A Letter from Our President Jean Gibbons

Dear IANCE Membership,

I am honored to be able to continue as board president in 2014.

I want to welcome new members to the continuing education group. We have a committee that is working on a mentor/mentee program. We hope to have materials available this year that will help you as you begin your journey with us.

The IANCE website has a link for the current board members so until the program is established please do not hesitate to contact a board member in your area for assistance. It is a learning process and we all learn together and are happy to help. Making Chapter 5 part of your planning is a must and will answer many questions.

Remember if you provide CEUs in the state of Iowa you are welcome to be a member of IANCE. It is a great bargain at $25 per calendar year. Checkout our membership tab at www.IANCE.org.

The planning for our fall conference is underway so mark your calendars for November 21, 2014 to save the date. We would love to see you there.

Let’s make 2014 a year to remember!

Article Review by Kathi Harville


This article about the importance of conducting an effective learning needs assessment does a nice job of presenting some new ideas to an old approach.

Two important functions for any Nursing Professional Development Specialist include conducting a learning needs assessment and the identification of issues and trends to help with the providing of effective continuing education. Learning needs assessment in professional development is basically similar to the nursing process done at the bedside since the key ingredients include data collection and analysis of learner needs.

An important point this article makes is the emphasis on the need to collect and analyze data to determine where learners are in relation to the desired outcomes, where they need to be and what educational approaches will be most effective in closing the learner need gap.

What are the strategies for collecting needs assessment? The article tells us about the tried and true method of sending questionnaires to nurses asking for feedback as to what they would like to learn versus what that they need...
to learn versus what that they need to learn. The article also addresses gathering input from the nurse manager or administration as to what nursing staff needs to learn. The problem with each of these approaches is the focus is on the what rather than the why. Instead we should consider the reason for education and have a clear idea of the intended outcome so that learning activities are focused on learner results.

Key questions that can be used to guide the needs assessment process include:

What outcomes do we want to achieve and why?

What are the gaps between where the learner is presently and where they need to be to achieve desired outcomes?

What is the specific need for the target audience to close the gap? Is it knowledge, skill, or application in practice?

A nice example is given in the article using a focused approach to access and determine what education was needed to develop leadership skills specifically lacking for one hospital’s charge nurse role instead of just providing a one-size-fits all leadership course for charge nurses.

Meet IANCE Board Member Mary Quinn, RN, MS

Current board role: Nurse Consumer

Current job position and where you work: Continuing Education Coordinator Mercy Medical Center, Des Moines

Work history prior to working in staff development/education role:

I have worked in multiple positions over the last 32 years. I have been a certified Oncology Nurse and a Certified Nutritional Support Nurse. I have worked in the areas of orthopedics, medical/surgical and oncology. I have been the acting Enterostomal therapist and Diabetic Educator at Des Moines General Hospital as well as Director of Nursing of in-hospital skilled facility and Interim Director of a geropsychiatric unit, telemetry unit and an ICU.

Explain you job responsibilities in your current role:

I am the Continuing Education Coordinator for Mercy Medical Center in Des Moines. This work is mainly with the preparation and documentation of any nursing and social worker CEU programs being developed. I also work with other disciplines providing continuing education including physicians, radiology, dietary and respiratory therapy. In addition I am one of the two main LMS (Learning Management System) administrators. This includes inputting data, training sub-administrators and authoring new courses and classes into the LMS system.

I am also responsible for the mandatory reporter providership for Mercy Des Moines.

Educational preparation and any advanced preparation:

I have my Masters in Nursing from Drake University

Why did you become involved in IANCE and how has it been beneficial to your professional role and career?

I have been involved as a member for 14 years. It has allowed me a professional networking base to tap into when there are questions from me or my mentees.

What do you like to do in your free time?

I spend a lot of time with my mother and aunt as a care giver. When I have time I like to be able to just go out with one of my friends for a quiet meal and talk.

Do you have any special hobbies?

I love to sew, quilt and make baptismal gowns for my great nieces and nephews.
Dear Patty,

What needs to be on a continuing education brochure in order to meet the Iowa Board of Nursing administrative rule requirements?

