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Honoring heroes

## Army nurse leads Valir program

Retired Major Traceee Rose, APRN, spent 27 years in the Army before coming to Valir.

by Bobby Anderson, Staff Writer

Valir Hospice has been honoring America's veterans for more than a decade now.

But Vice President of Hospice Care Laura Trammell, M.Ed, LPC wanted to make sure Valir's Veteran's program was the best it could possibly be so she sought out retired Major Traceee Rose, APRN, to make it happen.

Valir Hospice Care is a family of dedicated professionals who care for terminally ill patients, providing them and their families with physical, psychological, social and spiritual support. Using individualized pain - and symptom-management plans, Valir works to enhance the patient's quality of life.

With a significantly large veteran population, Valir Hospice serves scores of military families each year.

"One of my goals is for her to continue to educate our team that works day-to-day with our veterans and share her knowledge and speak that speak that she knows how to do and educate our team," Trammell said of Rose. "I think she's going to be the bridge that we've definitely needed in order to have the best program out there."

The critical care nurse brings her 27 years of Army

experience with her to her new role as director of clinical operations.

"I hope to bring enthusiasm. I love veterans because I am a veteran and my dad is a veteran," Rose said. "I love hearing the stories, being able to talk with them and share their commonalities and being able to speak their language."

That language is one of shared strife and successes, of losses and victories and of bonds forged.

For many veterans, that language is often lost forever.

But both Trammell and Rose have seen first-hand rekindling that fire at the right moment can bring peace to not only patients but their families.

"A lot of people say they have

Seev VALIR Page 3

## CTCA Tulsa Daisy Awardee's Advice: Live Every Day Like it is Your Last



story and photos by Mary Waller

According to tradition, blue is the color associated with a 10th anniversary. Blue is also often given the designation of relating to the attributes of professionalism, loyalty, honor, spirituality, stability and peace.

Sarah Spurek, RN, BSN, OCN, exemplifies nursing professionalism and many other wonderful "blue" character traits. She is a team member in the Infusion Center at Tulsa's Cancer Treatment Centers of America (CTCA) and was recognized recently with a DAISY Award. CTCA is a hospital-partner with the international DAISY Award program, which highlights and rewards one nurse per quarter for extraordinary, compassionate and skillful care demonstrated in their everyday work.

"Each day as an oncology nurse can be totally different than the one before," said Sarah, who will celebrate her 10-year work anniversary with CTCA in December. "On a typical 12-hour shift day I may have seven to 15 patients. And, my patients may be in Infusion anywhere from 30 minutes to 10-plus hours, depending on the treatment."

For her, a typical day is a strategic balancing

See CTCA Page 2

#### CTCA

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act with lots of moving parts and bouncing back and forth.

"When I first meet with a patient who is getting chemotherapy, I check the doctor's order and notes, chemo consents and the patient's lab work," Sarah explained. "I also look to see if they have had education on their chemo and what treatment number they are on. At that time I'll start an IV or access the patient's port or use a patient's PICC line, the whole time I am assessing them."

"I always begin by explaining the process to the patient and then giving pre-medications, chemotherapy and other fluids using programmable pumps," she said. "I have to check to make sure the fluids are compatible and spaced out properly. My goal is to provide safety and the Mother Standard of Care to my patients."

When Sarah has the opportunity to meet caregivers, she endeavors to really connect, help them understand what their loved one is receiving, and put everyone at ease. She sometimes also has the chance to pray with her patients, which she noted is a very meaningful experience for her.

Sarah grew up a long way from Oklahoma, near a town called Delta Junction in Alaska. She shared that she had a lot of medical and learning issues as a youth and was able to get great tutoring and teaching to help her overcome some learning problems. After moving to the Tulsa area in 1999, she attended Tulsa Community College for an RN degree and later Oklahoma Wesleyan for her BSN degree.

Sarah and her husband live in Kiefer and have been married for almost 10 years. One of the fun things they do together over the holidays every year is make "Memory Ornaments" for each person in their youth group. "Memory ornaments were inspired by a Christmas ornament that I received from a special patient nine years ago," she explained. "We make unique, handmade ornaments for our church kids so they can have a collection of their own ornaments when they grow up." The couple is six years into their new tradition with no plans on stopping.

