

# 2022

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May 9, 2022 Vol. 23 Issue 19



# THANK YOU NURSES

for your care, compassion and exceeding the expectations of everyone who walks through our doors!



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# Providing comfort

## *'It makes you feel so good'*

Human nature involves the dread of human life, but it is also something that should be celebrated, said Brandie Williams, RN, admissions nurse for Frontier Hospice, located in Oklahoma City. She has been doing hospice work for nearly 14 years.

"The thing about hospice nurses — I feel like we are all empathetic and caring," Williams said.

Hospice nurses respond during what is perhaps the most vulnerable time of life. There is no rush with pain medicine and the typical patient care that patients have been accustomed to in life. Hospice is different.

"Hospice is not rushed. We get to go in and talk to people and build relationships," she said. "That's the whole thing about hospice nursing. I feel like it is one of the last true forms of nursing."

"You definitely need a good solid foundation with your emotions," Williams said of hospice care. "These people become family to you, so you must be able to kind of switch it on and off almost, because if you don't, it can take over you. So, you've got to

be really good to separate, but also be empathetic and care for these patients, and be able to educate and talk to the families and explain what's going on. If you have a nurse come in and they're not educating, then you don't know what to expect."

Hospice nurses need to be comfortable in talking to people. They must be knowledgeable and not shy, Williams said. There are different phases of the end of life and questions of pain or anxiety.

"You have to be thorough with your assessments. Otherwise, is that patient going to get the best care that they deserve," Williams said.

It is this standard of nursing care that is celebrated by National Nurse Month because at times it seems there is not enough time in the day for nurses to accomplish everything they want to do with people. Williams hopes more people hear the calling to become a nurse.

Nursing is not a profession to attain if you want to be rich, she said.

"You've really got to know that



Hospice is a time for compassion and an empathetic ear, says Brandie Williams, RN, admissions nurse for Frontier Hospice.

you want to help people," Williams said.

Frontier Hospice loves their nurses, and that is a celebration within itself.

"Even though it is corporate ran, it still feels like a small family," Williams said.

"Here, we do have personal relationships outside of work. We do feel like we are accepted, and we are

loved. We're listened to.

As for brand new nurses coming out in the field — it's hard, but you've got to find something that you love. And, if you start out with something and you don't love it, move on to something else," Williams said.

For more information about Frontier Hospice visit: [www.frontierhospice.com](http://www.frontierhospice.com).

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# Inspiring news: Norman Regional growing services

Dirt is moving and dust is flying in Norman as the Norman Regional Health System continues its work to better serve patients.

A new free-standing Emergency Department will open later this year. Consolidation of existing service lines to an enlarged HealthPlex Campus as well as the addition of a behavioral medical hospital are coming in the next few years.

And that means more opportunities for the health system to solidify its reputation as the health care provider of choice for Norman and surrounding communities.

Chief Nursing Officer Brittani McGill MSN, RN, CCRN is excited about what that means both for patients as well as as the system's healers.

"Inspire Health has been a plan for many years," McGill said. "Consolidating services will allow our patients and providers to be in one space, which will streamline and enhance our care. We are committed to the journey of excellence. We want to put in the work required to earn accreditation for our key service lines. Achieving accreditation through a national best practice body, truly demonstrates these are Centers of Excellence."

In February, Norman Regional Health System was named one of America's Best Hospitals for Emergency and Heart Care, as well as one of America's Best Stroke Centers by the Women's Choice Award, America's trusted referral source for the best in healthcare.

The awards are in line with the health system's Center of Excellence Mission. Norman Regional currently is home to multiple Centers of Excellence including Chest Pain Center, Stroke Center, Orthopedic Center for Total Joint Replacements and Hip Fractures as well as the Metabolic and Bariatric Center.

McGill said nurses will continue to be a driving force behind excellent patient care.

"Nurses are essential to providing patient care," McGill said. "During National Nurses' Month, we want to recognize their selfless commitment to helping others, demonstrate our gratitude for their many contributions and recognize their vital role."

The HealthPlex expansion is part of Norman Regional Health System's Inspire Health plan. Inspire Health is a transformational plan designed to reimagine healthcare.

As part of Inspire Health, the Norman Regional HealthPlex is being expanded to consolidate all acute care services at the HealthPlex. The expansion will feature a new patient bed tower, a new roundabout entrance and a new parking garage. Phase two of the expansion will also include the creation of a Cancer Center and an Ambulatory Care Center.

"Packaging and streamlining services will result in a more patient-centric experience," McGill said. "These two initiatives will also enhance our ability to expand services in more outpatient settings, enhance technology and advance the clinical offerings of today."

October 24 later this year is tentatively scheduled to be the first patient



Norman Regional's newest emergency room is expected to open later this year. Photos provided.

day for Norman Regional Nine, the system's new freestanding emergency department. Norman Regional is hiring for several positions at this new building and applicants are encouraged to check out [NormanRegional.com/Careers](http://NormanRegional.com/Careers) for all open positions.

Norman Regional Health System is committed to the expanding healthcare needs of residents in east Norman. To meet those needs, the health system will be constructing a full-service Emergency Department, including laboratory, diagnostic imaging services, lab services, physical therapy and primary and specialty care clinics.

This free-standing emergency department plus (FSED+) facility will also be designed to allow for future growth in services.

Norman Regional Health System and Oceans Healthcare have entered into a joint venture partnership to expand access to behavioral health services in south central Oklahoma through the construction of a new, state-of-the-art behavioral health hospital.

The 48-bed hospital will be named Behavioral Health Porter Village and will more than double Norman Regional Health System's current inpatient capacity for behavioral health patients and add new services, including an intensive outpatient program and a dedicated geriatric behavioral health unit.

The freestanding hospital, which will break ground later this year on the Norman Regional Hospital campus, Porter location, will replace the existing 20-bed behavioral health unit inside the current hospital.

