



salute to NURSES

An edition of The Daily Independent

Community FOCUS

WHY NURSING IS MOVING FROM
HOSPITALS INTO THE PUBLIC

Finding work, life balance

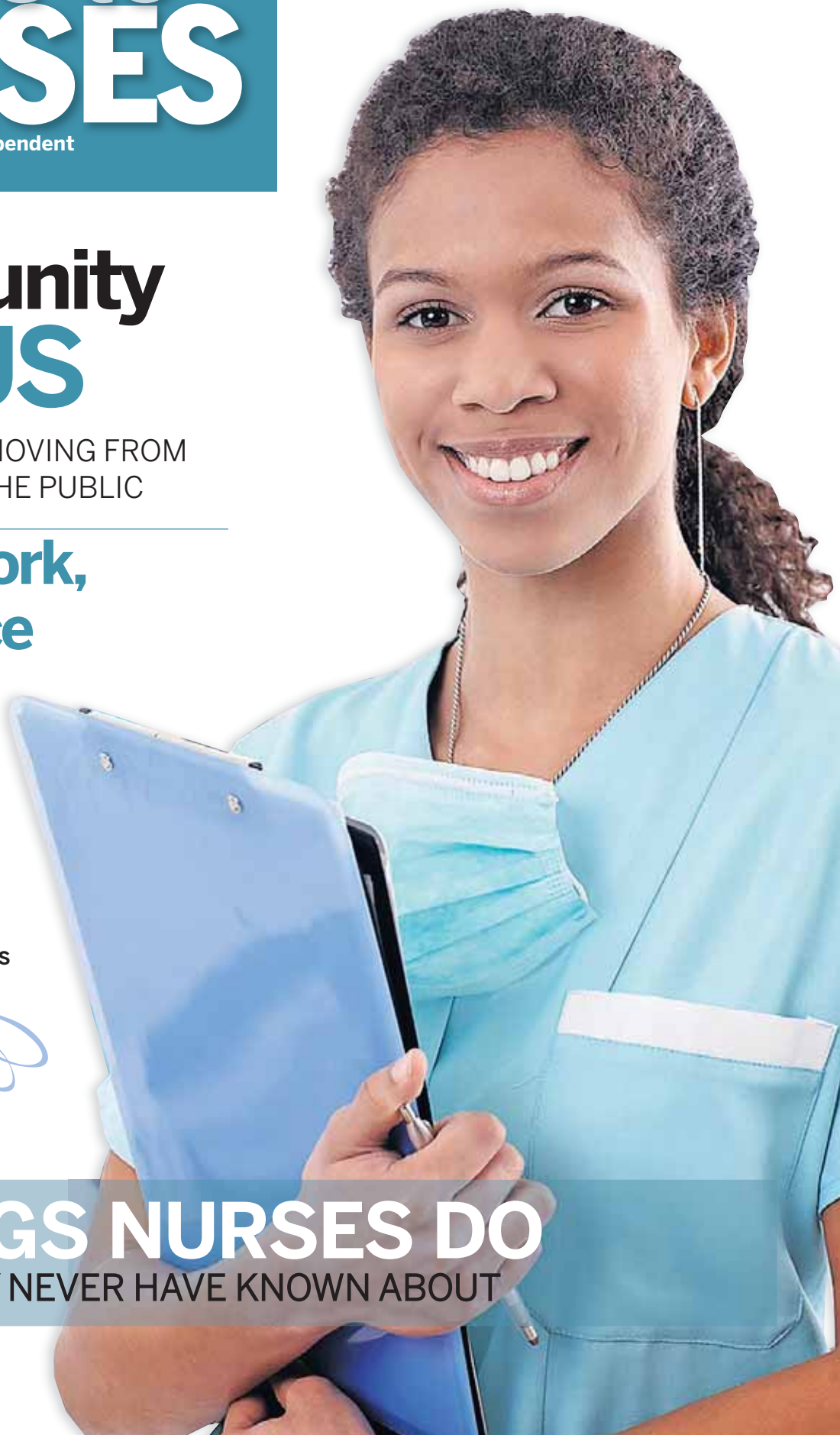
THE TOP STATES
IN WHICH TO
START A CAREER
IN NURSING

PART OF GATEHOUSE MEDIA'S



9 THINGS NURSES DO

THAT YOU MAY NEVER HAVE KNOWN ABOUT





HAPPY NATIONAL NURSES WEEK

Thank You

Just isn't enough...
but it's a start!


Ridgecrest
REGIONAL HOSPITAL

CELEBRATING 2016
NATIONAL NURSES WEEK
MAY 6-12

salute to NURSES

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InBrief

On call: Some of the best nursing apps

By Melissa Erickson
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To improve patient care and keep up with advances in the medical field, professional nurses turn to mobile devices to access information and the latest technology. The best nursing apps help nurses improve efficiency and enhance the experience for patients.

