

# MLN Connection



## Missouri League for Nursing

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*Mission: "To support the delivery of quality health care by nurses and other health care providers through education, collaboration, and information."*

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### President's Message

*By Nancy Fredrich, BSN, RN, MLN President*

Challenges surround all of us during these exigent times, in our personal lives as well as our professional careers. We are called to do more with less, work harder with more creativity than ever before so we are efficient, and are always building a congenial environment. All of us are being held to higher standards with finances being of major emphasis, educating ourselves continually and promoting professional and exceptional workplaces that provide quality safe care. The year of 2010 will certainly be an interesting year. Will you take the challenges before you turning them into phenomenal results? We change the world around us one day at a time.

In 2010-2012 the four goals I have set into motion for MLN are as follows:

- Strictly monitor financial status and explore options to meet budget and grow revenues.
- Continue to maintain and search for collaborative relationships of the MLN with local, state, and national health care and regulatory organizations to meet educational needs of the educators and health care professionals in the state and the nation.
- Enhance web-based learning modules to build revenue and provide needed quality offerings at economical rates.
- Promote, encourage, and permit only excellent internal customer relations within office operations to optimize creative, efficient development of new products and quality delivery of current products.

I invite each of you as consumers of the MLN to participate in any way you can to help achieve these challenges and offer suggestions. I look forward to the tasks ahead and hope each of you realize – you can make a difference. The world is changed one person at a time and together we arrive at success.

As spring ends and summer begins, enjoy the very moment before you – you never get a second chance!

# MeLearNing

Online Continuing Education



**MeLearNing** is our learning management system to offer you **ONLINE CONTINUING EDUCATION COURSES**. The following courses will meet the CE needs of health care professionals: nursing home administrators, RN's, LPN's, and many more! Nursing home administrators can earn up to 20 hours of CE through online courses in two years.

- ☞ Abuse and Neglect (1.5 PC clock/contact hours)
- ☞ Communication and the Health Care Team (1 A clock/contact hour)
- ☞ Critical Thinking (2 A clock/contact hours)
- ☞ Delegation in Nursing Practice (1 contact hour)
- ☞ Delegation for Health Care Professionals (1 A clock/contact hour)
- ☞ Diabetes Overview: Putting It All Together (1 PC clock/contact hour)
- ☞ Ethics in Health Care Settings: Everyday Principles (2 A clock/contact hours)
- ☞ Medication Errors (1 A clock/contact hour)
- ☞ Medications Used in the Treatment of Diabetes (1 PC clock/contact hour)
- ☞ Professional Demeanor (2 A clock/contact hours)
- ☞ Promoting Better Health Through Prevention and Control of Diabetes (3 PC clock/contact hours)
- ☞ Restraints Reconsidered (1 PC clock/contact hour)
- ☞ The Basics of Diabetes (1 PC clock/contact hour)

*(Additional courses will be added throughout the year.)*

**Please note:** The 3-hour diabetes course, Promoting Better Health Through Prevention and Control of Diabetes is comprised of the three, one hour diabetes courses listed above (The Basics of Diabetes, Medications Used in the Treatment of Diabetes, and Diabetes Overview: Putting It All Together). You cannot receive CE hours for the 3-hour diabetes course AND any of the 1-hour diabetes courses. You may either register for the 1-hour courses individually or the 3-hour course (which includes all three 1-hour courses).

To register for an online course(s), simply call the MLN office at 573-635-5355 between 8:30 a.m. and 4:30 p.m. An MLN staff member will register you by assigning you a username (your email address) and password. You must have a username and password to access your course(s). The member rate for online courses is **\$30** per credit hour and nonmember rate is **\$50** per credit hour. Payment can be made via Discover, MasterCard, or Visa.

Once you are registered, an MLN staff member will email you the link to login to **MeLearNing** so you can access your course(s). Detailed instructions are included in the courses but will also be included in the email for your convenience should you want to print them as a guide while taking the course(s).

In order to receive CE credit, you must receive a passing score of 75% or higher on the quiz. Once you have passed the quiz AND submitted the evaluation, you will have access to print your CE certificate at any time.