The behavioral health center will be one of the first facilities constructed on the new Porter Health Village campus and will augment a broad range of health and wellness services planned for that location, including the addition of a senior wellness center.

To join Norman Regional Health Systems visit: <https://www.normanregional.com/careers>

## Celebrating National Nurses Month 2022





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# Integris Health- supports advancement

Support.  
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For 28 years, Sandy Hill MSN, RN, NPD has felt that support in her career at Integris Health.

And as the system's manager for Transition to Practice, she wants to make sure every Integris employee feels it, too.

"If you want to get a future nursing degree or more advanced competency to change specialties within nursing, Integris has a lot of pathways to help you do that," she said. "I feel that helps with retention because we can try to meet the needs of the nurse without them having to look elsewhere.

"We place a value on the person and help them meet their goals."

And she's excited the health system has so many different ways to help employees thrive.

Integris Health realizes that first-

year may be difficult. That's why there's a nationally-accredited Nurse Residency Program in place to not only ease the transition to practice but to help you thrive.



"We try to help them recognize they aren't going to know everything right out of school and that's OK," Hill said. "We're going to help them get there. We also help them learn about their specialty or population-specific patients they are caring for because in some settings they don't get a lot of experience in specialty areas during

school."

Transitioning to RN practice can be difficult and evidence supports Nurse Residency programs increase retention and job satisfaction among newly graduated RNs.

That's why Integris Health hosts a year-long Nurse Residency Program for RN graduates and those with less than six months of licensure as an RN.

The Nurse Residency Program is an expanded orientation designed to help the new RN graduate make a smooth transition from student to a professional member of a healthcare team. This program is designed to help nurses more fully contribute to delivering the Most Challenging Healing. "I would say from a retention standpoint they are beneficial because Integris embraces the person as an employee to help them meet their goal and they see the benefit of the career pathway that integris can provide for them," Hill said.

Recently the Integris Health Nurse Residency Program was awarded Accreditation with Distinction as a Practice Transition Accreditation Program (PTAP) by the American Nurses Credentialing Center (ANCC). The distinction is the highest recognition awarded by the ANCC's Accreditation Program.

Getting through nursing school may seem like a pipe dream for those who have to work.

Hill said Integris has support for that, too.

A unique partnership with Oklahoma Christian creates flexibility for candidates by allowing them to

work in a hospital setting while receiving their necessary credits.

Integris University uses a transformational nursing education model that is moving away from traditional education to a more blended approach with hands-on learning and online instruction.

"Part of the uniqueness of this is the Oklahoma Christian program is online and targeted for working adults," Hill said. "(The program is for) people who might not have the opportunity to get into health care because they can't stop working full time because they're either the breadwinner, need the benefits or both."

"Sometimes it's just a deterrent for going to nursing school."

Hill said the nurse tech program advances students through three levels as they progress through their semesters of nursing school. Students are able to put into practice the skills they've learned while they are working and get compensated for those more advanced skills.

"I think it has become easier over the years," Hill said of entering health care. "I would say historically those of us more seasoned nurses it was more about getting into nursing school and then finding a healthcare entity to work at where there has been a shift to come to work for a health care company and we'll help you meet your goals of becoming a nurse."

And one that provides the support you need to advance your career.

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# OU College of Nursing expands advanced practice offerings

*Oklahoma desperately needs more advanced practice nurses and two new programs soon to be offered by the Fran and Earl Ziegler University of Oklahoma College of Nursing will begin helping meet those needs.*

Dr. Amy Costner-Lark, DNP, APRN-CNP, FNP is the director of the family nurse practitioner and Doctor of Nursing Practice programs.

She said the OU College of Nursing is currently accepting applications with a submission deadline of June 1 for the new programs which include a BSN-DNP in Psychiatric Mental Health Nurse Practitioner as well as a Post-Graduate Certificate in Psychiatric Mental Health.

"I think this is an amazing opportunity to impact the mental health needs of Oklahoma," Costner-Lark said. "There are such limited mental health services, especially in the rural communities of Oklahoma. This program will educate advanced practice nurses and give them the opportunity to provide much needed mental health services in Oklahoma."

The BSN-DNP program is open to applicants with a BSN. Graduates will earn a Doctor of Nursing Practice degree and be eligible to sit for the Psychiatric Mental Health Nurse Practitioner Board Certification.

The Post-Graduate certificate program is open to nurses who hold a Master of Science in Nursing and are seeking an additional board certification. All clinical rotations will be completed in Oklahoma and the college will be collaborating with mental health providers across

Oklahoma to secure clinical sites.

The programs can be completed in 2-4 years and there are 640 clinical hours required. Graduates will be able to see patients across the lifespan from pediatric to geriatrics.

"No experience is required, and applicants can enter directly upon completing their BSN degree," Costner-Lark noted that providers are seeing an increased number of mental health issues after the previous two years of COVID-19.

A recent story published in the New York Times highlighted America's already surging mental health crisis prior to Covid, particularly in adolescents.

According to The Times, in 2019, 13 percent of adolescents reported having a major depressive episode, which is a 60 percent increase from 2007.

Emergency room visits by children and adolescents in that period also rose sharply for anxiety, mood disorders and self-harm. For people ages 10 to 24, suicide rates that were stable from 2000 to 2007, leaped nearly 60 percent by 2018, according to the Centers for Disease Control and Prevention.

"Mental health permeates every aspect of health care. Every visit I see as a nurse practitioner has some aspect of mental health involved."

Costner-Lark said regardless of specialty, the DNP program is a gamechanger for nurses who want



Amy Costner-Lark, DNP, APRN, FNP, Director of the family nurse practitioner and Doctor of Nursing Practice programs.

to practice as advanced practice nurses.