Dear Continuing Education Planner:

A complete brochure includes all of the requirements according to 655 Iowa Administrative Code, Chapter 5 rules. The content should be easy to read, and tells the reader who to contact for more information about the continuing education event. See the excerpts below from a brochure that meets all of the requirements.

**TRAUMA NURSING CORE COURSE**

**(TNCC) 2014**

Co-Sponsored by:
ABC Hospital
IBON Approved Provider ###
and XYZ Facility

March 25th
8:00 am – 6:00 pm
And
March 26th
8:00 am – 5:00 pm

ABC Community Hospital Conference Room
123 1st St
Anywhere, Iowa

**INTENDED AUDIENCE:**
Registered Nurses (RNs) who care for trauma patients (at least 6 months of experience recommended). Other interested individuals may audit the course but are not eligible for evaluation or verification.

**PURPOSE:**
This course is being offered to provide core level knowledge & psychomotor skills associated with implementing the trauma nursing process. The psychomotor skill stations facilitate initial integration of psychomotor abilities in a setting that simulates trauma patients’ situations. It is the intent of the TNCC to enhance the nurse’s ability to assess, rapidly & accurately, the patients’ responses to the trauma event. It is anticipated that the use of the knowledge & skills learned in the TNCC will ultimately contribute to a decrease in the morbidity & mortality associated with trauma.

**OBJECTIVES:**
Upon completion of this program, the participant will be able to:
1. Identify the mechanisms of injury associated with trauma.
2. Describe the pathophysiologic changes as a basis for signs & symptoms.
3. Describe the nursing assessment of patients with trauma.
4. Apply the appropriate interventions for trauma situations.
5. Describe mechanisms for evaluating the effectiveness of nursing interventions for patients with trauma.

**FACULTY:**

First Name, Last Name, Credentials
First Name, Last Name, Credentials
(e.g. Knowing Nurse, BSN, RN)

TNCC Instructors, Emergency Department
ABC Community Hospital, Anywhere, IA
This course is conducted by those recognized by the Emergency Nurses Association as instructors of TNCC

Lists the credentials of your presenters.
AGENDA:

Day One

Bring your completed pre-test with you on day one
8:00 a.m.  Registration & Welcome
8:10 a.m.  Introduction
8:25 a.m.  Initial Assessment
9:05 a.m.  Airway and Ventilation
9:35 a.m.  Break
9:45 a.m.  Ocular, Maxillofacial, Neck Trauma
10:15 a.m.  Disaster Management & Triage Exercise
11:15 a.m.  Psychosocial Aspects of Trauma Care
11:45 a.m.  Musculoskeletal Trauma
12:15 p.m.  Lunch on Own
1:00 p.m.  Transition of Care for the Trauma Patient
1:20 p.m.  Break
1:30 p.m.  Demonstration of the Trauma Nursing Process Station/DVD
2:00 p.m.  Rotation in Psychomotor Skill Stations:
   Station 1:  Nursing Process A-C
   Station 2:  Nursing Process D-F
   Station 3:  Spinal Protection, Helmet Removal, Splinting
   Station 4:  Airway and Ventilation Intervention
6:00 p.m.  Adjourn

Day Two

8:00 a.m.  Abdominal Trauma
8:25 a.m.  Shock
9:10 a.m.  Spinal Cord and Vertebral Column Trauma
9:40 a.m.  Break
9:50 a.m.  Brain and Cranial Trauma
10:35 a.m.  Thoracic Trauma
11:05 a.m.  Surface and Burn Trauma
11:45 a.m.  Lunch on Own
12:30 p.m.  Special Populations: Pregnant, Pediatric, Older Adult Trauma
1:15 p.m.  Break
1:30 p.m.  Instructions / Iowa Trauma System
1:45 p.m.  Evaluation Stations / Written Exam
   TNP — Written evaluation
   Results Disseminated – Re-teaching/Re-evaluation as needed
5:00 p.m.  Conclusion

Registration, cancellation, and contact information are clear and detailed.

Continuing Education Award:
NURSES: 1.98 CEU’s will be awarded by IBON approved provider ### - ABC Community Hospital.

