FROM THE PRESIDENT

As is often the case, these past months have flown by with our nation ushering in new leadership while we continue our daily work caring for our loved ones, friends, community and patients. Many of us have talked and fretted about the upcoming governmental transition and what it will mean to us personally and to our national health care system. But far from our shores a serious and deadly conflict rages on. Young and old in many countries fear daily for their lives and wonder where their next meal will come from.

This Thanksgiving our family had the opportunity to spend the weekend with two young Kurdish women from Syria who left everything behind, including their family members, to save their lives. After years of living in Iraq as refugees they immigrated to the United States on November 22. Over the time we were together I learned of their terrifying flight from Syria, their other family members (5 siblings and their parents) and the joys and fears of transitioning to a new culture. Through the eye of these ladies I heard struggle, sadness and worry on behalf of their family members who were left behind in a country that does not enjoy the freedoms we do. I learned of their educational and career aspirations as they worried if their Bachelor’s degrees will improve their job opportunities here in America.

I was very proud to tell them that of all the countries in the world for young single women, the United States would offer them opportunities. As a child of a refugee myself, I have seen first hand that hard work, dedication, and consistent effort pay off. However, the pathway is much smoother with support and care of loving community members. There are many programs in our communities to assist those in need, but the bottom line is this: Programs do not help people. People help people. I am continually impressed with the level of expertise and care our Eta Eta members demonstrate both on and off the job. I am honored to be a part of an international organization that aims to impact others on a global scale. In the coming months I encourage all of you to consider that you do not have to travel abroad to serve — there are individuals in our neighborhoods who would welcome a guiding hand or an open home. I implore you to stay alert for opportunities and find ways to “do unto others as you would have them do unto you.” You will find that in doing such service you will be a beneficiary of good.

Sincerely, Charlotte Wool, PhD, RN

“Live life while you have it. Life is a splendid gift—there is nothing small about it.” - Florence Nightingale
Nursing Honor Society Recognizes New Members

Eta Eta Chapter, the York College chapter of the Honor Society of Nursing, Sigma Theta Tau International, promotes excellence in nursing scholarship, leadership, and research. The chapter inducted 42 new members: 29 undergraduate students, 6 graduate students, and 7 nurse leaders.

Undergraduate Student Inductees

E. Abbot  M. Alera  K. Chaisson  S. Evens  C. Gahagan  C. Golden  A. Groff  A. Hildebeitel  C. Hinkle
J. Ignaczewski  K. Kauffman  L. Kemble  M. Lobeck  A. May  R. Mays  R. McDevitt  J. Mynaugh  L. Nieliwocki
K. Purell  B. Reichelt  C. Rhoten  G. Schilling  I. Silbaugh  E. Trimmer  M. Volpe

Graduate Student Inductees

J. Andrade  B. Ijiyemi  L. Johnston  I. MacDonald  M. MacDonald  A. Magloire

Nurse Leader Inductees

S. Bosserman  N. Cross  J. Green  R. Hill

Unavailable for Photo

Undergraduate Students
Amanda Billig
Karli Rock
Kristina Sinclair
Carly Smith
Nurse Leaders
Avernelle James-Johnson
Terry Ring
Michelle Smith

Guest Speaker

Love, Courage, and Honor:
The Meaning for Today's Nurse

Mary Lou Kanaskie
PhD, RN-BC, AOCN

Clinical Nurse Educator
Nurse Residency Program Coordinator
Penn State Hershey Medical Center

Research Nurse Scientist and Faculty
Penn State University College of Nursing
Congratulations 2016 Eta Eta Chapter Award Winners!

Award winners pictured (Left to Right): Amy Seitz-Cooley, Deborah Taylor, and Deborah Barton received Excellence in Nursing Awards.

Eta Eta Chapter, the York College Chapter of the Honor Society of Nursing Sigma Theta Tau International, announced the recipients of its 2016 awards and scholarships.

Amy Seitz-Cooley, DNP, RN, ACNS-BC, was honored with the Excellence in Nursing Research award. Amy is the director of nursing excellence at WellSpan York Hospital.

Deborah Taylor, MSN, CRNP, BC, merited the Excellence in Nursing Practice award. Deb is a nurse practitioner with the White Rose Ob/Gyn Associates, York, PA.

Deborah Barton, MS, RN, was recognized for Excellence in Nursing Mentorship. Debbie is the simulation coordinator for the Stabler Department of Nursing, York College of PA.

Award winners pictured (Left to Right): Susan Bare received the Graduate Student Scholarship; Krista Kauffman, Undergraduate Scholarship; and Michelle VonStein, Stafford Grant.

Susan Bare, MSN, CNM, RN, received the Graduate Student Scholarship. Susan is a doctoral student in the dissertation phase of her degree. She is an instructor in nursing at York College of PA.

Krista Kauffman, BS, RN, from Marietta, PA, received the Undergraduate Student Scholarship. She will graduate in May, 2017, from the York College nursing program.

Michelle VonStein, BSN, RN, ONC, received the Glenn and Dorothy Stafford Scholarship which supports an evidence-based practice project. Michelle, a 2012 York College graduate, is a clinical nurse at WellSpan York Hospital. Her project is “Improving patient experience by decreasing thirst and dry mouth.”