Sarah approaches her life like she does her work, with commitment and gratitude.

"An important lesson I've learned as an oncology nurse is to value every day," said Sarah. "You never know



Sarah Spurek, registered nurse at Cancer Treatment Centers of America, received her Daisy Award from CTCA president & CEO Jay Foley in October.

what's going to happen. You're not guaranteed another day, so live each

day like it's your last and try your best to keep a positive outlook."



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#### **VALIR**

#### Continued from Page 1

veteran's programs but what does that really mean," Trammell said. "We're extremely dedicated and we're extremely proud of it. My father served in Korea and he never spoke about what happened to him."

"Like Traceee says there are stories out there all the time. I knew we had to do something. I would want my dad honored like this. It's amazing what our military has done for us."

Rose retired from the Army in September 2017. The Nurse Corps officer spent nearly three decades serving her country and finished her career in Hawaii.

She wanted to continue to make a difference.

"I had been in large medical facilities my entire nursing career," Rose said, noting her last hospital had 425 beds with 5,000 employees. "I wanted to find something, somewhere smaller - not necessarily hospital-based where I could feel my ripple effect. Sometimes we get lost in a big pond and you're just a cog in a wheel."

Trammell interviewed Rose and quickly realized she needed to put her behind the wheel of Valir's veterans services.

Even though the armed forces provides palliative care in a different setting, the trauma and intensive care nurse quickly fell in love with the new position.

"All veterans have a story. Every veteran has a story and sometimes they're just not ready to talk about it or they don't think it's relevant right now," Rose said. "They feel they just did their job and then got out."

In the future Rose would like to partner with more veteran's organizations to work with in outreach projects.

"The closeness and camaraderie, it just felt comfortable. I knew I wanted to work there," Rose said. "Just being able to hold a hand and reassure a family, that's the rewarding piece of all of it."

It's no coincidence that Rose felt a pull that Valir was investing in veterans.

CEO Tom Tucker is a West Point graduate and owned a company that forged the Purple Hearts bestowed to those wounded or killed in service.

"It is a gift to the family and a lot of times it's the part they need in the grief cycle to help them adjust to what's going on," Trammell said of honoring veterans before they pass.

"It can bring a lot of understanding,"

Rose added. "A lot of it is understanding who your parent was because your parent lived a whole life before you came along."

Those special ceremonies where families get to see their loved ones honored often provide a glimpse into a world they never experienced.

"We've been able to see - even patients with significant dementia - they recognize when they're being honored," Trammell said. "It's been very special for the families to see a little bit of their loved one come back toward the end of life."

And to honor them as the hero they are.







Ask about our veteran programs. 405.609.3636 | valir.com



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In Loving Memory of Randy and Owen Eldridge and Gay Eldridge Hannan





## The Panhandle Difference

Oklahoma Panhandle State University offers a unique approach to supporting the educational needs of nurses in the state of Oklahoma. Graduate nurses and alumni from 15 institutions within the state of Oklahoma are eligible for the BSN Connection Scholarship.

The BSN Connection Scholarship is helping nurses in the state of Oklahoma complete personal, educational, and professional goals by providing a path to complete a Bachelor of Science in Nursing degree through discounted tuition and fees. The scholarship pays the difference in the cost of tuition and fees from the college graduated from and the cost of tuition and fees at Panhandle State.

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Out of state tuition waiver available.

hours at Panhandle State during a 12-month period. Students can begin classes in the spring, summer, or fall semesters. An affordable program, both full-time and part-time options are offered allowing students to set their own pace. Panhandle State tuition and fees are discounted to reflect the current tuition and fee rate at the graduate's pre-licensure program and institution rate. This is a significant cost savings for registered nurses in Oklahoma.

Panhandle State has a rich and successful history for supporting nurses over the past 20 years. The RN to BSN program at Panhandle State was founded in 1996 becoming one of the first nursing programs in the nation to offer all BSN nursing courses online. The program started with just four graduates and now boasts more than 400 graduates. This unique program focuses on the adult learner and does not require campus attendance. Graduates join

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the program from across the nation and help to bring new perspectives in nursing to the panhandle and state of Oklahoma. With graduates in California, New Jersey, and the Virgin Islands, students successfully complete the program while living in and outside of Oklahoma. The program is designed to meet the distinctive challenges that face busy, registered nurses balancing family, work, and outside obligations. Panhandle State's RN to BSN program approaches education using a philosophy of caring and focus on adult learners. There are no campus attendance requirements and students are provided personalized

care and attention from inquiry to graduation and beyond. Panhandle State recognizes, appreciates, and respects the need for professional nurses to balance family, work, and school.