Participants must attend the entire program to receive continuing education credit. This program has been planned and implemented in accordance with 655 IAC, chapter 5, through ABC Comm. Hospital, Iowa Board of Nursing approved provider ###.

REGISTRATION:
No phone registrations will be accepted.
Non employees of ABC Hospital register by sending registration form & payment to Human Resource Department. Registration & course fee must be received two weeks prior to course. Pre-course reading/prepare is mandatory for this course, no drop-in registration is permitted. Course materials will be mailed once the registration form & payment have been received. Nurses must provider their license number with the registration form.

FEES:
$300 for non-employees of ABC Hospital
The registration fee includes the TNCC 6th edition provider manual, course materials, CE credits & ENA surcharge.

CANCELLATION:
A full refund is given if cancellation notice is received a minimum of two weeks prior to the course start date. A refund minus $80 handling fee will be issued for cancellations received one week prior to the course start date. No refund is given if cancellation notice is received less than one week prior to the course start date.

ABC Hospital reserves the right to cancel this program if there is insufficient enrollment (course minimum is 10). In this event, every attempt will be made to notify enrollees prior to the event.

Send to registration form and payment to:
Human Resources Department
ABC Community Hospital
123 1st Street
Anywhere, IA 5####
Phone # - 123-456-7890
Fax # - 123-456-7800
E-mail – greatnurse@abchospital.org
## EXECUTIVE COMMITTEE

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Term Ends on Exec. Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>President, 1 yr.</td>
<td>Jean Gibbons</td>
<td>Dec 2014</td>
</tr>
<tr>
<td>President Elect, 1 yr.</td>
<td>Sue Ferguson</td>
<td>Dec 2014</td>
</tr>
<tr>
<td>Secretary, 2 yr.</td>
<td>Pam Brahn</td>
<td>Dec 2015</td>
</tr>
<tr>
<td>Treasurer, 2 yr.</td>
<td>Kathy Nash</td>
<td>Dec 2014</td>
</tr>
<tr>
<td>Past President, 1 yr.</td>
<td>Jean Gibbons</td>
<td>Dec 2015</td>
</tr>
</tbody>
</table>

