

# 59th Annual Convention Times are Changing... Make the Sky Your Limit!

April 11-13, 2012

Tan-Tar-A Resort, Osage Beach, MO

## Call for Poster Abstract For the MLN Annual Convention

Visit our website for more  
information,  
[www.mlnmonursing.org](http://www.mlnmonursing.org)

Deadline for abstract  
submission is January 30, 2012

Speaker handouts will be emailed to registrants one week prior to the conference. Late handouts will be emailed up to the day prior to the conference. It is your responsibility to print off the handouts and bring them with you to the conference. **No hard copy handouts will be available at the conference.**

Featuring NATIONAL presenters:

**Marilyn Oermann**, PhD, RN, FAAN, ANEF, Professor and Adult/Geriatric Health Division Chair, School of Nursing University of North Carolina at Chapel Hill, will be presenting:

### Evidence-based Nursing Education: What It Means to You as an Educator

*Dr. Oermann's current books include:*

- Oermann, M.H., & Hays, J. (2011). *Writing for publication in nursing* (2nd ed.). New York: Springer.
- Gaberson, K., & Oermann, M.H. (2010). *Clinical teaching strategies in nursing* (3rd ed.). New York: Springer.
- Oermann, M.H., & Gaberson, K. (2009). *Evaluation and testing in nursing education* (3rd ed.). New York: Springer.

**Carmen Bowman**, Regulator turned Educator, Edu-Catering: Catering Education for Compliance and Culture Change, will be presenting:

### Honoring Nurses Through Culture Change and Creating Home II: National Symposium on Culture Change and the Food and Dining Requirements – Results and Recommendations

**Kent Rader**, Professional Speaker and Comedian, will be presenting:  
**Positively Handling Changing Times and Leadership: Empower Your Employees**

# 59<sup>th</sup> ANNUAL CONVENTION

*Times are Changing... Make the Sky Your Limit!*

April 11-13, 2012

(12.5 contact/clock hours)

This conference is designed to provide you with information needed to stay up-to-date with the constant changes in health care and nursing education. This conference is targeted to nurse educators. The preferred educators topics are noted with a †. However, you are welcome to attend any of the other sessions listed.

## Wednesday, April 11, 2012

11 a.m. Convention Registration and  
Viewing of Silent Auction Items

12 p.m. Welcome  
*Nancy Fredrich, President, MLN Board of Directors*

12:15 – 1:45 p.m. **OPENING SESSION: Positively Handling Changing Times** [1.5 contact/(A) clock]  
*Speaker: Kent Rader, Professional Speaker and Comedian*  
Recent surveys report that more than half of health care employees hate their jobs. The number one reason cited is the stress associated with today's health care environment. Having spent twelve years as CFO and CEO of hospitals, Kent Rader has experienced this stress first hand. This session will show participants the origins of stressful feelings and how humor is a proven tool in combating these feelings. Practical ways to include more humor in your life, along with stories that are guaranteed to make you laugh, will also be shared.

1:45 – 2 p.m. Break

2 – 3 p.m. **CONCURRENT SESSIONS**  
† **Evidence-based Nursing Education: What it Means to You as an Educator** [1 contact]  
*Speaker: Marilyn Oermann, PhD, RN, FAAN, ANEF, Professor and Adult/Geriatric Health Division Chair, School of Nursing University of North Carolina at Chapel Hill*

This presentation explores evidence-based nursing education and questions the extent of "evidence" available to guide educational practices in nursing. Studies are reviewed in selected areas of nursing education with implications for own teaching and scholarship.

• **Leadership: Empower Your Employees** [1 contact/(A) clock]

*Speaker: Kent Rader, Professional Speaker and Comedian*  
This session will discuss the principles that drive fear from the workplace for peak employee performance, continuously improve your product and service, educate and empower employees so they are unafraid to act on their own to serve your customers, and, of course, humor. Stories will be shared that are guaranteed to make you laugh!

• **The Language of Culture Change: What You Say Really Does Matter** [1 contact/(A) clock]

*Speaker: Thomas Brozka, Executive Director, Sunrise Assisted Living of Des Peres*

This session will give you examples of effective and non-effective means of communicating to your residents to facilitate culture change.