"The additional courses they take to earn a DNP really focus on quality improvement in healthcare. By focusing on high quality care, patients have better outcomes, costs

are reduced, and healthcare becomes equitable for all populations."

For more information on the Fran and Earl Ziegler University of Oklahoma College visit: <https://nursing.ouhsc.edu/>



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# OCU continues to lead

Long regarded as one of the top nursing programs in the state, Oklahoma City University's Kramer School of Nursing will expand its offerings this fall, offering two fully online options for the Master of Science in Nursing and RN-BSN programs.

"We recognize that post-licensure nurses may need or desire more flexibility and convenience when returning to school to obtain a higher degree," said Dr. Gina Crawford, Interim Dean, OCU Kramer School of Nursing and the College of Health Professions. "We believe our online options will allow for a greater number of nurses to advance their education in a way that best fits their needs and busy schedules. While being more convenient, the quality of our programs and the dedication of our faculty continues to be nothing less than outstanding."

The MSN program at Kramer School of Nursing provides students with the opportunity to obtain a Master's Degree focused on Education or Leadership. The program is 33 credit hours offered in the spring, summer, and fall.

The majority of students complete the program in five semesters while maintaining full-time employment. The MSN program is intentionally designed to support the needs of the adult learner and will be offered completely online starting in the Fall of 2022.

"To me, what makes Kramer so unique is the authentic, caring relationships among faculty, staff, and students. It creates an environment where true learning can occur, and students thrive. In turn, we see this positively affect patient outcomes and advance the discipline," said Vanessa Wright, PhD, MSN, RN, Chair of Graduate Education.

The RN-BSN track is designed

for working nurses to attain their BSN. It is 30 credit hours, 18 credit hours in nursing, and 12 general education electives.

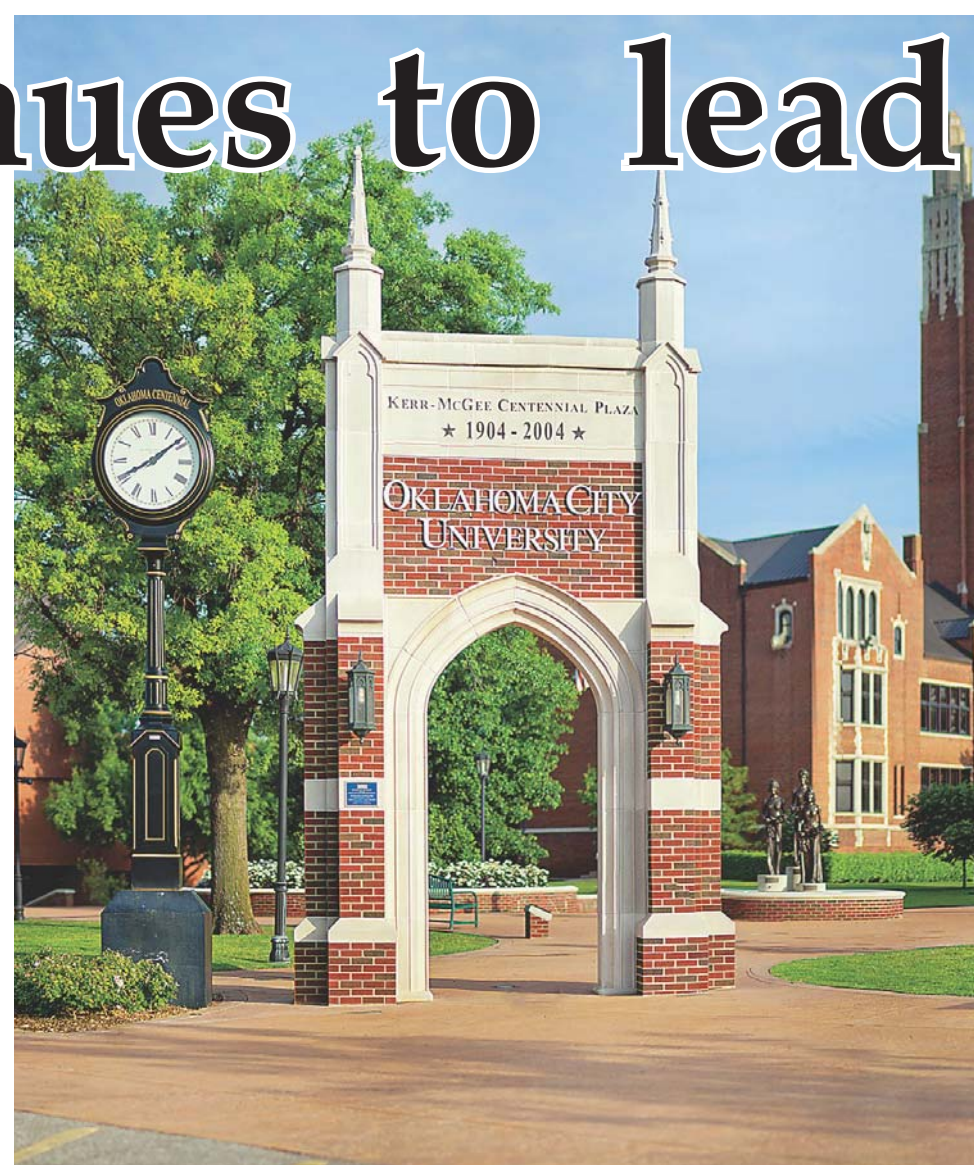
"We are proud of the relationships formed between RN-BSN faculty and students and we look forward to continuing those relationships within the fully online platform. We will continue to offer an in-person option for nurses who prefer in-person instruction," said Professor Pam Tucker, Chair, RN-BSN. "The RN-BSN faculty are supportive and accessible to the students. We recognize the students as adult learners and value the experience each student brings with them to the RN-BSN track. Being part of the journey as RNs achieve their goals is an honor."