We are striving to make this process as easy as possible and look forward to being able to offer you convenient online education. Your feedback is welcome. Feel free to contact Nichole Brand at [nichole@mlnmonursing.org](mailto:nichole@mlnmonursing.org) or by phone, 573-635-5355, with any questions.

#### REGISTERED NURSE:

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

## Legal Services – Agency Member Benefit Coming Soon!



The Missouri League for Nursing has partnered with The Lowenbaum Partnership, LLC in St. Louis, Missouri to offer agency members more! Effective July, 2010, MLN AGENCY MEMBERS who subscribe to this legal service will receive:

- Five non-cumulative hours per month of telephonic or written advisory or legal opinion services related to **employment or labor relations issues**. These five hours are not cumulative; therefore hours not used in one month will not carry forward to the next month.
- If more than five hours of service is provided per month, members will receive a 20% discount from the attorney's regular hourly rate.

Fees for this legal service are \$150 per month in addition to the MLN annual agency membership of \$195. If you choose to partake in this legal service, your agency will be billed quarterly by the Lowenbaum Partnership. Attorney contact: Ivan Schraeder, [ischraederoc@lowenbaumlaw.com](mailto:ischraederoc@lowenbaumlaw.com)

If your agency is not interested in subscribing, MLN agency members will still have the opportunity to attend the annual Lowenbaum partnership employment law update seminars free of charge.

## Free Labor and Employment Law Seminar



### Save the Date

The Lowenbaum Partnership is presenting its 2010 Labor and Employment Law seminar on the following dates:

[September 29, 2010](#)

Regency Conference Center  
400 Regency Park Drive  
O'Fallon, Illinois 62269

[October 7, 2010](#)

Saint Charles Convention Center  
1 Convention Center Plaza  
Saint Charles, Missouri 63303

Mark your calendar and be watching for more details. We look forward to seeing you at this annual **FREE** seminar!

## Disembarking of the SS MLN

The SS MLN is back in port and gearing up for 2011.

Over 140 health care professionals attended the 57<sup>th</sup> Annual Convention, "All Aboard the SS MLN." The conference was held April 14-16, 2010, at Tan-Tar-A Resort, Osage Beach, MO. The opening keynote session, "Are There Noodles in Your Lasagna," was presented by Wally Long, Created to Communicate. Wally presented on being the kind of person who always pushes on when things are tough.

Other general sessions included "What Got Us Here Won't Get Us There: Engaging an Exceptional Workforce," presented by Glenda Dahlstrom, PhD, MSN, BSN, RN; "Navigating the High Seas – Infection Control: What Now?," presented by Eddie Hedrick, BS, MT (ASCP), CIC; and "Calming Your Stormy Seas," presented by Hollee Cross, BSN, RN.

A variety of breakout sessions were also offered. Topics included: blood glucose control and macronutrient balance, creating job descriptions and performance appraisals, intimacy and sexuality in the older adult with dementia, sleep disorders, culture change, medical records, and a DNR update.

Make plans to attend the 2011 Annual Convention, April 13-15, Tan-Tar-A, Osage Beach, MO.

## Thanks to Our Sponsors for Making the 57<sup>th</sup> Annual Convention a Success

American Stroke Foundation  
Cooper County Memorial Hospital  
Elder Care Pharmacy Consultants, LLC  
Foland, Wickens, Eisfelder, Roper & Hofer, PC  
Kosma Mobile X-Ray Company  
DARE Foot Care  
Lake Regional Health System  
Loch Haven  
Medline Industries, Inc.  
Michael and Susan Devaney  
Missouri Department of Health & Senior Services  
National League for Nursing  
Springfield Grocer  
St. Mary's Health Center  
Missouri State Board of Nursing  
State Long-Term Care Ombudsman  
The Lowenbaum Partnership, L.L.C.