3 – 3:15 p.m. Break

3:15 – 4:15 p.m. **CONCURRENT SESSIONS**

† **Evidence-based Nursing Education: What it Means to You as an Educator (continued)** [1 contact]

*Speaker: Marilyn Oermann, PhD, RN, FAAN, ANEF, Professor and Adult/Geriatric Health Division Chair, School of Nursing University of North Carolina at Chapel Hill*

• **Culture Change: Where is Missouri Headed** [1 contact/(A) clock]

*Speaker: Sam Plaster, State Culture Change Coordinator, Department of Health and Senior Services, Section for Long Term Care Regulation*

Culture change is not just a good idea, it is required. This session will provide a review of the core values of culture change and how they are mandated by long term care regulations. There will be discussion concerning the Centers for Medicare and Medicaid Services' (CMS) and the Section for Long-Term Care Regulation's initiatives to increase regulatory focus on culture change mandates.

• **Plan of Care With Hospice Agencies** [1 contact/(PC) clock]

*Speakers: Jeff Young, JD, RN, Regional Director of Marketing and QA, Preferred Hospice, and Sonya Newton, BS, NHA, Director of Operations, Preferred Hospice*

How do you develop a "patient-driven" care plan? This session will help you understand different goals and how they interrelate and change. You will also be able to identify the need to have a coordinated plan of care with hospice agencies.

4:15 p.m. Exhibit and Poster Presentation Viewing  
Door Prizes (Must be present to win.)

4:45 p.m. Light Dinner and Cash Bar in the Exhibit Hall

5:15 p.m. Scholarship Auction (Silent auction winners will be announced and the live auction will begin.)

7:30 – 8 a.m. Coffee & Pastries in the Exhibit Hall

8 – 9:30 a.m. **Concurrent Sessions:**

✦ **Education in Evidence-based Practice: Preparing Students for Today's Health Care Systems** [1.5 contact]

*Speaker: Karen Balakas, PhD, RN, CNE, Professor and Director, Clinical Research Partnerships, Goldfarb School of Nursing at Barnes-Jewish College*

This presentation will discuss the evolution of EBP within the hospital setting and how it has been incorporated into nursing care. This knowledge will be helpful to educators who are preparing students for their entry into the nursing profession.

• **Honoring Nurses Through Culture Change** [1.5 contact/(A) clock]

*Speaker: Carmen Bowman, Regulator turned Educator, Edu-Catering: Catering Education for Compliance and Culture Change*

Culture change brings with it many new and unfamiliar practices compared to the traditional ways of providing nursing home care. Nurses often get a “bad rap” for not supporting new ideas when, in fact, nurses yearn for meaningful change but have been taught to tread carefully. Culture change practices will be shared with the responsibilities of the nurse in mind, showing how homes remain compliant with applicable regulations and how new practices actually meet federal requirements better than ever before! We will take a look at some of the things we do and say in long term care that are actually funny and don't always make the most sense. Come laugh a little and be encouraged along your culture change journey.

9:30 – 10 a.m. Exhibit and Poster Presentation Viewing  
Door Prizes (Must be present to win.)

10 – 11:30 a.m. **Concurrent Sessions**

✦ **Nurse Educator Learning Circles** [1.5 contact]

Nurse Educators will have the opportunity to share ideas and best practices on a variety of hot topics.

• **Creating Home II National Symposium on Culture Change and the Food and Dining Requirements – Results and Recommendations** [1.5 contact/(A) clock]

*Speaker: Carmen Bowman, Regulator turned Educator, Edu-Catering: Catering Education for Compliance and Culture Change*

The Creating Home II symposium held February 2010, will be reviewed by the speaker who was the facilitator of the event and author of the background paper for it under contract with CMS. A synopsis of each content area will be given: The Deep Seated Issue of Choice, The Role of the Physician Order, Outcomes of Choice in Dining, The FDA Food Code, CDC Infection Control Guidelines, Survey Interpretations of Regulations, Paid Feeding Assistants, The Role of the Pharmacist, and New Negative Outcome.