RN-BSN alumna, Connie Benhmida, RN stated, "I have been a professional nurse for 21 years and my lifelong goal of earning my BSN seemed out of reach. I discovered the opportunity to achieve my dreams by attending OCU KSN's RN-BSN program. The professors and staff at KSN understand the unique challenges that working adults encounter when deciding to return to school. My nursing instructors embraced me, encouraged me, and celebrated my achievements."

Those seeking a terminal degree are well-served at OCU.

The PhD degree prepares expert nurses in nursing education, research, and leadership to serve the community, state, and nation.

The PhD program combines educational delivery methods,



allowing students to keep full-time jobs and live in their own communities. Through hybrid course design, students meet on campus for 2-3 days at the beginning of each semester and complete courses online over the remainder of the semester. The program requires 57 post-master's credit hours.

The DNP program at KSN provides a blend of in-person instruction and distance education. The BSN-DNP program tracks include family nurse practitioner (FNP), adult-gerontology acute care (AGACNP), and psychiatric mental health nurse practitioner (PMHNP). All three tracks are also offered as post-master certificates (PMC).

DNP-Completion options are also available for MSN-prepared nurses seeking a terminal degree. "Faculty and staff are very proud of the quality, collaborative care provided by our graduates to their communities," said Dr. Cene' Livingston, Interim Chair of Advanced Practice Programs.

"I am very grateful to take part in OCU's first PMHNP post-master class," said student Dyanna Johnston (PMC PMHNP). "This program allows me to work full-time and receive quality education from experienced instructors."

BSN-DNP alum Christin Tomlinson, FNP, echoed that sentiment.

"I highly recommend the program to anyone seeking a graduate nursing degree," she said. "The professors helped me understand the material, secure clinical placement and were always available for a kind word of encouragement."

OCU Kramer School of Nursing invites you to visit their upcoming College of Health Professions Open House on June 28 at OCU.

Virtual information sessions are also available on May 10 and July 12. Application deadline for the PMC PMHNP track is April 1.

You can find more information online at [www.okcu.edu/nursing](http://www.okcu.edu/nursing)

## Celebrating National Nurses Month 2022





# OU Health invests in nursing

The last several years have highlighted the extreme importance of nurses in our healthcare system.

That's why, earlier this year, OU Health made a major investment in the future of its health system and the nurses and nurse managers behind it.

OU Health announced that it is investing \$25 million in its nursing workforce, including pay increases across the healthcare system for frontline nurses and nurse supervisors.

This investment positions OU Health as the regional leader in nursing compensation.

This is one of many investments in the OU Health workforce, coming on the heels of a \$50 million investment in 2021 that brought new benefits like paid parental leave and \$20,000 in fertility services per employee.

OU Health is transforming its nursing workforce through data-driven scheduling and enhanced benefits. The organization previously launched several initiatives to create a better work-life balance for nurses and to grow the future nursing workforce.

By investing in nurses, OU Health is also investing in quality patient care.

OU leadership recognizes nursing is the absolute cornerstone of direct patient care.

After the surgery, through rehab or recovery, or throughout an extended illness, the connections that nurses make with patients and families are the foundation of a positive patient experience. At OU Health, the intent is to revolutionize key components of the nursing career experience, from compensation that is meaningful and appropriate to staffing models that are rational and flexible.

The academic nursing component

of OU Health, the Fran and Earl Ziegler College of Nursing at the OU Health Sciences Center, also is playing a major role in nursing recruitment and retention. OU Health nurses wanting to continue their education can participate in the OU College of Nursing degree accelerator program.

The OU College of Nursing also is expanding its Bachelor of Science in Nursing degree program by creating new program locations at the Norman Regional Hospital Health System in Norman and at Duncan Regional Hospital in Duncan. The OU College of Nursing is the largest nursing program in Oklahoma.

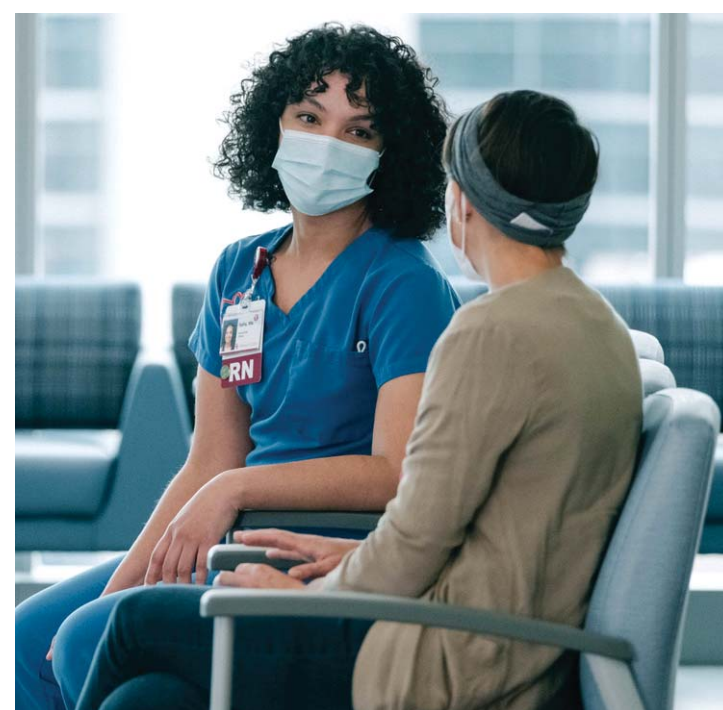
OU Health System Interim Chief Nursing Executive Julie Hoff, Ph.D., MPH, RN, said the \$25 million investment is an important step for rewarding and supporting current nurses, attracting nurses to be a part of the core nursing staff at OU Health and in transforming the future of nursing in Oklahoma. Hoff also serves as Dean of the OU College of Nursing.