## Scholarships Awarded at MLN Convention

*By Senda Guertzgen, MSN, RN, Scholarship & Awards Committee*

The MLN Scholarship and Awards Committee reviewed 32 scholarship applications and selected 3 qualified nursing students to receive monetary awards to assist with their school's tuition and fees. These students represent nursing education programs at the following levels: LPN programs and RN students above the sophomore level in baccalaureate programs. Awards were presented at the MLN's Annual Business Meeting on April 15. Congratulations to the following nursing students who were selected to receive a total of \$4,500 in scholarships this year.

Lynn Duffield received the Missouri League for Nursing Scholarship (\$2000). She is a junior level nursing student in the baccalaureate program at Missouri Southern State University, Joplin, MO. Lynn's scholarship application essay describes how she cared for her young husband who was diagnosed with a brain tumor. Now widowed with two sons, she states "It occurred to me one day that I would have to be the bread winner for my family because of the nature of his (husband's) disease." In the process of her husband's illness, Lynn states, "each nurse we encountered was so special and made me more determined than ever to do what they did..." She applied and was accepted to nursing school and will soon complete her goal of becoming a registered nurse.

The Missouri League for Nursing Memorial Scholarship, (\$2,000), was awarded to Christopher Lamely, a nursing student at William Jewel College, Liberty, MO. Christopher states, "It is my goal to become a contributing member of a team of nursing professionals whose highest priority is caring for the whole person." He states "my passion for nursing stems from the truly wonderful experiences I have had working with the nurses and other health care professionals..." Additionally, he feels honored to have been chosen to be a mentor to other nursing students during the last school year. Christopher is a full time

nursing student and because of job market constraints, he is also employed full time to support his wife and three children. His professional goal is to work in an intensive care unit and ultimately return to school to become a CRNA.

Nancy Baugher, a student in the Practical Nursing Program at Kirksville Area Technical Center, Kirksville, MO, received the Missouri League for Nursing CNA Scholarship, (\$500). Nancy states, "I chose nursing as a career because I love to take care of people." She attends school full time and works part time as a CNA to supplement income for her husband and four children. Her goal is to continue school and become an RN. She says, "I am not sure what type of nursing I want to do, just as long as I am helping people, I will be happy. Nursing is not just a career for me; it is what I was born to do."

## MLN Has Gone Green

In an effort to help the environment, give you more timely information, and save paper and printing cost, the MLN is no longer printing the MLN Connection, unless requested. If you have a colleague who would like to start receiving this electronic newsletter, please forward their email address to the MLN, [www.mlnmonursing.org](http://www.mlnmonursing.org) or call 573-635-5355.



**Thank you for helping us go GREEN!**

*Please note: The MLN will not share your email address with other parties.*

## Highlights from MLN April 2010 Board of Directors Meetings

*By Lana Martin, Executive Director*

- Nancy Fredrich, President, welcomed members who were initiated at the Annual Business Meeting for new or additional terms of office:
  - President-Elect: Cheryl Swallow
  - Treasurer: Ruth Jones
  - Kansas City Unit Chair: Barbara Overmann
  - Mark Twain Unit Chair: Patrick Hyde
  - Pony Express Unit Chair: Pam Galbraith
  - SEMO Unit Chair: Clara Boland
  - Springfield Unit Chair: Rebecca Miller
  - Nominating Committee Chair: Patricia Wyatt (one year term)
- Discussed topics to be addressed (future growth, financial stability, technology, and concerns with low attendance at program offerings) at the board retreat to be held on July 23-24. The main focus of the retreat will be the development of a revised strategic plan.
- Approved appointment of Patricia Wyatt as Nominating Committee Chair and appointed Holly Hoogs and Candy Miller to serve on the Nominating Committee in addition to elected committee members Ryan House and Nancy Kaufmann.
- Appointed Jan Akright to serve as the Membership Committee Chair.
- Appointed Karen Mayes to serve as the St. Louis Unit Chair.
- Appointed Ben Scheulen to serve as Financial Consultant to the MLN.
- Board members signed Board Affirmation, Commitment, and Conflict of Interest Statements for their tenure.
- Accepted the auditor's review of 2009 as presented by Evers & Company, CPA's.
- Reviewed the President's Goals for 2010-2012:
  - 1) Strictly monitor financial status and explore options to meet budget and grow revenues.
  - 2) Continue to maintain and search for collaborative relationships of the MLN with local state and national health care and regulatory organizations to meet educational needs of the educators and health care professionals in the state and the nation.
  - 3) Enhance web-based learning modules to build revenue and provide needed quality offerings at economical rates.
  - 4) Promote, encourage, and permit only excellent internal customer relations within office operations to optimize creative, efficient development of new products and quality delivery of current products.
- Received overview of the program agenda for the Ninth Missouri Leadership Institute for Nurse Educators Conference to be offered in Columbia on June 16-18 at the Courtyard by Marriott, cosponsored by the Missouri State Board of