A resulting Clinical Dining Standards Task Force, comprised of symposium experts and representatives from national clinical standard setting stakeholder groups, recently finalized new Clinical Dining Standards of Practice released by the Pioneer Network September of 2011. You will hear “hot off the press” about them and their future.

• **Defensible Documentation** [1.5 contact/(A) clock]

*Speaker: Mary E. Stassi, RN-BC, Health Occupations Coordinator, St. Charles Community College*

To provide health care professionals with the knowledge necessary to document care in a manner that accurately reflects all aspects of treatment.

11:30 a.m. – 12 p.m. Exhibit and Poster Presentation Viewing  
Door Prizes (Must be present to win.)

12 – 1:15 p.m. Business Meeting and Awards Luncheon

1:15 – 2:45 p.m. **Concurrent Sessions**

✦ **Update on the Institute of Medicine Report Recommendations** [1.5 contact]

*Speaker: Nelda Godfrey, PhD, ACNS-BC, Associate Dean for Undergraduate Programs, Clinical Associate Professor, University of Kansas School of Nursing*

This offering will summarize national and state-wide progress on implementation of the IOM Report recommendations on the Future of Nursing.

• **Social Media and Employment Issues** [1.5 contact/(A) clock]

*Speaker: Ivan Schraeder, JD, Senior Attorney, The Lowenbaum Partnership, LLC*

This session will discuss the forms of social media and the effects they have on the workplace and employees. In addition, you will discuss how to avoid possible legal situations that may arise from its use.

• **How to Gain “Buy In” for Culture Change** [1.5 contact/(A) clock]

*Speaker: Rebekah Lucas, BS, NHA, Nursing Home Administrator, Summit Villa*

Useful tools used to incorporate a change in your business practice that is effective with minimal pushback from employees will be discussed. Participants will be able to identify tools to use in order to keep culture change moving forward and getting staff to WANT to use these new tools in their everyday work.

2:45 – 3 p.m. Break

3 – 4:30 p.m. **Concurrent Sessions**

✦ **Who is the “Other”: Cultural Sensitivity in Nursing Situations** [1.5 contact]

*Speaker: Dr. Martha Baker, Dean, College of Nursing, Southwest Baptist University*

This session will describe how a cultural self-assessment can expose hidden bias and attitudes of nurses due to their own cultural background. Examples will be given of how this can affect patient care especially for vulnerable populations, which can include minority populations, poor, homeless, and disenfranchised.

• **Legal and Employment Law Updates-2012** [1.5 contact/(A) clock]

*Speaker: Ivan Schraeder, JD, Senior Attorney, The Lowenbaum Partnership, LLC*

Participants will discuss current legislation and amendments to important regulations that affect employers and employees in the state. Case law that is relevant to the industry will also be discussed.

• **Communicating With ALL Generations** [1.5 contact/(A) clock]

*Speaker: Matthew Cowell, MBA, President, Ascend Business Strategies*

In today's workplace we have a unique challenge that we have never had before. For the first time in history of the modern workforce, we have four different generations working together at the same time. In this session you will learn how to identify all four generations and what makes them unique. We must learn to respect each generation or we will encounter friction in the workplace. You will learn to identify each generation and then identify how to work within the cultural and heritage of each generation.

7 p.m. Live music by Jefferson City native Jason Luebbering and TurnStyle! Sit back and relax or get up and dance as Jason and his band play your favorites of yesterday and today. (Cash Bar)

**Friday, April 13, 2012**

7 – 7:45 a.m. Breakfast

8 – 9 a.m. **GENERAL SESSION: Affordable Care Act: Are You Ready for Change** [1 contact/(A) clock]

*Speaker: Judy Baker, MHA, Regional Director, US Department of Health and Senior Services*

This presentation will discuss the impact on nursing, the provider community, and the delivery of health care under the Affordable Care Act.