OU Health, like most healthcare systems across Oklahoma and the nation, faces a shortage of nurses and a nursing workforce fatigued by the COVID-19 pandemic. In addition to the unprecedented challenges of the pandemic, the nursing profession will continue to face demands associated with an aging population, a retiring workforce and capacity limits of nursing education programs. As the state's comprehensive academic health system, OU Health cares for a higher proportion of patients with complex conditions, requiring an increased bedside presence and specialized knowledge and skills.

"OU Health provides nurses with the opportunity to work in an environment where education and research are combined to provide the best possible clinical care. They gain unmatched experience in breadth and depth due to constant exposure to cutting-edge treatments and interventions not available at other hospitals and health systems in Oklahoma," Hoff said. "By continually investing in our nurses, we create the opportunity for them to thrive and drive the change needed to improve health outcomes in Oklahoma. Nurses are dedicated and compassionate, and they truly make a difference in each patient's well-being. Our mission



OU Health is making a \$25 million investment in its nursing workforce. Photos provided.



is to make OU Health the best place to be and grow as a professional nurse and to inspire those who are considering a career in nursing."

To learn more about nursing careers at OU Health, visit [www.ouhealth.com/nursing](http://www.ouhealth.com/nursing). To have a recruiter reach out to you directly, visit [www.ouhealth.com/nurseinterest](http://www.ouhealth.com/nurseinterest).

## Celebrating National Nurses Month 2022







Allison, RN  
Oncology Nurse

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# A place to grow: Saint Francis Health System Expands Nurses' Horizons

This summer will mark 20 years Christy Pisarra, MHA/Edu, BSN, CCRN-K, has been with Saint Francis Health System. Over those two decades, she's watched the Catholic, not-for-profit health system grow and expand offerings for those who need it the most.

As the Acute Care Director of Patient Care Services, Pisarra says Saint Francis nurses have a passion for their mission that should be celebrated every day of the year.

"I've worked in each corner of the hospital and watched as Saint Francis has grown, adding other hospitals in south Tulsa, Muskogee and Vinita, expanded facilities for Children's and Trauma services," Pisarra said. "It's part of what I love about what we do here. Every time we grow we offer more for our community." That means opportunities for nurses as well: opportunities to expand their skills and explore new possibilities all within a hospital system that's focused on providing excellent care.

After 20 years, Pisarra couldn't imagine being anywhere else.

"The people I work with and the culture of excellence," Pisarra said, are what keeps nurses like her at Saint Francis. "The people I work with are like family. The mission of Saint Francis Health System - to extend the presence and healing ministry of Christ in all we do - matches what many of us feel is our personal calling, to care for patients. Now my role is to support our amazing caregivers who are providing excellent care for our patients, that brings great joy."

Saint Francis is a Catholic health system wholly governed and operated in Tulsa, Oklahoma whose mission is to extend the presence and healing ministry of Christ to all who seek its services. The health system is anchored by Saint Francis Hospital, a 1,112-bed tertiary center, which includes the region's only children's hospital and Level IV neonatal intensive care unit, a 168-bed heart hospital, and Tulsa's leading trauma and emergency center. Additionally, Saint Francis employs more than 450 providers through Warren Clinic, which serves the region with more than 95 locations throughout eastern Oklahoma. In total, the organization has more than 10,000 employees, 1,000 physicians, and hundreds of volunteers, making it the largest private employer in Tulsa County.

"There's that connection with the mission of what we do and the chance to care for the sickest or most vulnerable in our region," Pisarra said. "We work as a team. Most people stay here because they enjoy the work they do and the people they have the chance to serve alongside with. Saint Francis has caregivers who have been here over 30 years. They've found a home and are rewarded as they work with our patients."

Pisarra knows that nurses have been through so much over the last two years. With Covid-19, staffing and supply issues, the pressure on nursing has been tremendous. "We tell them, and the organization is also trying to show them with new initiatives that are coming out to help care for them as individuals.



Saint Francis provides opportunities for nurses to grow across its health system. Photos provided.

We care about their well-being," Pisarra said. "We are investing in our employees and are interested in what we can do to make the workplace better." Pisarra said the health system is embarking on a number of listening sessions designed to elicit feedback on what ideas nurses have to improve recruitment, retention, and increasing patient safety. Providing meaningful recognition and gratitude remain the hallmarks of showing appreciation.

Staff have the opportunity to send a personal note of gratitude to another team member," Pisarra said. "We celebrate caregivers going

the extra mile (GEM) and do try to highlight that on a larger scale with monthly GEM awards."

"I know our nurses come to work and do meaningful work every day, it's very special and important work."

"To each of our nurses, please know that we say thank you for embodying the Saint Francis mission. Your work is vitally important and during this year's nurse's month we hope that you recognize the value of who you are to each of your patient's stories."

For more information visit: <https://www.saintfrancis.com>

## Celebrating National Nurses Month 2022







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# Hands-on approach

## Moore Norman Technology center embraces simulations

There's no doubt nursing is a hands-on profession and more and more schools are relying on simulations to help prepare the next generation of nurses.

And in Oklahoma's robust CareerTech system, Moore Norman Technology Center is at the forefront of using technology in nurse training.

Moore Norman Practical Nursing Coordinator Jeffery Jordan, MS, RN, MBA, CHSE, CNE, NE-BC, FAEN recently earned the international Certified Healthcare Simulation Educator (CHSE) credential.

Skill/Simulation Instructor Veretta Parker, MSN, RN, CHSE, previously earned the credential. The pair give Moore Norman the distinction of having the most credentialed simulation instructors in any of the state's career tech centers.

Parker started the center's simulation program 10 years ago when she came to Moore Norman and has helped grow it into what it is today.