Nursing. Note: The Nurse Managers/Directors program will not be held in conjunction with this institute this year as their organization is experimenting with the use of a series of webinars this year.

- NLN Update: The COAC unanimously agreed to recommend that the NLN Board of Governors continue the “full” affiliate status for the Missouri League for Nursing. Nancy Fredrich, Cheryl Swallow, and Lana Martin will attend the Council of Constituent League Presidents’ Orientation in Las Vegas on September 28-29.
- Received report on NLN programming activities:
  1. Two workshops for nurse educators with CE’s from the National League for Nursing were held in St. Louis in February: “Concept Care Mapping: Development of Critical Thinking” presented by Dr. Pamela Schuster served 41 registrants, and 31 participated in the “NLN Preparation Course for Certification as a Nurse Educator,” presented by Dr. Frances Eason.
  2. Two educator workshops were held in Austin, TX, in March with 122 attending “Fostering Creativity and Learning in Today’s Teaching Environment” presented by Dr. Judy Hermann and 95 registrants participated in the “NLN Preparation Course for Certification as a Nurse Educator,” presented by Dr. Frances Eason.
  3. Dr. Eason will also be presenting the CNE Preparation Course at the University of Texas—Arlington on August 10.
- Received report regarding the two nursing home administrator conferences offered this year: 74 participants in March and 73 at the April conference. The 2011 March NHA Course will be at the Lodge of the Four Seasons, March 3-5, 2011, and the April conference will be held in conjunction with convention, April 12-15, 2011, at Tan-Tar-A Resort.
- Received report of the first spring Management Institute for Long Term Care Directors of Nursing Institute held March 23-25 at the Courtyard by Marriott in Columbia served 21 and announced the fall Management Institute for Long Term Care Directors of Nursing will be offered September 13-15, 2010, in Columbia.
- Due to lack of funding, approved continuing the suspension of the Missouri Leadership Council for Nursing Students program for 2010-2011 and to continue investigating funding for 2011-2012.
- Received update that eleven online courses are now up and running. Response regarding quality and content of offerings has been very good.
- Approved MLN Group Legal Services Agreement with the Lowenbaum Partnership in St. Louis to offer subscribing MLN Agency members up to five hours free consultation per month regarding human resources issues plus a 20% discount on all other legal fees through this firm. The fee for subscribing to this service is \$150 per month. Members will also be invited to attend the annual seminar regarding changes in personnel laws, offered by the firm, free of charge. This service will be available beginning July 1, 2010.
- Development/Research and Futures/Technology Committee continues to search for grant funding for a program for utilizing retired health care professionals in roles to assist the Director of Nursing in long term care.
- Announced three students were awarded \$4,500 in scholarships. The auction raised \$2,880 and 920 tickets were sold for the 50/50 drawing resulting in a net of \$460.
- Received analysis and summaries of both Individual and Agency member surveys. Majority of Agency members were younger (in the 46-55 year range) than the Individual members (in the 56-65 year range). Main reason for joining remains due to educational offerings and networking, with several noting enhancement of professional status. Main reasons for not attending convention were scheduling and financial reasons. Agency members felt that MLN workshops continue to meet their needs while only 80% of Individual members felt MLN workshops meet their needs with several commenting on lack of offerings for practitioners in a variety of acute care setting and nursing curriculum. Two-thirds of Agency members have their fees paid by their employer while two thirds of the Individual members pay their own fees with both groups taking paid leave to attend. Agency members expressed the desire for webinars at a reasonable price and on-site training in regions using local resources.
- Reviewed evaluations from convention which were very positive and noted some participants were appreciative of the shorter sessions per topic while others felt breakout sessions should be longer. Contract for 2011 Convention is with Tan-Tar-A with the current room rate being honored. While majority of evaluations indicated preference to stay at Tan-Tar-A, there was a notable number suggesting Branson for the future.