"Nurses come out of school with a lot of knowledge, but the most useful nursing apps allow nurses to take care of their patients day to day armed with the necessary information to stay current and quickly reference medical information," said Jennifer Mensik, executive director of nursing, medicine and pharmacy education programs for OnCourse Learning, a provider of workforce solutions and education for the health care, financial services and real estate industries. Mensik earned a Ph.D. in nursing from the University of Arizona College of Nursing.

Smartphone apps allow nurses easy access to unlimited research such as thousands of medical terms, drug databases and trending technology, Mensik said. Here are a few standouts:

Resuscitation!

Resuscitation! is the award-winning virtual patient simulator and a handy tool to help a nurse develop a diagnosis, and management and treatment tools. Resuscitation! offers a case presentation of a patient who is ill, allowing the user to create a history, perform a physical exam, develop a differential diagnosis and administer therapy to treat the patient's underlying problem. Free.

Nursing Clinical Mastery

This free app offers quick and easy access to reference charts and algorithms plus in-depth interpretations of abnormal lab results and a library of searchable reference materials. It also features dozens of detailed, nursing-specific skill reviews and full color images to help with diagnosis.

Nursing Central

A great gift for a new nurse, Nursing Central allows a user to look up detailed information on diseases, tests and procedures and consult a database of 5,000 drugs and more than 65,000 medical terms. Plus, you can search Medline and subscribe to favorite nursing journals. \$165.

Merck Manual

Over 300 experts contribute to this trusted medical reference that offers detailed diagnosis and management information. The clinically-focused entries are arranged by topic, symptom or section and include quick disease overviews and helpful navigation tools make it easy to find answers at the point of care. Prices vary from third-party vendors, but Merck will put out a free Merck Manual app with many new features in June.

Nursing Profiles

Kim Duff, LVN

People often ask the question of nurses "why did you choose to be a nurse"? My answer is I didn't choose to be a nurse it chose me. As far back as I can remember I always wanted help someone or something to feel better. It started with injured Barbies and GI Joes. I then expanded my repertoire to include; lizards, snakes, hamsters, cat and dogs and eventually worked my way up to the neighborhood kids. When other kids ran from the skinned knee I was there to fix them up. In 1987 I took a volunteer position at the Wildlife Way Center in Little Tujunga Canyon Ca. where I was able to care for a wide variety of exotic animals and I was pretty much hooked from that time forward. So my journey continued.

Fast forward to the mid 90's and I am now a stay at home mom with three young children not feeling very satisfied with the path I was on. After taking a few courses at Cerro Coso College I discovered the wonderful world of medicine and the nursing program. I then went on

to receive my Certified Nursing Assistant and work in long term care which was an excellent foundation for my future career. I graduated from the Vocational nursing program in 2000 and soon after began my career in nursing.

Long term care was my first introduction into the field. What an amazing experience! To be able to provide comfort with dignity for those in their twilight years gave me a glimpse into the power of the field of nursing. I then began my employment with Ridgecrest Regional Hospital on the Medical Surgical floor where I was able spread my wings thanks to the mentorship of some truly amazing nurses including Pam Glant, RN, Cindi Weidenkopf, RN, Ceila Mills, RN, Cynthia Schonhoff, RN and Jeni Hugbo, RN to name a few. I am currently Clinic Manager at Rural Health Care Clinic and I look forward to where it will lead me. I have always been a nurse because I was born that way and I am honored to be part of such an amazing field.



MORE ABOUT
**Kim
Duff, LVN**

HOMETOWN
Ridgecrest, CA

EDUCATION
Cerro Coso College, CNA,
LVN

Nursing Profiles

Leslie O'Neill, RN Infection Preventionist

As long as I can remember, my passion has always been to work in healthcare field. I began my journey working as a phlebotomist right out of high school while attending CSUSJ working towards my BSN in Microbiology. My respect for nurses runs deep, as I observed firsthand the professionalism and compassion as they took charge, saved lives, and brought comfort & healing.

My path took a detour after college as I followed my heart to Ridgecrest and found myself working as a software analyst for the F/A-18 weapons system support program at China Lake. I remained on base for 16 years until, when caring for my ailing parents, that fire inside me was rekindled. As my sons left for college and with the help of friends, family, and many nurse men-

tors, I returned to school to begin the journey to my RN. As an LVN I worked with newborns in labor and delivery and when I received my RN, moved to Intensive Care, where I remained for 6 years.

I now find myself in the specialty nursing area of Infection Prevention, loving that nursing offers such diversity and challenge. In this role, I educate staff and patients alike about the ever-changing landscape of infections, and implement ways to keep our patients and staff safe from those infections. I love that I can serve my community in this way and am so grateful for the opportunities I have been afforded in my career, as well as for the incredibly dedicated, passionate people I have the privilege of sharing this journey with.