Oklahoma Panhandle State University is accredited by the Commission on Institutions of Higher Education of the North Central Association of Colleges and Schools. The nursing program is accredited by the Accreditation Commission for Education in Nursing.

For more information, please contact Dr. Pamela Sandvig, Program Director at pamela.sandvig@opsu.edu



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Alumni of eligible colleges meet the BSN Connection Scholarship requirements. Current tuition and fees of the graduating institution will be used to determine scholarship amount.

# Nursing Times embraces digital world

by Bobby Anderson, staff writer

Driven by more than 100 years of journalistic experience, Oklahoma's Nursing Times has proudly served Oklahoma's nursing community weekly in print and online for nearly two decades.

With increasing advertiser requests for digital packaging and social media readership eclipsing 20,000 readers, Metro Publishing has announced the paper will move exclusively to an all-digital delivery with the exception of special editions like National Nursing Week and Oklahoma's College Guide to Nursing.

Publisher Steve Eldridge said the move allows more resources to be allocated to a format the majority of readers already prefer. In addition, the all digital format will allow for more timely news with immediate E-publications, Job Alerts and Digital Packages that include Facebook postings and Job board placement along with the continued pdf print edition that will continue to be published each week as it has for nearly 20 years. Though print pdf rates will continue to be offered, all new digital packages are added to allow recruiters access to the best opportunities to find that special nurse and fill difficult positions.

Oklahoma's Nursing Times is the only local publication that offers features and news content specifically intended to support hospitals, clinics, hospices, nursing and assisted living homes, universities and other nursing facilities and the nurses that work for them. Recruiters learn the value in the passive reader that applies after reading a story about their organization in addition to the direct applications from advertising positions with OKNT.

"The move to an all-digital format just makes sense on multiple fronts," Eldridge explained. "No. 1, this format allows nurses to access content on their devices, on their own time schedule. It also allows nurses to more easily share interesting, relevant content with one another. Nurses won't need to locate a copy or wait for delivery. The move also allows us to expand our reach to the entire state more effectively."

"From an environmental standpoint,

Metro Publishing is able to reduce its footprint while at the same time still delivering the quality content our readers have come to expect."

Eldridge noted the Nursing Times' more than 20,000 weekly readers can look forward to more robust, interactive online content in the coming months including interviews with nursing recruiters, other nursing leaders and nurses excelling in their profession.

Readers are encouraged to contact Eldridge with story ideas by emailing news@okcnursingtimes or visit the Oklahoma's Nursing Times Facebook page or website.

"We have highlighted Oklahoma's nursing community in words and images weekly for 19 years now, highlighting the successes of caregivers all at no charge to our readers," Eldridge said. "We look forward to continuing that tradition through a format that better serves our readership."

Metro Publishing has a history of innovation.

The digital job board has long been the most comprehensive local source of nursing positions available in our state.

In recent years, Metro Publishing purchased the former Seasoned Reader and rebranded and redesigned it to Senior News and Living.

The move brought an additional 60,000 readers into the Metro Publishing portfolio.

Across the globe, the process of mushing up dead trees to bring readers news is rapidly coming to an end.

The newspaper industry began transitioning to a digital-only form in earnest more than a decade ago.

One of the nation's largest papers - the Seattle Post-Intelligencer - has delivered a digital-only format since 2009.

The New York Times, Washington Post, Wall Street Journal, USA Today and Los Angeles Times - the top five circulating papers in the U.S. - all offer digital-only subscriptions.

In 2008, the Internet surpassed print media as the way the majority of people receive their news, according to a Pew Research study. While subscriptions to Oklahoma's Nursing

Times Digital edition continues to grow rapidly, very few requests are made for the print edition. "The nursing audience is a highly educated and technical group of readers and have proven the preference for a digital product" said Eldridge.