## Best Practice Coalition Program

The Department of Health and Senior Services (DHSS), the Long-Term Care Best Practices Coalition and MO-LANE (Missouri Local Area Network for Excellence) are pleased to invite you to participate in the Missouri Best Practices Program. The Long-Term Care Best Practices Coalition, made up of long-term care medical professionals and stakeholders, strives to develop, pilot, and implement “best practices” through discussion, research, and an interdisciplinary approach. It identifies the education and possible rule changes needed to positively influence quality of care for long-term care residents.

The Best Practices Program seeks to identify and promote the replication of innovative (not common practice) health care practices and programs. The goal of the program is to recognize and promote excellence and innovation in long-term care

homes, to encourage discussion between homes on ways to achieve high-quality care, and to encourage providers, regulators, and residents in achieving optimal care outcomes.

Click here for more information: <http://www.dhss.mo.gov/BestPracticesCoalition/about.html>

## Network With Us on Facebook

Be our Friend! Keep up with what is going on at the MLN by being our friend on Facebook. To find us, go to [www.facebook.com](http://www.facebook.com) and search "Missouri Nursing." We have 469 friends and still counting. Who's going to be number 470?

## Quality Improvement Program for Missouri's Nursing Homes Partnering With You to Promote Quality

### FREQUENT FALLS: CASE ANALYSIS

Mrs. Sallie Sue, an 86 y/o female, has resided at the Olive Branch home for the past two years. For the most part, her stay has been uneventful. Her HTN has been controlled and, besides a few medication changes related to her Type I diabetes and a weight loss of 7 lbs, she has been in good health. Her Type I diabetes is controlled with Lantus 18u SubQ OD. Mrs. Sallie Sue is good at reporting to the nurses when she needs her blood sugar checked; she can tell her blood sugar is low because "it feels like my heart is jumping out of my chest."

About a month ago, Mrs. Sallie Sue began to complain of dizziness and a headache. She didn't complain all of the time but enough to alert the nurse to take vital signs. The nurse had an instant concern when she noted B/P of 160/96, P86, R24, BS 102. Her baseline V/S are B/P 120/82, P71, R22. These differences prompted the nurse to walk Mrs. Sallie Sue to her room and request that she lie down while the nurse called the provider. The provider responded by ordering Propranolol ER 80mg OD, V/S to be monitored shift for 7 days and report to him any abnormalities. After beginning the Propranolol, Mrs. Sallie Sue seemed to be functioning like she had prior to the hypertensive episode, except that she fell twice in the first week. Both times she had said she "just twisted up my feet." Another week went by and another fall without injury occurred. After each fall, the nurse's assessment found her V/S within normal limits except for a pulse of 98 BPM. Mrs. Sallie Sue's blood sugar is monitored once a day before breakfast. Usually it is around 115, but this morning her BS was 70. On one other occasion she stated that she was in a hurry to get to the bathroom and got up from the "wrong side of the bed" causing her to bump into the wall, which led to her fall. The nurse had taken her temperature because her skin was warm and felt sweaty; although her temperature was 98.6F. Even though she has lost a small amount of weight since admission, at this point her appetite is good; in fact, she has been hungry and eating 100% of her meals. The nurses talked about the falls during shift report; but chalked them up to her becoming unsteady on her feet because she was probably "starting to go downhill." The nurses asked the CNAs to monitor her more frequently. Despite interventions, the falls continued on an average of once a week for the next 3 weeks.