MORE ABOUT

Leslie O'Neill, RN

HOMETOWN
Wayne, NJ

EDUCATION
CSU San Jose
Cerro Coso Community College
Bakersfield College
Microbiology/LVN/RN

Jesse Allande, RN

I am a Registered Nurse and the Ridgecrest Regional Hospice Clinical Supervisor. I obtained my nursing degree from Roane State Community College in Tennessee in 2006 then furthered my education at East Tennessee State University. I have been a home health/hospice nurse since 2007. I have been in Ridgecrest

since August 2012. I came here as a travel nurse to experience California and decided I love it here. I have had a passion for Hospice nursing since I was a teenager and feel so grateful to be able to do what I love in such a wonderful community!



MORE ABOUT

Jesse Allande, RN

HOMETOWN
Tennessee

EDUCATION
Roane State Community College, LVN
East Tennessee State University, RN

Agnes Majeed, RN

I have been a nurse for 19 years and a manager for 10 years. I am currently the Director of Maternal-Child Services. My education consists of two Masters degrees, one in Nursing and the second one in Health Administration. I also have certifications in In-Patient Obstetrics, Electronic Fetal Monitoring, and I am a Certified Lactation Consultant as well.

I always wanted to work in health care and went into nursing because I love working with people and helping people. Obstetrics was always my choice. There is something wonderful

about bringing a new life into the world. I loved working with all types of patients at the bedside. I liked that adrenaline rush of being a Labor and Delivery nurse. I went into management because I felt that I have more to give within the administrative field where I am able to make changes to nursing. Even though sometimes I still miss direct patient care I absolutely love my job. I am able to see evidence-based nursing care being provided on a daily basis due to changes I can design and implement.



MORE ABOUT

Agnes Majeed, RN

HOMETOWN
Bakersfield, CA

EDUCATION
Masters Degree in Nursing
Masters Degree in Health Administration

Nursing Profiles

Jenni Melchor, RN Case Manager/Discharge Planner

I actually started at RRH as a unit secretary over 12 years ago. I always knew that I wanted a career in something where I would be helping people and making a difference in my community. While working with all the great, caring nurses on the old C-Wing, I found my

calling to also become a nurse. I obtained my LVN at Cerro Coso Community College and then my RN at Bakersfield College. I am currently working towards my Masters through Walden University.



MORE ABOUT

Jenni Melchor, RN

HOMETOWN
Ridgecrest, CA

EDUCATION
Cerro Coso Community College, LVN
Bakersfield College, RN

Nicolle Kielman, RN, CEN

I am currently one of the night shift charge nurses in the Emergency department. I grew up in Ridgecrest, graduating from Burroughs. After Cerro Coso, I attended Golden West College in Huntington Beach, CA, to obtain my Associate's Degree in Nursing and my RN, graduating in 2008. I have been a CEN (Certified Emergency Nurse) for four years, and am working towards my BSN.

I've worked my entire nursing career in the ED at Ridgecrest Regional Hospital. I love the

constant challenge and pace of the ED. It's never the same from one shift to another, and I am constantly learning new things. I was motivated to become a nurse thanks to the amazing nurses I had during my lengthy recovery from major back surgery shortly after high school. The breadth of knowledge I witnessed, along with compassion they showed me during one of my most difficult experiences, was inspiring. I try to bring that same compassion to my everyday nursing practice.



MORE ABOUT

Nicolle Kielman, RN, CEN

HOMETOWN
Ridgecrest, CA

EDUCATION
Cerro Coso,
Golden West College

Maggie Bradshaw, LVN

I have been a nurse for over 30 years. I trained as a nurse in Belfast Northern Ireland where I grew up. Nursing has afforded me to travel to different countries to work such as Saudi Arabia and ending up in California. I have 2 wonderful kids but I miss my family back in Ireland and Scotland. In my spare time I love to knit. It helps me to unwind after a busy day at work. I have worked in hospitals and private doctor's offices. The last 19 years I have worked in rural health clinics. I love knowing that our patients are getting the best medical care they can in a rural setting. This is an un-

deserved portion of the community.

I have worked in the Rural Health Clinic Pediatric Department for the past three and a half years. I love working with the kids making sure they get the preventive medicine they need and immunizations. We have many challenges working in a rural area, trying to referring patients to a specialist. We try our best to make this happen for the kids. I don't think there is any other job I would rather do. It is an honor and privilege to help people in need of care.



MORE ABOUT

Maggie Bradshaw, LVN

HOMETOWN
Belfast, Northern Ireland

EDUCATION
Belfast Northern Ireland

Unsung

9 things NURSES DO

that you never knew about

By Melissa Erickson
More Content Now

Nurses are capable and caring everyday heroes. Expert multitaskers, nurses are also patient and compassionate and do much more work than most people realize.

When asked what things about nurses or jobs they perform are people unaware of, a variety of nurses shared their feelings:

Well-educated

“Nurses are required to continue their education on an ongoing basis in order to keep their licenses current so they can keep practicing. Nurses take pharmacology classes and are taught to double-check physician orders for safety. If there is any question nurses seek to correct those orders and ensure safety for the patient. Most nurses have degrees that take two to four years to achieve. Nurse practitioners have master’s degrees and will soon require doctoral degrees.”