9 – 9:15 a.m. Break

9:15 – 10:15 a.m. **Concurrent Sessions**

✦ **Focused Outcome Simulation: Optimizing Student Learning in the Simulation Environment** [1 contact]

*Speaker: Cheryl Swallow, MSN, RN, Professor, St. Louis Community College*

This offering will discuss a simulation method being used with second semester nursing students to enhance specific clinical learning outcomes and reduce clinical group size.

• **The Never-Ending Journey to Culture Change** [1 contact/(A) clock]

*Speakers: Beth Simpson, Retired Director, Long-term Care Ombudsman Program, Central Missouri Area Agency on Aging, and Patty King, LPN, Resident Care Coordinator, Gasconade Manor*  
Gasconade Manor embarked on the culture change journey over ten years ago, when the home was a traditional nursing home based on the medical model. Today, Gasconade Manor is a smoothly functioning community of three neighborhoods. The transformation has happened in steps – some tiny and some quite large. This session will trace their journey, with all its twists and turns, and will demonstrate how the staff, residents, and families continue to remain excited about the trip.

• **Preventing Food-Borne Illnesses** [1 contact/(PC) clock]

*Speaker: Marilyn Grizard, Consultant Dietitian, Health Technologies, Inc.*

Discuss the most common food-borne illnesses and identify how to prevent these from occurring in your facility/organization.

10:15 – 10:30 a.m. Break

10:30 – 11:30 a.m. **Closing Session: Leading High Performance Work Teams** [1 contact/(A) clock]

*Speaker: Matthew Cowell, MBA, President, Ascend Business Strategies*

We are in a much different work environment than ten years ago. It is time we learn how to get OUR team to work together to produce faster, better results without having all the necessary resources we had in the past. We will discuss how to motivate yourself and co-workers, and reveal that the way you communicate your messages is the key to developing high performance work teams.

*The MLN is grateful to the following organizations for their support of the 59th Annual Convention.*

- \* Goldfarb School of Nursing at Barnes-Jewish College
- \* Missouri Department of Health and Senior Services
- \* Omnicare
- \* Preferred Hospice
- \* Southwest Baptist University
- \* St. Louis Community College
- \* The Lowenbaum Partnership, LLC
- \* University of Kansas School of Nursing
- \* University of Missouri Sinclair School of Nursing
- \* US Department of Health and Senior Services

## Registration Information

**Registration:** Send registration form and appropriate fees to: Missouri League for Nursing, PO Box 104476, Jefferson City, MO 65110-4476. Telephone 573-635-5355 and faxed 573-635-7908 registrations must be charged by Discover/MC/Visa. You may register and pay online at [www.mlnmonursing.org](http://www.mlnmonursing.org). **We cannot bill you.** Onsite registrations will be allowed, based on availability, with payment of fees plus an additional \$25.  
**Note:** Registration/payment not received in the MLN office 72 hours prior to the institute will be required to pay the onsite registration rate. There will be a \$25 service charge on returned checks.

**Group Rate:** Three or more pre-paid registrations from the same facility will **EACH** receive a \$20 discount on this conference. Registrations must be received together accompanied by **ONE** check or Discover/MC/Visa charge. No refunds will be granted for group rate cancellations.

**Cancellations:** No refunds or credits will be made if registrant fails to attend. There is a \$50 non refundable cancellation fee if MLN is notified on or before April 2, 2012, and followed up with a written request. If cancellation notice is received after April 2, no refund or credit will be given; however, you may send a substitute.

**Confirmation:** You will receive a confirmation via email mid March. Please provide a current email address on the registration form.

**Program Includes:** Specified meals and breaks.

**Miscellaneous:** Treasury Regulation 1.162-5 permits an income tax deduction for educational purposes. Smoking is prohibited in the meeting rooms. Pagers and cell phones should be placed on vibrate or silent ring. Please contact the MLN to arrange for special ADA needs. Bring a sweater or jacket due to varying meeting room temperatures. For additional information, contact the MLN office at 573-635-5355. Registrations **are limited**. Daily rates available.

**CE Approved:** You may earn up to 12.5 contact hours by attending the 59th Annual Convention.

**Note:** CE certificates will be emailed to each participant for the attended sessions within 30 days following the convention..