What could be going on with Mrs. Sallie Sue? Let's try to problem solve her changes of condition by using nursing clinical assessment skills. As noted, prior to Mrs. Sallie Sue's hypertensive episode she was of good health. After reviewing her history, Type I diabetes was controlled, V/S stable, and a minimal weight loss of 3.5lbs/yr. Her HTN is controlled, appetite is excellent, and her BS runs 75-102. As we review her fall history, we note that she began to fall approximately 3 days after the Propranolol 80mg OD PO was initiated for her blood pressure. In reviewing Propranolol pharmacokinetics and adverse effects, we note that this medication is a beta1 and beta2 blocker. Remember beta1 blocks renal receptors causing suppression in the secretion of renin which permits activation of angiotensin, a powerful vasoconstrictor. We know that vasoconstriction can cause hypertension; but her B/P has been normal. So, we next consider the blocking effect of beta2 receptors. There are three major effects that take place (1) bronchoconstriction, (2) vasoconstriction, and (3) reduced glycogenolysis. With this said, you as the nurse, should be alerted to #3, the reduced glycogenolysis, as "propranolol can be detrimental to diabetic patients in two ways. First, by blocking beta2 receptors in muscle and liver, propranolol can suppress glycogenolysis" (Lehne, 2010).

Glycogenesis occurs to help the body raise blood sugar to correct hypoglycemia. The second would be slowing the heart rate or suppressing tachycardia which is an indicator to most patients that his or her blood sugar is too low. Because of these two effects, Mrs. Sallie Sue's blood sugar was dropping which contributed to her sense of concentration changes causing "twisting up my feet" and "getting out of the wrong side of bed," which contributed to her falls. She was not aware of her blood sugar changes because she did not feel like her heart was jumping around in her chest. While the resident should be taught all side effects of medications, it is vital that the nurse understand and monitor for these, as well as alternative signs of hypoglycemia

such as sweating, fatigue, poor concentration, and hunger. CNAs should also be taught the importance of reporting the resident's exact words in relation to changing events.

What to do now? Call the physician and report to him your findings. Monitor the resident's blood sugar and ask if she is experiencing any of the above noted symptoms indicative of hypoglycemia. Monitor the resident's oral intake, activity level, V/S, remind her to ask for assistance if she feels unsteady, and teach Mrs. Sallie Sue to sit on the bed for a few minutes if she has been lying down. Sometimes a simple directive, such as "count slowly to 20 while you take a few deep breaths before getting up," will give them a cue to help remember. Teach other staff members what their role will be in implementing her new care plan. Medication changes play a huge role in resident changes of conditions and many medications, as well as interactions, cause falls. Always be aware of the medications you are administering, adverse effects, contraindications, and drug interactions.

Reference:

Lehne, R.A (2010). *Pharmacology for nursing care*. St Louis, MO: Saunders Elsevier

## Two Hour Seminars!

For your convenience we have scheduled two hour seminars in St. Louis, Kansas City, and Springfield. You can choose to attend the morning or afternoon session!

### May 21-Kansas City

Alzheimer's and Other Types of Dementias (2 PC contact/clock hours)

9-11 a.m. or 1:30-3:30 p.m.

North Kansas City Hospital, Prairie View Room

### June 4-St. Louis

Effective Communication (2 PC contact/clock hours)

9-11 a.m. or 1:30-3:30 p.m.

Cardinal Ritter Senior Services, Lally Room

### June 8-Springfield

Obesity: To Be or Not To Be (2 PC contact/clock hours)

9-11 a.m. or 1:30-3:30 p.m.

Cox Medical Center North, Fountain Plaza Room

Rates: Members – \$45; Nonmembers – \$60

Registration begins 30 minutes prior to the seminar. To view seminar brochures, please visit our website. Register online or by calling our office at 573-635-5355.

## R-TOP Tips

*By Nichole Brand, Program Manager, MLN; Member, Missouri Local Area Network for Excellence (MoLANE)*



Are you familiar with last year's PUP tips? How about this year's PAIN tips? Well, be on the lookout for R-TOP tips beginning in July! MoLANE will 'share R-TOP tips' which will highlight important information from the staff stability toolkit published by Quality Partners of Rhode Island. This toolkit is **FREE** and incorporates experiences and lessons learned in over 400 nursing

homes! It is designed to serve as a resource for homes just getting started with efforts to **REVERSE turnover** as well as employers who have already started to address recruitment and retention and need further assistance in a specific area.