– Deborah Henry, a certified nurse practitioner specializing in urogynecological care at the Bladder Control Center at Women’s Excellence in Lake Orion, Michigan

Patient advocate

“The nurse is in charge of a patient’s care and is the patient’s advocate. Nurses provide health education not only to the patient but also to the patient’s family. In addition, nurses are skilled in assessments of the patient from a multi-system viewpoint, arriving at nursing diagnoses and making sure the patient has the optimal outcome.”

– Michelle Podlesni, president of the National Nurses in Business Association and author “Unconventional Nurse: Going From Burnout to Bliss!”

Always on

“Nurses are nursing 24/7, whether it be on the job in a busy emergency department saving lives, at the bedside of a dying cancer patient taking his last breath, or at home taking care of his/her family. Nursing never stops, the caring and selfless giving of themselves is something that true nurses are just



born with.”

– Registered nurse Leslie Block, an emergency department nurse and the creator and author of ER Nurses Care blog, <http://ernursescare.blogspot.com/>

Supporters

“This is small but mighty: Going to wakes and funerals. The nurse that cared for my mom in the hospital as she was dying came to her wake. She only met her that day. Those are things that nurses do!”

– Susan Tarr, registered nurse, Cleveland Clinic’s Fairview Hospital

Artists

“In neonatal intensive care units, many of the nurses are very proficient at photography and scrapbooking. They are fantastic at doing hand- and footprints and incorporating beautiful sayings and quotes into the scrapbook pages. Our parents are so appreciative of these small gestures.”

– Sheila Struble, registered nurse certified, Cleveland Clinic’s Fairview Hospital’s neonatal intensive care

Learners and planners

“Nurses determine what it would take to create an in-hospital wedding or to fulfill last wishes. They take time to lighten patients’ burdens, offer comfort and share a laugh. They take time to learn what’s important to patients, whether it involves sports, music, art or fresh air, and help bring important

events to life. They listen, cry and worry about patient’s status and show their feelings by holding hands, smiling, asking questions and silently assessing.”

– Nancy M. Albert, associate chief nursing officer for research and innovation, Cleveland Clinic Health System, and clinical nurse specialist, Kaufman Center for Heart Failure

Watchdogs

“Ambulatory nurses maintain communication with family members in order to support patients in the community. These nurses often identify home needs for patients in the form of pill-box fills and assist with scheduling follow-up doctor appointments as well as safety issues. Recently, one of our nurses contacted a local senior center who assisted with installing a lock box on a patient’s house – in the event that the patient fell, the fire department could get in the house without breaking in the door. Just one example of the way our ambulatory care coordinators look out for patients.”

– Deanna Mcleeson, nurse manager, Cleveland Clinic’s Fairview Hospital

Wearers of many hats

“During a critical time involving a patient’s dying, the intensive care unit nurses arranged a Skyping session with the patient’s daughter, who was out of the country, so she could see her dad and say goodbye. Recently a patient was admitted to the emergency department, and after admission the nursing supervisor discovered that the patient had his pet bird in the car. The nursing supervisor spent all evening looking for an animal shelter to pick up the bird. Throughout the night the supervisors were checking on the bird. The next morning the animal shelter picked up the bird.”

– Janet Schuster, chief nursing officer, Cleveland Clinic’s Lutheran Hospital

Navigators

“Nurses help patients navigate the health-care system as a case manager/care coordinator.”

– Ingrid Muir, nursing director, Cleveland Clinic



A HEARTFELT *Thanks* FOR ALL YOU DO

Ridgecrest Regional Hospital Honors our Diverse and Incredible Nurses that Make a Difference Every Day.

Thank you to our Amazing Nursing Team for your tireless work and dedication!

We rely on nurses in so many of our departments. From infants to the elderly, our nurses impact the lives of their patients at every stage. Each of the following Ridgecrest Regional Hospital departments has nursing staff or management:

Bella Sera

*Cardiopulmonary Services
Care Coordination
Case Management
China Lake Community
Care Clinic
Education
Emergency Department
Employee Health
Home Health, Hospice,
& Private Duty
Healthy Bone and Joints
Human Resources
ICU/CCU*

Infection Prevention

*Information Systems
Maternal-Child Services
Mountain View
Outpatient Services
Quality Improvement
Rural Health Clinic (RHC)
RHC-Cardiology
RHC-Dentistry
RHC-Mental Health
RHC-OB/GYN
RHC-Pediatrics
RHD-Podiatry
RHC-Trona*

Southern Sierra Medical Clinic

*Southern Sierra Specialty
Clinic
Dermatology Clinic
Gastroenterology
General Surgery
Surgery
Transitional care &
Rehabilitation Unit (TCRU)
Urgent Care Clinic
Utilization review
Women's Health Specialists*

FROM ALL OF US TO ALL OF YOU THANK YOU!

Nice guys finish FIRST

Using etiquette to get ahead in nursing

By Melissa Erickson
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The long-term employment outlook for nursing shows that it's one of the hottest degrees out there, with more than 1 million new nurses needed by 2022, according to the Bureau of Labor Statistics.

