, knowledge, and advocacy will better prepare the 'nurses of tomorrow'. The nursing profession has the potential to be one of the strongest voices in America and SNAP remains committed to forward that opportunity.

On behalf of the Student Nurses' Assn of Pennsylvania, I want to personally thank PSNA for their ongoing support of our goals and vision. Please accept our best wishes for a successful summit.

Respectfully,  
Samantha Stapleton  
President