"From the feedback I get from students they say they want more of it and it is so valuable to them because they have more confidence when they are going into a clinical setting," Parker said. "I've heard from other clinical instructors and preceptors and they can really tell a difference in the ones who have had it and the ones who are lacking it."

On average, 150 high school and adult students enrolled in one of the MNTC health programs gets a hands-on experience in the healthcare simulation lab during their training. The amount of experience varies on the type of skills they need to develop in their health program.

Jordan said Moore Norman students routinely pass the NCLEX exam at a rate of 95 percent or higher. During Covid, that pass rate reached as high as 100 percent.

"The majority of our graduates go on to earn their RN," Jordan said.

Jordan explained students begin simulations through a pre-briefing detailing the scenario, disease process and any medications they will be called on to administer.

Once oriented to the patient room - which is modeled exactly like a normal patient room - the interactive simulation begins with an instructor in the other room behind a one-way window.

All events are recorded through multiple camera angles including patient assessments, interactions, use of the medication dispensing systems, even a mock phone call to a doctor for orders if necessary.



Veretta Parker, MSN, RN, CHSE, Skill/Simulation Instructor.

Once complete, students are taken through a post debriefing designed by Practical Nursing Instructor Lorain McKay, MS, RN., which allows for a thorough review of what just happened and improvements that can be made.

Jordan noted there is increasing evidence citing up to 50 percent of clinicals can be replaced by simulations due to the inclusive nature of the technology.

In traditional clinicals, students may or may not be able to observe



Jeff Jordan, MS, RN, MBA, CHSE, CNE, NE-BC, FAEN, Practical Nursing Coordinator.

or participate in the stated learning objectives due to the ever-changing patient population.

With simulations, students are able to participate in every aspects of a clinical scenario, resulting in more complete learning.

In recognition of this more robust learning environment, boards of nursing allow for students to receive two hours of clinical credit for each hour they participate in simulations led by credentialed instructors like Jordan and Parker.

Wendy Perry, Ph.D., director of



Moore Norman Technology students are able to get more clinical hours through the school's unique simulation lab. Photo provided.

health programs at Moore Norman Technology Center, says students are the ones who benefit from this mode of learning.

"We are very fortunate to have dedicated professionals like

Jeff and Veretta who provide the most advanced and effective training techniques for our students," she said.

For more information visit: <https://www.mntc.edu>

## Meeting Health Care Workforce Needs in Central Oklahoma



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SOUTH PENN CAMPUS: 13301 S. Penn Ave., Oklahoma City, OK 73170



# OSU's RN to BSN program offers convenience, flexibility

*Oklahoma State University RN to BSN student Sage Holder had long known she was interested in a healthcare career. When two of the most important people in her life – her grandfather and mother – received a cancer diagnosis in the same week during her first year of college, her career path came into focus.*

"I knew I wanted to be in the healthcare system. I just didn't know exactly where or what that was going to look like when I started college. I knew I wanted to be successful, a person that others needed, and to care for the sick," Holder recalls.

Holder began taking pre-medicine classes but during the second semester of her freshman year, she had what she calls an "aha" moment.

"I was either in class or in the hospital, spending time with my family during my grandpa's chemo treatments or my mom's cancer appointments. I began to notice the nurses. I wanted to be the person that the patient could look to for a smile, a laugh, or a shoulder to cry on."

Confident in her decision to pursue nursing, Holder completed prerequisite courses and went on to earn an associate degree in May 2021 and become a Registered Nurse (RN). She landed a job at the Emergency Room at Stillwater Medical Center.

Ready to continue her education by pursuing a Bachelor of Science in Nursing, Holder found the perfect fit in OSU's fully online RN to BSN program.

"I knew the program would offer flexibility with my lifestyle and allow me to continue working as an RN while taking classes," Holder said. "The faculty have been approachable and easy to reach and to communicate with. I feel like they want me to succeed."

OSU's RN to BSN program, which launched in Fall 2017 and is accredited by the Commission on Collegiate Nursing Education (CCNE), provides students with a convenient and flexible option to complete their bachelor's degree in as little as one year.

OSU students expand their professional nursing knowledge from practical, foundational skills they learned during their associate degree, learning the why behind past education.

"Our students are challenged with a wide array of topics that range from leadership and current trends in nursing to global, cultural and public health, as well as nursing theory," RN to BSN program director Dr. Alana Cluck said.

Ultimately, the mission of the RN to BSN program is to prepare nurses to practice professional nursing that meets the dynamic health care needs of individuals, families, groups, communities and global



COLLEGE OF  
**EDUCATION AND  
HUMAN SCIENCES**

populations. With this degree, graduates are qualified for leadership roles in a variety of healthcare environments.

OSU's RN to BSN program enjoys a 100 percent satisfaction rate among its graduates. Faculty offer personalized attention and are committed to student success.

"Faculty communicate extremely well, especially considering it's an online program. They offer a variety of ways to share information and foster relationships with our peers, which allows us to be successful. It's easy to have a positive experience when you feel your efforts are not only noticed, but also celebrated," RN to BSN graduate Lacy Smith said.

Kobey Trower, a 2019 graduate of the program, appreciated the experience of his peers and the collaborative nature of courses.

"All of the students were working full-time jobs," Trower said. "We had some people who worked in ICU, some in labor and delivery, others in clinic and research settings. The accessibility of the coursework helped us keep on the same page for group projects. It was super convenient for me to work full time and still have a life without being tied down. That aspect of it helped keep my attention and keep me moving through the program."

Holder's experience as a student in the program has been first rate. She encourages any RN considering a four-year degree to explore OSU's program.

"Set up a meeting or a zoom call with a faculty or administrative member and give them the chance to provide information and answer questions that are of concern. That is what I did and it sold me. The faculty were so welcoming and flexible."