While employment possibilities are high, career advancement can increase if nurses exhibit an emphasis on professional etiquette, said Kathleen Pagana, author of "The Nurse's Etiquette Advantage," now out in its second edition.

Pagana, a registered nurse with a Ph.D. in the field, was critically injured in a car accident in 2003 and was unable to physically work for several years. She was able to start teaching during that time and realized that etiquette skills were one of the most important items missing for nurses to advance their careers.

"Etiquette is the missing link for success in the workplace," Pagana said.

Professionals — in health care or not — might have a great understanding of the skills needed to get their job done, but without etiquette it's harder to move forward in any career, she said.

"Everyone can become an expert in etiquette. The better you become, the more you will be sought after for opportunities and positions. Let's take a sport analogy. If you don't know how to play basketball,



would anyone want you to be part of a competitive league? Probably not. However, if you know the rules and how to play, you could be an asset to any team. Knowledge of professional etiquette can make you a welcome addition and help you survive in the toughest sport of all, a business world that is often unforgiving and highly critical," Pagana said.

Just what is etiquette in a business sense?

"Etiquette is about relationships. Nursing is a career characterized by professional relationships with all kinds of people in all kinds of settings. By using the guiding principles of kindness, consideration and common sense, professional etiquette can help nurses initiate new relationships and enhance established relationships. It can guide them in unfamiliar situations and help them know what to expect from others," Pagana said.

Like other professionals, nurses will benefit by coming across as polished, confident and professional. Etiquette helps level the playing field in nurses interactions with others.

"Nursing is all about relationships. Etiquette is the missing link for success in the workplace. Why not know how to handle awkward and challenging situations that could diminish confidence, tarnish reputations and derail career aspirations?" Pagana said.

Here are some of Pagana's favorite tips:

- * **Never approach someone at a conference and say, "Do you remember me?" Instead put out your hand, smile and say your name.**
- * **Wear your name tag on the right side of your chest. This way it can easily be read when shaking hands.**
- * **Hold your drink in your left hand at a networking event. This keeps your right hand warm and dry and ready to shake hands.**
- * **Use the "BMW" method to remember proper place setting positioning. Your bread (B), meal plate (M) and water (W) appear in this order from left to right.**
- * **Your email address is a reflection of your professionalism, or lack of it.**
- * **The value of social media is underestimated by those who haven't bothered to learn about it.**



Honor

YOUR FAVORITE NURSE

during National Nurse Week

The Development Foundation welcomes you to join us in honoring your FAVORITE NURSE.

The Grateful Patient Program at Ridgecrest Regional Hospital Development Foundation is a thoughtful way to show your gratitude to your favorite nurse for the exceptional care that you or a loved one has received.

When you make a gift of \$50 or more in honor of someone who has provided you or a family member with outstanding care, the person you are honoring will be sent an acknowledgement of your appreciation, along with a silk gerbera daisy.

Every gift - regardless of size - makes a difference and is truly an investment in the health of our community..



For more information, please contact Tamara Tilley at (760) 499-3955 or email us at Development.Foundation@rrh.org. You can also find information or make at www.rrh.org.

Nursing Profiles

Becky Copeland, RN, BSN Nursing Supervisor

I grew up in a small West Texas town called Shamrock. My mother had always wanted to be a nurse and since that goal was not realized through her she encouraged me to become a nurse. But I went away to Texas Tech with another goal in mind. A couple of years later an LVN program started in my home town and my parents suggested that I return and go through the program which I did. After graduation I sought a job in a nearby town and realized that I would mainly be administering drugs. Money was tight so I joined the Army in order to be able to return to school with the GI Bill. While in the Army I found my niche in the ER. It would be several more years until I obtained my degree in nursing

which I did with the support of my husband in 1987 at Antelope Valley. Now I knew nursing was where I belonged and went on to receive my BSN through California State University at Dominguez Hills.

Ridgecrest has been my home for the past 31 years and I have spent 24 years of that at Ridgecrest Regional Hospital. Initially I started on night shift on A-Wing which was a surgical unit. I applied to work in the ER and have spent most of my time there. Now I am an Administrative Supervisor and continue to do what I know best—nursing.



MORE ABOUT

Becky Copeland, RN

HOMETOWN
Shamrock, TX

EDUCATION
Texas Tech
Antelope Valley
CSU Dominguez Hills

Jennifer Johnson, RN, BSN Infection Preventionist

I grew up in Ridgecrest as did both of my parents. My great uncle was a member of the sidewinder team. My grandfather is involved with the China Lake Navy Museum. I graduated from Cerro Coso, earning an AA with honors and went on to complete my Bachelor's of Science in Nursing, Magna Cum Laude. As a child I suffered from asthma and was hospitalized every year during flu season. The pediatric nurses on B-wing and the ED nurses had a profound effect on my life which shaped my decision to become a nurse. In nursing school, I worked as a nurse extern at Kern Medical Center in trauma and perioperative nursing. I interned at Bakersfield Memorial Hospital in the ICU.