#### According to Pew:

- \* In the U.S., roughly nine in 10 adults receive their news online either via mobile or desktop formats
- \* Digital advertising continues to grow as a proportion of total advertising revenue, increasing \$12 billion from 2015 to 2016.
- \* Total estimated circulation for U.S. daily newspapers has declined steadily since 1980 as more and more readers

receive their news in other formats.

\* But since 2014, the average number of newspaper website unique visitors has nearly doubled.

Late oin 2017, studies showed the gap between people who receive their news online versus television also declined to just a seven-percent difference.

Local, network and cable news networks reported declines across the industry as consumers increasingly go online for content.

As always you can go online to **www.oknursingtimes.com** to access current and archived content or email **news@okcnursingtimes.com** to have it delivered to your inbox.











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## New device stops a cold before it starts

New research shows you can stop a cold in its tracks if you take one simple step with a new device when you first feel a cold coming on.

Colds start when cold viruses get in your nose. Viruses multiply fast. If

you don't stop them early, they spread in your airways and cause misery.

But scientists have found a quick way to kill a virus. Touch it with copper. Researchers at labs and universities agree — copper is "antimicrobial." It kills viruses and bacteria, just by touch.

That's why ancient Greeks and Egyptians

used copper to purify water and heal wounds. They didn't know about viruses and bacteria, but now we do.

Researchers say a tiny electric charge in microbe cells gets short-circuited by the high conductance of copper, destroying the cell in seconds.

Tests by the Environmental Protection Agency (EPA) show germs die fast on copper. So some hospitals switched to copper touch surfaces, like faucets and doorknobs. This cut the spread of MRSA and other illnesses by over half, and saved lives.

The strong scientific evidence gave inventor Doug Cornell an idea. When he felt a cold coming on he fashioned a smooth copper probe and rubbed it gently in his nose for 60 seconds.

"It worked!" he exclaimed. "The cold went away completely." He asked relatives and friends to try it. They said it worked for them, too, every time. So he patented CopperZap<sup>TM</sup> and put it on the market.

Soon hundreds of people had tried it and given feedback. Nearly 100% said the copper stops their colds if used within 3 hours of the first sign. Even up to 2 days, if they still get the cold it is milder and they feel better.

Users wrote things like, "It stopped my cold right away," and "Is it supposed to work that fast?"

Pat McAllister, age 70, received one as a gift and called it "one of the best presents ever. This little jewel really works."

People often use CopperZap for



New research: Copper stops colds if used early.

prevention. Karen Gauci, who flies often, used to get colds after crowded flights. Though skeptical, she tried it several times a day on travel days. "Sixteen flights and not a sniffle!"

Businesswoman Rosaleen says when people are sick around her she uses CopperZap morning and night. "It saved me last holidays," she said. "The kids had colds going round and round, but not me."

Some users say it also helps with sinuses. Attorney Donna Blight had a 2-day sinus headache. She tried CopperZap. "I am shocked!" she said. "My head cleared, no more headache, no more congestion."

Some users say copper stops nighttime stuffiness. One man said, "Best sleep I've had in years."

Copper may even stop flu if used early and for several days. In a lab test, scientists placed 25 million live flu viruses on a CopperZap. No viruses were found still alive soon after.

The EPA says the natural color change of copper does not reduce its ability to kill germs.

CopperZap is made in the U.S. of pure copper. It carries a 90-day full money back guarantee and is available for \$49.95 at CopperZap.com or toll-free 1-888-411-6114.

# OMRF scientist selected for national sarcoidosis fellowship

Oklahoma Medical Research Foundation scientist Lori Garman, Ph.D., has been selected as one of two national recipients of the Foundation for Sarcoidosis Research Fellowship Program Award.

The Foundation for Sarcoidosis Research is the leading nonprofit organization in the U.S. dedicated to the rare autoimmune condition. This award is tailored to support the transition process for scientists and doctors early in their careers studying and treating the condition.

Sarcoidosis is a disease where cells in the immune system that cause inflammation can overreact and cluster together to form tiny lumps called granulomas. If too many of these granulomas form in a single organ, this can cause the organ to malfunction or even fail. These granulomas can form in the eyes, liver, skin and brain and most often are found in the lungs.

The two-year, \$250,000 grant will help pay for Garman's salary, laboratory supplies, equipment and fund a portion of her research. This fellowship is mentored by OMRF scientist Courtney Montgomery, Ph.D., who said that this program is an excellent way to bring talented investigators into the field of sarcoidosis research.