Please send your achievements, presentations, posters, abstracts, pictures, kudos, featured articles, mission/medical trip stories to Hannah Schilthuis at hritzman@ycp.edu by May 1, 2017 for the next newsletter. The newsletter is only possible because of YOU and your submissions!
Susan (Mickey) Condie, of Redondo Beach, CA (formerly of York, PA) has been selected to disseminate her research on peer-to-peer incivility in the nursing workplace at the prestigious Sigma Theta Tau International – Creating Healthy Work Environments Conference in Indianapolis March 17-19, 2017.

Dr. Condie is an award winning nurse administrator, consultant, and educator with greater than 20 years of diverse nursing experience. Her ground-breaking work on promoting civility in the nursing workplace has brought national attention to the controversial issues of peer-to-peer incivility in academic and work environments.

Currently, Dr. Condie is the Chief Nursing Officer – Consultant for HomeHero, the largest independent home care provider in California. Condie maintains her appointment as Associate Dean of Nursing Academics and Associate Professor at West Coast University, Orange County, CA campus. Additionally, she was selected to serve as a Nursing Education Consultant for the State of California – Department of Consumer Affairs. Condie graduated from the Pottsville Hospital School of Nursing, PA and earned a Bachelor’s degree from Penn State University. She continued her education and received a Master’s degree in nursing, with an emphasis in Adult Health Clinical Nurse Specialist; a Post Master’s in Nursing Education; and a PhD in Nursing Science and Research from Widener University, Chester, PA. Dr. Condie also received a Post Master’s in Nursing Administration from Villanova University. She is a current doctorate of nursing practice (DNP) student at Walden University and expects to earn a second doctoral degree in May 2017.

Dr. Condie served as a member of the task force for the American Nurses Association Professional Panel for Incivility, Bullying, and Workplace Violence. She holds numerous professional memberships and certifications spanning the administrative, education, and practice fields of nursing.
Cheryl Dellasega, CRNP, PhD, MFA and Jared Dougherty, BS, RN, CCRN have been selected to disseminate their research on The Relational Nurse Champion Program at the prestigious Sigma Theta Tau International—Creating Healthy work Environments Conference in Indianapolis March 17-19, 2017. Please see their submitted abstract below.

Nurses connect with patients, each other, and members of the care team to promote the best health possible. These connections and relationships can be positive as well as negative influences on the work environment. For example, it is known that nurses who fail to complete orientation often do so because of the emotional climate rather than work demands (Garrett & McDaniel, 2001).

Research on interventions which help nurses create a quality work environment is in its infancy. One intervention that has had a positive impact is Mindfulness Based Stress Reduction (MBSR), which has been found to decrease stress, burnout, and anxiety while simultaneously improving focus, mood, and empathy (Smith, 2014). As such, MBSR has the opportunity to positively impact nurses’ daily practice and improve patient outcomes, but logistics often prevent nurses from participating in the training, which is time intensive.

Relational Aggression (RA) is the use of negative behaviors to aggress against another person within a relationship. Unlike Horizontal or Lateral Violence, RA can occur from nurse to nurse, physician to nurse, unit secretary to nurse, and so on (Dellasega, 2009). It is often a measure of the toxicity of a work environment; where RA is high, so is toxicity (Dellasega & Volpe, 2014).

Previous foundational work with nurses on the subject of RA has shown promise in changing attitudes and beliefs in the short term using an eclectic theoretical model (Dellasega, 2012; Dellasega & Volpe, 2014). A series of eight hour workshops presented to nurses in various hospital settings received positive evaluations and change in knowledge, but the long term impact has not been studied.

Building on this work, the Relational Nurse Champion Program (Nurse Champions) will create a resource using the principles of Educate, Relate, Integrate (Dellasega, 2004). The program will be pilot tested in February, 2017 at a large academic medical center.

Selected nurses will be chosen to receive an eight-hour educational program which involves: 1) Education about communication, relationship building and relational aggression in the nursing environment, 2) Relation of the new information to the current work environment, and 3) Integration of objectives for change and a plan of action to meet the specific needs of an individual nurse or unit.

After training, the Nurse Champions will work on his/her unit to complete integration of the action plan. Each month, a group meeting of unit Nurse Champions will be held with Dr. Dellasega to discuss the achievement (or lack thereof) of the established objectives. Modification or establishment of new objectives will be accomplished as needed, along with brainstorming on relationship-building and communication activities that can be implemented on individual units to improve the worklife climate.

Nurse satisfaction and the nursing quality of worklife will be measured before and three months after implementation of the intervention. Two or three diverse units of the hospital will participate in the three-month pilot study.

It is our belief that improving the quality of relationships within the nursing unit will enhance both individual and group wellbeing and job satisfaction. Upon completion of the pilot study we plan to expand the program to other units in the hospital for a more robust analysis of impact.
At this year’s holiday social, 49 people attended. Essen Ziet, a live quartet was present to provide Christmas music. Pictured from Left to Right: Patty Myers, Alaina Szocik, Julie Yohe and Jared Dougherty.

ETA ETA CHAPTER 2016-17 EXECUTIVE BOARD

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