Download the toolkit at:

[http://qualitypartnersri.org/cfmodules/objmgr.cfm?Obj=NHQ\\_QIOSharedMaterials&pmid=124&mid=145&cid=145&clear=yes&bc=Workforce&bcl=2](http://qualitypartnersri.org/cfmodules/objmgr.cfm?Obj=NHQ_QIOSharedMaterials&pmid=124&mid=145&cid=145&clear=yes&bc=Workforce&bcl=2)

PUP and PAIN tips can be found on our website, [www.mlmonursing.org](http://www.mlmonursing.org), under the MoLANE tab.

MISSOURI LEAGUE FOR NURSING – NEW MEMBERS

January 26, 2010 thru May 6, 2010

(if any names were omitted, it was unintentional)

**KANSAS CITY UNIT**

**Individual Members**

Dorothy Bailey  
Nancy Barncord-Finch  
Diana Billings  
Stephanie Boscarino  
Misty Brooks  
Karen Sue Buhr  
Cynthia Bullock  
Marlene Calkins  
Alice Clark  
Bart Davis  
Dana Davis  
Dusty Davis  
Connie Haworth  
Kathryn Klassen  
Lori Martin  
William Schwingen

**Agency Members**

Country Club Care Center  
Maywood Terrace Living Ctr.

**MARK TWAIN**

**Individual Members**

Pollye Hyatt

**MID-CENTRAL UNIT**

**Individual Members**

Miranda Daniels  
Brian Donner  
Monte Hanson  
Sally Hydar  
Ronda Kullman  
Carmela Muller  
Kathie Thomas  
Cathy Woodsen

**MISCELLANEOUS UNIT**

**Individual Members**

Steve Ashcraft  
Cathy Avant  
Michael Barth  
Mitchell Fall  
Margaret Kaltefleiter  
Russell Parks  
Robert Vogel

**OZARK SCENIC RIVERS**

**Individual Members**

Janet Douglas  
Lois Hilgers  
Kandace Miller  
Michael Newton  
Sheila Newton

**Agency Members**

Houston House

**PONY EXPRESS**

**Agency Members**

N. Central MO College

**SEMO UNIT**

**Individual Members**

Glenda Cato  
Julie Harris  
Nick Martin  
David Medley  
Jon Pierce  
Charlotte York  
Randol York

**Agency Members**

SEMO Hosp. College of  
Nursing  
USA Drug

**SPRINGFIELD UNIT**

**Individual Members**

Penny Bowers  
Karen Clark  
Carol Daniel  
Ronald Fetters  
Rob Haley  
Becky Hutchings  
Colleen Neill  
Donna Nelson  
Gary Phillips  
Diana Wood

**ST LOUIS UNIT**

**Individual Members**

Laura Diebold  
Rodney Douglas  
Eric Fink  
Denise Flynn  
Susan Grace  
Teresa Hamra  
Jason Haney  
Elizabeth Haynes  
Brent Hoffman  
Mary Knollhoff  
Matthew Kraus  
Anila Martinez  
Denise Odum  
Bonnie Polster  
Sandra Rocha  
Dee Shelton  
Darlene Sredl  
Bonita Steele  
Sarah Torres

**Agency Members**

Cori Manor Healthcare  
and Rehab Ctr.  
Gietner Nursing Home

## **Board Members Directory**

[http://www.mlnmonursing.org/about/about\\_boardmembers.htm](http://www.mlnmonursing.org/about/about_boardmembers.htm)

## **MLN Staff Directory**

[http://www.mlnmonursing.org/about/about\\_staff.htm](http://www.mlnmonursing.org/about/about_staff.htm)

MLN Connection is the official publication of the Missouri League for Nursing and is received as a benefit of membership for all MLN members. Views expressed are those of the editor and authors and not necessarily those of MLN.