## BOARD OF DIRECTORS 2014

<table>
<thead>
<tr>
<th>Position</th>
<th>Name / Committee</th>
<th>Contact Phone / Email</th>
<th>Terms** Consecutive Term Start / End Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director at Large</td>
<td>Kathi Harville Publications</td>
<td>W) 319-398-6467 M) 319-431-2331 <a href="mailto:KHarville@mercycare.org">KHarville@mercycare.org</a></td>
<td>Jan 2012 / Dec 2014</td>
</tr>
<tr>
<td>Director at Large</td>
<td>Marlys VanOtterloo Resource</td>
<td>W) 712-546-3388 M) 712-540-0426 <a href="mailto:marlys.vanotterloo@floydvalleyhospital.org">marlys.vanotterloo@floydvalleyhospital.org</a></td>
<td>July 2008 / Dec 2014</td>
</tr>
<tr>
<td>Hospitals &amp; Clinics</td>
<td>Pam Brahn</td>
<td>W) 319-483-1408 M) 319-327-0130 <a href="mailto:pbrahn@waverlyhealthcenter.org">pbrahn@waverlyhealthcenter.org</a></td>
<td>Jan 2013 / Dec 2016</td>
</tr>
<tr>
<td>Community Colleges</td>
<td>Laura Daman Conference</td>
<td>W) 319-398-5626 M) <a href="mailto:laura.daman@kirkwood.edu">laura.daman@kirkwood.edu</a></td>
<td>Nov 2013 (appointed to end of 2016 term)</td>
</tr>
<tr>
<td>Private Providers / LTC/Colleges / University / Schools of Nursing</td>
<td>Nancy Lathrop Publications</td>
<td>W) 319-335-7075 M) 319-321-5830 <a href="mailto:nancy-lathrop@uiowa.edu">nancy-lathrop@uiowa.edu</a></td>
<td>July 2010 / Dec 2017</td>
</tr>
<tr>
<td>Nurse Consumer</td>
<td>Mary Quinn Resource</td>
<td>W) 515-643-5242 M) <a href="mailto:mquinn@mercydesmoines.org">mquinn@mercydesmoines.org</a></td>
<td></td>
</tr>
<tr>
<td>Northwest Iowa</td>
<td>Kathy Nash Resource*</td>
<td>W) 319-574-6612 M) 515-408-0796 <a href="mailto:kathy.nash@unitypoint.org">kathy.nash@unitypoint.org</a></td>
<td>July 2010 / Dec 2017</td>
</tr>
<tr>
<td>Northwest Iowa</td>
<td>Nicole Weathers Resource</td>
<td>W) 712-225-3368x336 M) 712-229-2005 <a href="mailto:nweathers@cherokeermc.org">nweathers@cherokeermc.org</a></td>
<td>Nov 2011(appointed) Jan 2013 / Dec 2016 Elected</td>
</tr>
<tr>
<td>Northeast Iowa</td>
<td>Lorna Zrostlik Conference</td>
<td>W) 641-422-4437 M) 641-512-8797 <a href="mailto:zrostlor@niacc.edu">zrostlor@niacc.edu</a></td>
<td>Nov 2011(appointed) Jan 2013 / Dec 2016 Elected</td>
</tr>
<tr>
<td>Northeast Iowa</td>
<td>Jennifer Bigler</td>
<td>W) 319-272-8239 M) 319-415-2396 <a href="mailto:jennifer.bigler@wfhc.org">jennifer.bigler@wfhc.org</a></td>
<td>Jan 2014/Dec 2017</td>
</tr>
<tr>
<td>Southwest Iowa</td>
<td>Jean Gibbons Nominations</td>
<td>W) 641-782-1445 M) 641-344-9123 <a href="mailto:gibbons@swciiowa.edu">gibbons@swciiowa.edu</a></td>
<td>July 2010 / Dec 2017</td>
</tr>
<tr>
<td>Southwest Iowa</td>
<td>Rita Corbin Conference</td>
<td>W) 515-241-5288 M) 515-447-5468 <a href="mailto:rita.corbin@unitypoint.org">rita.corbin@unitypoint.org</a></td>
<td>July 2008 / Dec 2014</td>
</tr>
<tr>
<td>Southeast Iowa</td>
<td>Sue Ferguson Conference</td>
<td>W) 319-768-4009 M) 309-221-0795 <a href="mailto:sterguson@grhs.net">sterguson@grhs.net</a></td>
<td>Nov 2011(appointed) Jan 2013 / Dec. 2016 (Elected)</td>
</tr>
<tr>
<td>Southeast Iowa</td>
<td>Lori Johnson Conference</td>
<td>W) 309-779-2304 M) <a href="mailto:lori.johnson@unitypoint.org">lori.johnson@unitypoint.org</a></td>
<td>Jan 2014 / Dec 2017</td>
</tr>
<tr>
<td>Iowa Board of Nursing Liaison</td>
<td>Laura Hudson Nominations</td>
<td>W) 515-281-8808 M) <a href="mailto:laura.Hudson@iowa.gov">laura.Hudson@iowa.gov</a></td>
<td>N/A</td>
</tr>
<tr>
<td>IANCE Member, Non-board member</td>
<td>? Anne Pauly Nominations</td>
<td>W) 563-421-2282; <a href="mailto:pauly@genesishcalth.com">pauly@genesishcalth.com</a></td>
<td>N/A</td>
</tr>
</tbody>
</table>
IANCE List Serve

All current IANCE members and associate members may be subscribed to the IANCE list-serve which serves our membership. Please contact Nancy Lathrop at nancy-lathrop@uiowa.edu to be added to the list. Members or associate members no longer involved with continuing education activities are urged to contact list master to be removed.

To post a message to the list-serve use the following address: iance@list.uiowa.edu.

To avoid messages being sent to everyone on the list, please use on the “Reply” button, not “Reply All” unless it is your intent to reply to everyone.

Questions or concerns regarding this publication may be directed to:

Nancy Lathrop
Office of Teaching Services – 342 CNB
College of Nursing
The University of Iowa
Iowa City, IA 52242
(319) 335-7075
nancy-lathrop@uiowa.edu