Applications for the BSN program for Summer and Fall 2022 are now open. Visit [nursing.okstate.edu](http://nursing.okstate.edu) for more information, to schedule a meeting with program administrators or to apply today.

## Celebrating National Nurses Month 2022







# ONLINE RN TO BSN APPLY NOW!

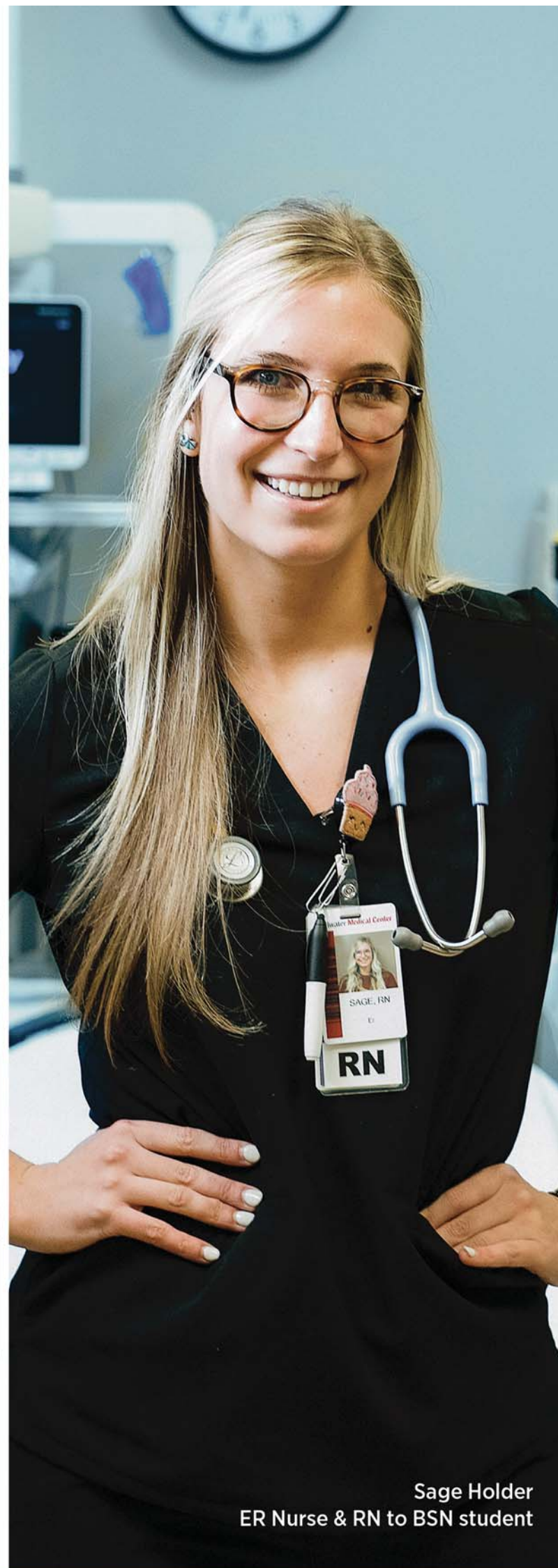
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"I was truly blown away by the level of professionalism and commitment from the faculty and staff. The knowledge and support I received are unparalleled."

- Kayce (Tuter) Brown, RN to BSN student



Sage Holder  
ER Nurse & RN to BSN student

[nursing.okstate.edu](https://nursing.okstate.edu)



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# Health Care Training is a Core Area of Francis Tuttle

Among the most highly regarded of the many career training programs offered at Francis Tuttle Technology Center are those in the health sciences. From programs for adults looking for a new career, to those designed to prepare high school students to earn a living while exploring other health career options, there are many available to choose from to help people who are considering pursuing a career in the helping professions of health care. Francis Tuttle has experienced faculty who have worked extensively in the industry, with state of the art equipment used in health and medical facilities throughout the metro area and around the country, and a dedicated focus to help fill a looming skills gap. Below is a brief description of each of Francis Tuttle's program offerings.

The **Pre-Nursing** program for adult and high school students is an exciting opportunity to begin

exploring a health care pathway and see what careers are available with additional training. Students gain knowledge about the broad spectrum of health professions. Through the program, students can obtain certification as a Nurse Aide (CNA) and an Advanced Unlicensed Assistant (AUA).

The unique **Respiratory Care** program for adult students works cooperatively with Oklahoma City Community College, whereupon completion, students receive a Certificate of Completion from Francis Tuttle and an Associate of Applied Science degree from OCCC. Students are trained to assist with the treatment of individuals with pulmonary and cardiac disorders, and obtain eligibility to take the national examinations to earn a Registered Respiratory Therapist (RRT) credential and apply for an Oklahoma Respiratory Care Practitioners License.

The **Practical Nursing** program prepares adult students to provide quality health care in a variety of settings. Three enrollment options are available to best fit student needs: full-time, blended online, and the 1+1 program. Upon completion, students are eligible to take the National Council Licensure Exam (NCLEX) to become a Licensed Practical Nurse (LPN).

The unique **Orthotic & Prosthetic Technician** program, along with certification in Pedorthics, each for adult students, is a hands on program to prepare students to assist the disabled by fabricating the orthopedic braces (orthoses) and artificial limbs (prostheses) necessary for their rehabilitation. Pedorthics offers specialized training to manage comprehensive pedorthic patient care for all injuries and pathologies involving patient feet. Upon completion of the program, students are eligible to take the American Board of Certification (ABC) national certification exam to be recognized as a Certified Technician in Prosthetics and Orthotics (CTPO). After training and one thousand hours of work experience, students may take the Pedorthic Certification Exam (ABC or BOC) to be a Certified Pedorthist (C.ped).

The **Dental Assisting** program



prepares adult students to become members of the dental health care team. Dental assistants have the opportunity to enhance the efficiency of the dentist in the delivery of oral health care. Upon completion of the program, students can obtain certification as a Dental Assistant (CDA).