After nursing school, I returned home and joined the RRH team. I completed a course in ICU nursing and telemetry. I have worked in the ICU for over five years, precepting several nursing students and new grads. I also taught a course in arterial line management. I joined the Infection Prevention team at RRH last year as an Infection Preventionist and contribute to the department's data analysis and epidemiology. I am a member of the Association for Professionals in Infection Control and Epidemiology, a member of the Alpha Chi Honor Society, and the Sigma Theta Tau International Honor Society of Nursing.



MORE ABOUT

Joanna Tang, ER RN

HOMETOWN
Ridgecrest, CA

EDUCATION
AA, Cerro Coso
Community College
BSN, California State
University Bakersfield

Genera Arreola, RN

I am a Registered Nurse with 9 years of experience providing patient-centered care in the hospital and the nursing home. Solidly credentialed and experienced with patient assessment, medication administration, making suggestions to the physician, handling queries regarding health and other basic nursing duties.

I also have a good interdepartmental communication skills to aid facilitate care.

I have worked at Ridgecrest Regional Hospital since 2006. I have worked as a Staff Resource Nurse, a Charge Nurse, and a Resource Nurse.



MORE ABOUT

Genera Arreola, RN

HOMETOWN
Ridgecrest, CA

EDUCATION
Excelsior College, Albany NY
Associate in Nursing
Cerro Coso, Associate of
Arts, Vocational Nursing

Nursing Profiles

Laurie Hewlett, RN

I have been a nurse for 27 years and still love what I do! I worked as an LVN for 14 years, then went back to school and earned my RN, now for 13 years.

Most of my employment has been at Ridgecrest Regional Hospital, in various departments; Medical/Surgical, Pediatrics, Labor/Delivery, Newborn/Nursery, Post-partum, Home Health, Hospice, Surgery, PACU, and currently Care Coordination. The beauty of nursing, you can work in all areas! I was educated locally as well. We have excellent nursing programs in our community that have pro-

Care Coordination

duced some exceptional nurses, and I continue to work with them at RRH, today.

It is certainly an honor to be nominated and recognized for this Salute to Nurses. This profession requires team work, trust, respect, honor, commitment, compassion, empathy and sacrifice. It cannot be accomplished alone, so I salute all my fellow nurses, you all deserve to be recognized for your chosen profession. My husband and four daughters also deserve my gratitude, because without their support, I wouldn't be where I am today, at RRH.



MORE ABOUT

Laurie Hewlett, RN

HOMETOWN
San Diego, CA

EDUCATION
Cerro Coso, LVN
Bakersfield College/Cerro Coso-Step-Up program, RN

Caryn Schomberg, RN

I was interested in being a nurse as a young girl, but ended up getting another degree first. With encouragement from my husband after our sons were in school, I went back to college to become an RN. A classmate and I carpooled twenty miles to a satellite program in Yakima, Washington. There were ten in our class. We had on site clinical instructors and listened to most of our lectures on VCR. That was 25 years ago.

As a new RN I worked at a small rural hospital in Toppenish, Washington. I started in med surg and also worked on peds, ob, nursery, and same day surgery. I enjoyed my years working at Toppenish and am thankful for the wide va-

HHA Clinical Supervisor

riety of nursing experiences. I moved to Ridgecrest in 2001 when my husband became the minister at Trinity Lutheran Church. I became a home health nurse at RRH and now am Home Health Clinical Supervisor. I've enjoyed being able to care for patients in their home, whether it is helping wounds heal, teaching IV antibiotics to a caregiver or teaching patients more about their chronic disease to prevent hospital admission. Home Health has a great interdisciplinary team to treat patients at home. I enjoy helping to coordinate care and teach new clinicians. I feel being a nurse is a very interesting and fulfilling career.



MORE ABOUT

Caryn Schomberg, RN

HOMETOWN
West Salem, WI

EDUCATION
BS Psychology
US-LaCrosse
BSN-WSU

Heather Diamond, RN

I learned I wanted to be a nurse when I was in high school and was enrolled in a Regional Occupation Program for Health Careers. The days I did Health Careers I did not mind getting up early. I was excited to go and help the nurses and the patients at the clinics. I then worked as a Medical Assistant for Dr. Mondkar for many years while putting myself through Licensed Vocational Nurse training at Cerro Coso Community College. I graduated in 2009 with an Associate Degree in Science.

After graduating, I accepted a position at

Ridgecrest Regional Hospital on the Medical/Surgery Telemetry floor. In 2012, I graduated from Bakersfield College as a Registered Nurse with an Associate Degree in Nursing. I continued working on Mountain View, the Medicine/Surgery Telemetry floor, while also being a frequent float nurse to all other nursing departments in the hospital. I have worked my way up to Resource Nurse and have been a charge nurse for approximately 3 years now. I love my job, the unit I work on, and the staff and patients I see everyday.