"Having worked in sarcoidosis research for over a decade and witnessed the progress we are making, it is critical to future success to bring new, bright scientists into the field," said Montgomery. "Lori is indeed such a scientist, and I am happy to be her mentor as she transitions her career in this way."

Garman's research centers on the complicated genetic basis of the disease, specifically how genetic and environmental factors affect immune cells that might predispose individuals to sarcoidosis.

To do this, Garman will look at specific genes to see how they react with certain environmental factors, including specific infections



Foundation scientist Lori Garman, Ph.D.

and viruses, which may interact and contribute to the formation of sarcoidosis.

"Immune cells in a healthy person are controlled, so they don't interact too much with your own body," Garman said. "But genes in sarcoidosis patients may be less suppressed, allowing the immune system to react against itself in damaging ways. I am looking at how this process contributes to sarcoidosis, because we are still trying to nail down the specific causes of this complex disease."

Garman will study these interactions on a cell-by-cell basis at 5,000 cells per individual to determine how these genes are expressed and how these cells factor into the disease.

Garman was also instrumental in the November launch of OMRF's new Sarcoidosis Research Unit, which was created to collect sample donations from patients to work toward a better understanding of the underlying biology of the condition.

"I am incredibly grateful for this award. It provides an amazing opportunity for me to do meaningful research that can have a positive impact for people suffering from this condition," she said.

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#### Oklahoma's Nursing Times

### **Hospice Directory**

- another free service provided by Oklahoma's Nursing Times -

**Alpha Hospice:** 7512 N Broadway Ext., suite 312 Okc, 405-463-5695 Keith Ruminer/volunteer coordina tor/chaplain

Autumn Bridge Hospice: 405-440-2440

Autumn Light Hospice: 580-252-1266

Carter Healthcare & Hospice: OKC - OKC Pat McGowen, Vol Coordinator, 405-947-7705, ext. 134; Tulsa - Samantha Estes, Vol. Coordinator, 918-425-4000

**Centennial Hospice:** Becky Johnson, Bereavement Coordinator 405-562-1211

Choice Home Health & Hospice: 405-879-3470

Comforting Hands Hospice: Bartlesville: 918-331-0003

Companion Hospice:

Steve Hickey, Vol. Coordinator, Guthrie: 405-282-3980; Edmond: 405-341-9751

Compassionate Care Hospice: Amy Legare, Bereavement/Vol. Coordinator, 405-948-4357

**Cornerstone Hospice:** Vicky Herrington, Vol. Coordinator, 918-641-5192

**Crossroads Hospice:** Elizabeth Horn, Vol. Coordinator, 405-632-9631

Cross Timbers Hospice: Ardmore-800-498-0655 Davis-580-369-5335 Volunteer Coordinator-Shelly Murray

Excell Hospice: Toni K. Cameron, Vol. Coordinator 405-631-0521

Faith Hospice of OKC: Charlene Kilgore, Vol. Coordinator, 405-840-8915

Frontier Hospice: Amber Cerney, Vol. Coordinator, 405-789-2913

Golden Age Hospice: 405-735-5121

Good Shepherd Hospice: 4350 Will Rogers Parkway Suite 400 OKC OK 73108 405-943-0903

Grace Hospice Foundation: Sharon Doty, Dir of Spec. Projects - Tulsa 918-744-7223

Harbor Light Hospice: Randy Pratt, Vol. Coordinator, 1009 N Meredian, Oklahoma City, OK 73107 405-949-1200

Horizon Hospice: LaDonna Rhodes, Vol. Coordinator, 918-473-0505

**Heartland Hospice:** Shawnee: Vol. Coor. Karen Cleveland, 405-214-6442; OKC: Vol. Coor. Tricia Woodward, 405-579-8565

**Heavenly Hospice:** Julie Myers, Coordinator 405-701-2536

**Hope Hospice:** Bartlesville: 918-333-7700, Claremore; 918-343-0777 Owasso: 918-272-3060

Hospice by Loving Care: Connie McDivitt, Vol. Coordinator, 405-877-1515

Hospice of Green Country: Tulsa: 918-747-2273, Claremore: 918-342-1222, Sapulpa:

INTEGRIS Hospice, Inc. & the INTEGRIS Hospice House: Ruth Ann Frick, Vol. Coordinator. 405-848-8884

**Hospice of Owasso, Inc.:** Todd A. Robertson, Dir. of Marketing, 877-274-0333

Humanity Hospice: Sala Caldwell, Vol. Coordinator 405-418-2530

InFinity Care of Tulsa: Spencer Brazeal, Vol. Director, 918-392-0800

Indian Territory Home Health & Hospice: 1-866-279-3975

Interim Healthcare Hospice: 405-848-3555 Image HealthCare: 6116 S. Memorial Tulsa, Ok. 74133 (918) 622-4799

**LifeChoice Hospice:** Christy Coppenbarger, RN, Executive Director. 405-842-0171

**LifeSpring In-Home Care Network:** Terry Boston, Volunteer and Bereavement Coordinator 405-801-3768

**LifeLine Hospice:** April Moon, RN Clinical Coordinator 405-222-2051

Mercy Hospice: Sandy Schuler, Vol. Coordinator, 405-486-8600

**Mission Hospice L.L.C.:** 2525 NW Expressway, Ste. 312 OKC, OK 73112 405-848-3779

Oklahoma Hospice Care: 405-418-2659 Jennifer Forrester, Community Relations Director

One Health Home Health in Tulsa: 918-412-7200

Palliative Hospice: Janet Lowder, Seminole, & Sabrina Johnson, Durant, 800-648-1655

**Physician's Choice Hospice:** Tim Clausing, Vol. Coordinator 405-936-9433

**Professional Home Hospice:** Sallisaw: 877-418-1815; Muskogee: 866-683-9400; Poteau: 888-647-1378

**PromiseCare Hospice:** Angela Shelton, LPN - Hospice Coordinator, Lawton: (580) 248-1405

Quality Life Hospice: 405 486-1357

RoseRock Healthcare: Audrey McCraw, Admin. 918-236-4866

Ross Health Care: Glenn LeBlanc, Norman,

Chickasha; April Burrows, Enid; Vol. Ćoordinators, 580-213-3333 Russell Murray Hospice: Tambi Urias,

Vol. Coordinator, 405-262-3088; Kingfihser 405-375-5015; Weatherford-580-774-2661

**Seasons Hospice:** Carolyn Miller, Vol./ Bereavement Coordinator, 918-745-0222

Sequoyah Memorial Hospice: Vernon Stone, D. Min. Chaplin, Vol. Coordinator, 918-774-1171

Sooner Hospice, LLC: Matt Ottis, Vol. Coordinator, 405-608-0555

The Hospice Directory above does not represent a list of all Hospice facilities statewide. For a complete list visit www.ok.gov/health



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# Spike's Farewell Wagon Tour



On Wed., Jan. 10, Spike, a longtime pet therapy dog at INTEGRIS Southwest Medical Center, will make his last rounds. He has been a fixture at the hospital for eight years, coming to visit patients almost every single day.

Dr. Phillip Mosca is his owner. He says Spike has anterior spinal dystrophy and is losing the use of his legs. He now uses a wagon to move around.

The media is invited to attend Spike's Farewell Wagon Tour starting at 7:30 a.m.

tomorrow. He will tour

the hospital at 4401 S. Western Avenue until 9 a.m. before wheeling off into retirement.

There is no way to know the number of patients he has visited over the years but one thing is for sure, Spike is no doubt responsible for countless smiles. He is beloved by many at the hospital and will be greatly missed.

Media interested in covering this event should call INTEGRIS Media Representative Pam Hayes at 405-213-8605.





While James was in the Army, he injured his knee while running in a physical test. After the doctors gave him his options, he opted to use donor tissue for a Medial Meniscus Transplant instead of a full knee replacement at just 26 years old. James' tissue transplant restored his mobility, allows him to play sports again and also grants him the ability to follow one of his biggest passions — snowboarding.

Organ, eye and tissue donation saves lives. Please make your decision to donate life and tell your family. Register to be an organ, eye and tissue donor on your Oklahoma driver's license or state ID card or register online at www.LifeShareRegistry.org. You may also call 800-826-LIFE (5433) and request a donor registration card.