**RN:**

The Missouri League for Nursing, Inc. is an approved provider of continuing nursing education by the Missouri Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

MONA Provider Approval #113-VI

**Reciprocity:** This approval is reciprocal in all states and for all specialty organizations that recognize the ANCC approval process. Please contact your State Board of Nursing if licensed in states other than Missouri to ensure that this program meets the requirements for your state.

**LPN:** Approved through the Missouri State Association of Licensed Practical Nurses.

**Career Education Certification Renewal:** Check with your local school administration for approval or contact DESE 573-522-5811 for more information.

**Fees:** See the registration form.

**Lodging:** Tan-Tar-A Resort has offered a special room rate of \$94 single/double for this conference (this rate does not include sales or lodging tax); however, location (main resort/estates) will be at the discretion of the hotel. To take advantage of this rate, call Tan-Tar-A before March 12, 2012, at 573-348-3131 or 800-826-8272 and refer to the "MLN Convention." Or visit their website at: <http://www.tan-tar-a.com> and click on "Online Reservations." The MLN Group Code is NURS and the password is NURS. **Note: A limited number of rooms will be available in the Main Resort Complex (Buildings A-D or Complex E) for a special rate of \$104 and must be requested when making your reservation.**

**Attire:** Business casual. Since meeting room temperatures are difficult to regulate, layered clothing is suggested.

**Social Activities:** Jason Luebbering will be performing live Thursday, April 12!

Annual Scholarship Auction will be held Wednesday, April 11. You will have the chance to participate in the silent/live auction. Items up for auction include Cardinal baseball tickets, hotel stays, gift baskets, show tickets in Branson, and much more! Don't forget, you can help too by bringing an item to be auctioned off.

**Missouri League  
for Nursing**

Missouri League for Nursing  
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[www.mlnmonursing.org](http://www.mlnmonursing.org)



## **REGISTRATION FORM – Convention April 11-13, 2012**

*Please print or type. Complete one registration form per person. This form may be duplicated. To benefit from all available discounts, registration forms must be received by March 1, 2012. The starred (\*) information will be included on the registration list made available to participants and exhibitors.*

- |  |   |
|--|---|
| <p><b>Convention Only</b><br/> <b>Postmarked on or before 3-1-12</b></p> <p><input type="checkbox"/> \$275 MLN Member<br/> <input type="checkbox"/> \$375 Nonmember<br/> <input type="checkbox"/> \$235 Retired Individual</p> | <p><b>Convention Only</b><br/> <b>Postmarked after 3-1-12</b></p> <p><input type="checkbox"/> \$325 MLN Member<br/> <input type="checkbox"/> \$425 Nonmember<br/> <input type="checkbox"/> \$285 Retired Individual</p> |
|--|---|

**EXTRA OPTIONS**

- Group Rate - \$20 discount each for three or more  
 I would like to become an MLN member, please process an Individual membership for me (additional \$50 enclosed).

**TOTAL AMOUNT DUE:** \$\_\_\_\_\_ (Add any extra options to the cost of your conference fee.)

Name* _____	Credentials* _____
Job Title* _____	<input type="checkbox"/> RN <input type="checkbox"/> LPN <input type="checkbox"/> ADM <input type="checkbox"/> SW <input type="checkbox"/> Other _____
<input type="checkbox"/> This is my first time attending the MLN Annual Convention.	Last 4 Digits of Social Security # _____
Home Address _____	Home City/State/Zip _____
Home Phone _____ Cell _____	Work Address _____
Employer* _____	Work Phone _____ Fax _____
Work City/State/Zip* _____	
Email _____	

*Confirmation, handouts, and CE certificates will be sent via email.*

Payment Method <input type="checkbox"/> Check <input type="checkbox"/> Discover/MasterCard/Visa	Card # _____ Exp. Date _____
3-Digit Security Code _____ Billing Zip Code _____	Signature _____

I am unable to attend; however, I would like to make a donation to the scholarship fund in the amount of \$ \_\_\_\_\_ .