MORE ABOUT

Heather Diamond, RN

HOMETOWN
Paso Robles, CA

EDUCATION
Regional occupation
Program for Health careers
Cerro Coso-LVN
Bakersfield College, RN

Nursing Profiles

Melissa Stauble, RN

I have been a registered nurse for just over a year. While my path to get here has taken many turns, I am very happy to have arrived. I went to college at the University of Texas at Austin, where I struggled choosing between psychology and nursing. I ultimately chose psychology and went on to receive a masters's in cognitive psychology. I continued to work in psychological research, however, my interest in understanding the human body and my desire to care for others only grew. Pretty quickly, I decided to move from the desk to the bedside and become a registered nurse. I began studying nursing and received my BSN from New Mexico State University in December of 2014.

I began working at Ridgecrest Regional Hospital in 2015. I worked on the medical surgical floor for a year and recently transferred to the ICU. I love working at RRH because of its supportive environment; I feel like I am part of a family. Nursing has been an incredibly fulfilling path for me because the learning never ends - especially with my new transition to the ICU. Most of all, I appreciate the fulfillment I receive from taking care of others and knowing that I have contributed positively to our community. In my free time I like to volunteer at the animal shelter, practice yoga, and spend time outdoors.



MORE ABOUT

Melissa Stauble, RN

HOMETOWN

Ridgecrest, CA

EDUCATION

University of Texas, Masters in Cognitive Psychology
New Mexico State University, BSN

Stacie Shaw, RN

I became a mom at a young age (I was determined not be another teen mom statistic) and it gave me the drive to pursue a career that would allow me to support my family (and set a good example for the next generation). I applied to the LVN program up at Cerro Coso after finishing my prerequisites and was lucky enough to get in on my first try. I worked very hard the entire 18 months (while raising a two children with my husband), and graduated in December of 2007. It was the best decision I

have ever made because I became part of the world of nursing. I have worked in a couple of different fields including long term care, home health and clinic nursing which have all helped me to grow in my skills and compassion. I landed in Rural Health for the last 3 years now and have loved every minute of it. I am currently Lead Resource Nurse and I love what I do and look forward to my future in the field of nursing.



MORE ABOUT

Stacie Shaw, RN

HOMETOWN

Ridgecrest, CA

EDUCATION

Cerro Coso Vocational Nurse Program

Janelle Olsen, RN

I moved to Ridgecrest when I was in elementary school and graduated from Burroughs High School. I then pursued a nursing degree through Cerro Coso and became an LVN in 2011. I then began to work in the ER and completed my ADN through Bakersfield College in 2014. I have continued to work in the ER since

that time. I became a nurse because I enjoying helping and caring for people. My mother was also an inspiration as she is a nurse, as well as many of my aunts. I still love being a nurse for the original reason I became a nurse and cannot see myself in any other career.



MORE ABOUT

Janelle Olsen, RN

HOMETOWN

Ridgecrest, CA

EDUCATION

Cerro Coso, LVN
Bakersfield College, ADN

Thank You
Just isn't enough...
but it's a start!



Opportunity



BIGSTOCK/PIXABAY

TOP STATES

to pursue a nursing career

By Melissa Erickson
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For those in nursing, the outlook for finding a job is positive. But, just what constitutes a good job?

Personal finance website WalletHub recently compiled a list of the best and worst states in which to be a nurse in an effort to help registered nurses, especially newly minted nurses, figure out where to lay down roots. Things like salary, commuting distance and job openings make a difference.

The nursing workforce is projected to grow 16 percent from 2014 to 2024, much faster than the average for all occupations, according to the Bureau of Labor Statistics. Growth will occur for a number of reasons, such as an aging population and the

overabundance of chronic conditions like arthritis, dementia, diabetes and obesity.

According to the Wallet-Hub study, the top 10 states to pursue a career in nursing are: Washington, Colorado, Minnesota, Wisconsin, Texas, Wyoming, Alaska, New Hampshire, New Mexico and Oklahoma.

"In some respects, we are entering the next dimension of health care where there will be emerging opportunities and transformations in how care is delivered, organized and utilized," said Ronda Hughes, associate professor at Marquette University's School of Nursing in Milwaukee. "Nurses are critical members of all health-care teams that provide patient care and improve the quality and effectiveness of health care."



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Rather than working under doctors, nurses are part of a medical team that works together to meet the challenges of patient needs.

"Part of being able to accomplish this as we move forward is the need for interprofessional collaboration focused on patient-centered care. Patient-centered care is at the heart of nursing, so nurses should be leading health-care teams in both hospital and community settings.

"If you take the provisions of the Affordable Care Act, the 'graying' of the population and the skills that nursing bring to patient care, the demand for nurses will continue to increase," said Hughes, who also offered recent nursing graduates some practical advice.