### **LifeShare**



Vicki L Mayfield, M.Ed., R.N., LMFT Marriage and Family Therapy Oklahoma City If you would like to send a

question to Vicki, email us at news@okcnursingtimes.com

Q. I am in a health care management position. I am female. I recently had a person (female) categorize me as "mean," I thought I was being "assertive.' She said she liked it when I worked because I would confront the problem. So here are my questions, "Why are women so afraid of using their voices and how did assertive look like mean?"

A. Managers who want to be affective at their jobs need to be assertive. It is a required skill. If you don't have it please rethink applying for that management position. Also don't apply if you are mean or need to micro-manage your employees.

It is interesting that this younger female found her manager to be "mean." Women are either not being educated on the necessity of assertiveness or they are afraid to do it. **Has anyone heard the following:** 

When men say NO, that is the end of the conversation. When women say NO that is the beginning of negotiation.

As a manager, NO is sometimes necessary. It is what it is. No you cannot do that, no that will not work, no you can't take off. But a good manager knows how to deliver with assertiveness and resolve the issue.

The workplace runs much smoother if a manager really knows how to "manage." Be assertive when you see something that needs to be addressed and please listen to issues that your employees bring to you. Don't burn out exceptional employees because you do not take action.

All employees need to be working. Everyone is getting paid to WORK, not just SHOW UP. Take care of problems as they are developing. Remember that you are the MANAGER, that means manage. Let you employees see that you are assertive and concerned; you will earn their respect.

You may not always be popular, sometimes people may not like your decisions. Have an explanation that makes sense. One of the biggest complaints heard about ineffective managers is to deny a request for time off with a ridiculous explanation. When employees request time off and they are told NO, have a legitimate reason.

Being a manager requires assertiveness, not meanness. A female who uses her voice with direct assertiveness in an attempt to problem solve and create a positive work environment will be appreciated.



## NURSE - TALK



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#### What scares or excites you about nursing? Oklahoma Nursing Students Each week we visit with health care

I think just the vastness - you can go in so many directions.



Hannah Steen

I'm excited about all the experience I'm going to get but scared of the confidence I lack at this moment.



Kasey Jordan

professionals throughout the Metro

news@okcnursingtimes.com or mail to Oklahoma's Nursing Times P.O. Box 239 Mustang, Ok. 73064

Email:

What excites me is going into a discipline l want like ICU or ER.



Iamie Nowlin

I like the fact there's such a range. You're not linked to bedside care or administration so the possibilities are endless.



Katherine Feik

### Special Sessions: January 23rd

#### INTEGRATE IT - 2018 Mind/Body Essentials

Mind Body Essentials is a series of educational sessions offered through the INTEGRIS James L. Hall Jr. Center for Mind, Body and Spirit by local professionals with experience in providing services in mind, body therapies and/or integrative medicine practices. The sessions are designed to educate our community on how to INTEGRATE these practices into daily life.

These sessions are offered on the fourth Tuesday of the month from 6 to 7 p.m. in the Raymond A. Young Conference Center at INTEGRIS Baptist Medical Center. There is no charge for our Mind Body Essentials classes; however, reservations are required. Call the INTEGRIS HealthLine at 405-951-2277 or 888-951-2277 to reserve your spot today. Topics to be covered through our Mind Body Essentials for January and February include the following.

#### \* Jan. 23, 2018 - Charging Your Inner Battery: The Value of Living a Resilient Life

In this session, Diane Rudebock, Ed.D., RN, will help us explore our inner landscape, looking at where we focus our time and energy and the importance of resilience as we navigate the ages and stages of life. This session will also introduce participants to a six-week series we will offer beginning in February called The Science of Self Care: Moving Toward a Healthy Resilient You!

#### Feb. 27, 2018 - Mindfulness: Resilience in the Face of Life's Challenges

Resilience is the ability to adapt well to change and bounce back from adversity. We know all too well "life can be like a box of chocolates. We never know what we are going to get." The practice of mindfulness cultivates our potential to be present each moment with kind, open and non-judgmental awareness, and effectively manage stress and change. We discover we can stay steady and at ease in the face of life's challenges and still enjoy life's sweetness. Marnie Kennedy, a Mindfulness Based Stress Reduction instructor, will share what mindfulness means for resilient living.

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