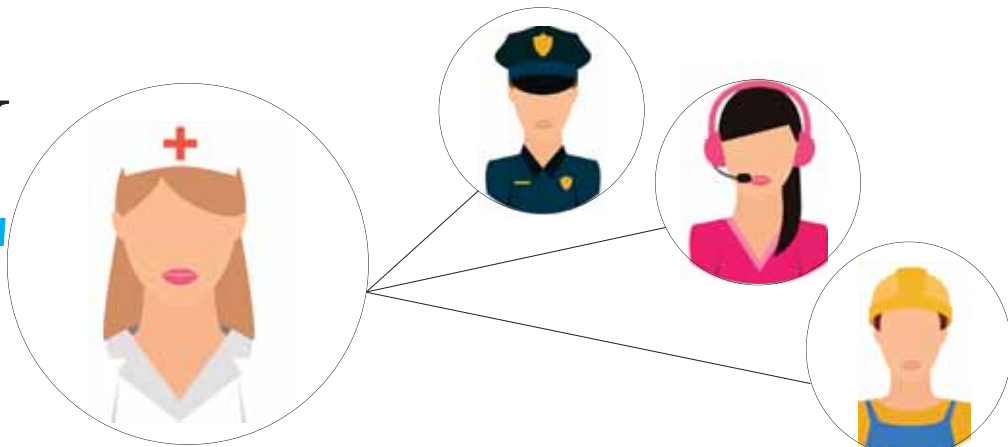
"I have seen

nurses really thrive when they enjoy their job, can balance work and personal activities/interests. Think of nursing as career, not a job. If you find yourself in a situation where you just have a job, it is most likely time to find another position," she said.

To succeed "you need to find the place and people that will support you reaching your career goals. The importance of friends, family and colleagues cannot be emphasized enough. As recent grads select where they want to work and live, they need to really understand what they are passionate about, what are their strengths and weaknesses, and the pros and cons about where they are thinking of living."

TAKING CARE

outside the hospital and into the community



By Melissa Erickson
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Nurses are returning to their roots. A confluence of factors, from an aging population to the Affordable Care Act, have led to a trend where health care is not only practiced in hospitals and clinics but where it was originally practiced — in the community.

About 87 percent of nurses got jobs in hospitals in 2005 compared with 76 percent in 2012, according to the RN Work Project, a national study that tracks nursing career changes.

"I think it's a shift that is occurring throughout the system, and not just in nursing; care is moving beyond the clinical walls and meeting people where they are," said Susan Hassmiller, senior advisor for nursing for the Robert Wood Johnson Foundation, which funds the RN Work Project. "People want access and they want convenience, and they want to trust that those caring for them are competent. Nurses are in a prime position to deliver all three. I think that's definitely positive for people and communities where they live. So much of what affects someone's health status and well-being is not just what he or she presents to you in a hospital or office visit."

ACA's effect

The adoption of the Affordable Care Act, with its emphasis on community care in outpatient and ambulatory settings, is one reason driving the trend of community nursing, said Dr. Phyllis Sharps, Johns Hopkins School of Nursing's associate dean for community programs and initiatives.

"These days the trend is toward prevention and promotion of health, and with the Affordable Care Act many people who were previously not insured now are. The beginning care they receive" is often at the community level rather than in a hospital, Sharps said.

"The Affordable Care act has definitely influenced more community care, but so has consumer demand. Not only do millennials want convenient, trustworthy care, but the boomers and the greatest generation want to be cared for in their own communities and in their own homes," said Hassmiller. "Additionally, the more our system shifts to value-based care, the incentive is to keep people healthy and out of the hospital. Because of this financial incen-



"Not only do millennials want convenient, trustworthy care, but the boomers and greatest generation want to be cared for... in their own homes."

Susan Hassmiller

tive we will see more community programming and direct care, with concomitant hiring of nurses who can provide this type of care. It does take a special set of competencies."

Focus on prevention

While nurses embrace the same qualities no matter where their job lies, community nursing is different from traditional nursing in how it's practiced.

"Community health nurses, in general, focus on populations rather than individuals. With this perspective these nurses focus on health promotion and disease prevention, provide education to communities, improve community health and safety, and increase access to care," said Dr. Terri Lipman, assistant dean for community engagement for the University Of Pennsylvania School of Nursing.

"Hospitals are making the shift to providing more care in the community due to financial constraints and consumer demand, especially as systems move to more of a value-based incentive for-

mula," said Hassmiller. "Additionally, it is well understood that people do better in their homes surrounded by their support system and away from the inherent risks that hospitals bring, such as infections. There are significant resources being invested in home care and we will continue to see a rise in this type of care."

For the future, "nursing students should be prepared and encouraged to work in settings outside of the hospital. We need nurses who understand that people aren't impacted only by their current illness or condition, but by their lives and environment in the community at large," said Hassmiller, who encouraged all nursing students to advance their education.

"It is in a baccalaureate program where community competencies are introduced with courses in community and public health nursing. The Institute of Medicine Future of Nursing report has encouraged at least 80 percent of all nurses to attain a bachelor of science in nursing by 2020. Doing this will ensure a workforce that is prepared for not only acute care, but community care as well," Hassmiller said.



Ridgecrest Regional Hospital Nursing Staff

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