Each program offers the potential for a high paying career and Francis Tuttle is dedicated to serving the growing demand for a highly qualified workforce in the health care industry. If you're interested, or know someone who is looking to expand their horizons through the expanding field of medical care, check out these and other programs at [www.FrancisTuttle.edu](http://www.FrancisTuttle.edu) and get started on your future today!

Visit [www.FrancisTuttle.edu](http://www.FrancisTuttle.edu) for more information.

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# Uniform Shoppe: Celebrating nurses for 60 years

National Nurses Month comes only once a year.

But for 60 years now, The Uniform Shoppe has been celebrating nurses every day of the year by supporting them in their daily journey.

For six decades, The Uniform Shoppe has had nurses' back - and their front - literally bringing a professional look to their doorstep.

Years of positive customer service and word of mouth bring customers in before they even know what they're looking for.

There's a special day every semester at Green Country Technology Center in Okmulgee.

It occurs right after LPN students finish their Introduction to Nursing course and just before their Anatomy and Physiology course.

It's the day Jody Weise from The Uniform Shoppe comes to visit and Green Country Director of Nursing Darlene Baker, RN, MSN, says no one ever misses.

"They are so excited. They feel like they're real nurses," Baker said. "They're trying things on, looking at the stethoscopes and picking out their colors."

Baker has been at Green Country Technology Center for 22 years now. The school uses The Uniform Shoppe for all its LPN and CNA uniforms.

No one goes to clinicals until they've visited Weise.

"We're very strict with our dress code when they go into the clinical setting," Baker said. "Jody kind of knows what we like. She does the groundwork."

"Obviously, they are dependable. It helps us out because instead of us having to load students up or send students one at a time they actually come to our facility. If there are any changes they let me know well in advance."

Since 1962, The Uniform Shoppe has been a family affair.

Albert and Elaine Weise first opened the Uniform Shoppe in Tulsa and a second store in Oklahoma City.

They traversed the Oklahoma highways and backroads bringing comfortable, affordable quality to nurses at their facilities.

Riding in the back seat was daughter, Jody.

She learned the business from the best and now co-owns and manages the company.

While the styles on the rack may change, little else has changed about this Oklahoma gem.

You can visit the Tulsa store at 6044 S. Sheridan Road and the Oklahoma City store at 10503 N. May Avenue.

The Uniform Shoppe has hands-down always had the largest stock of scrubs for nurses, health care workers, daycare workers - every profession that requires durable-yet-professional attire while working with people.

Service has always been the focus.

"We work with many schools to get their students started on the right track - nursing, dental, cosmetology, culinary, veterinary, physician assistants, physical therapy, chemistry, health careers and information, paramedics, lab tech, nutrition, occupational therapy, pharmacy, radiography, respiratory and surgical," Weise said. "We've even had quite a few adolescent classes of 'future leaders' going into scrubs and lab coats."

"Most schools want their students to look professional which lends to acting professional."

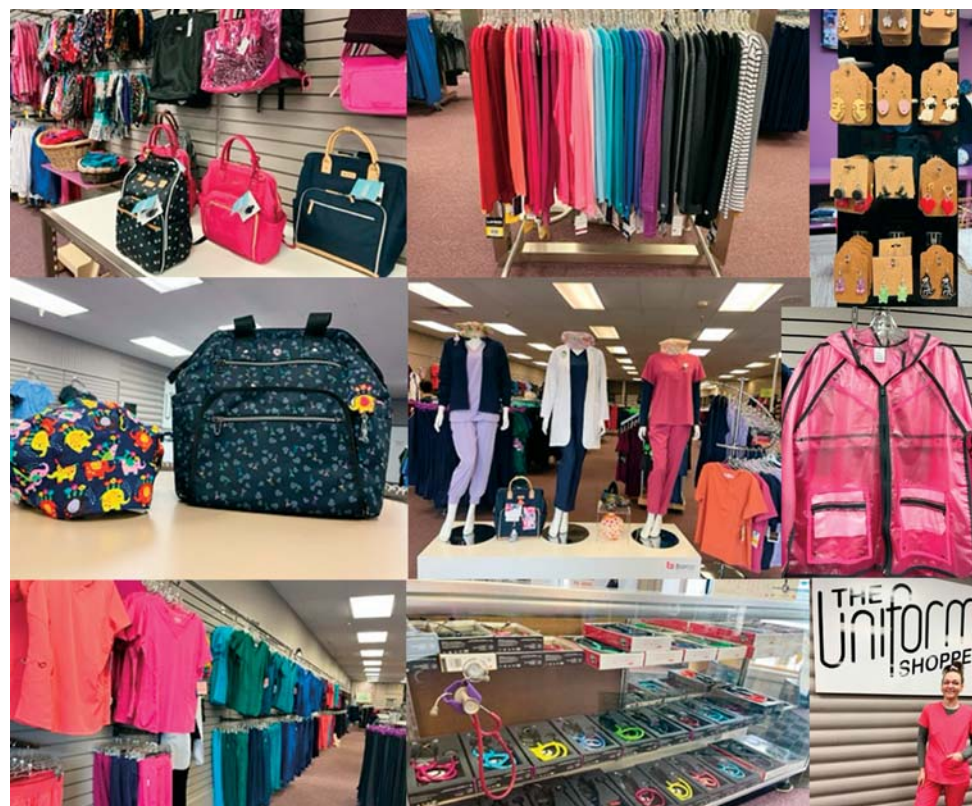
Starting a new career is exciting. Looking like you belong is important, too, that's why Green Country students love it when Weise comes to campus.

The Uniform Shoppe also provides students with monogrammed lab coats, their first stethoscope, hemostat, and bandage scissors.

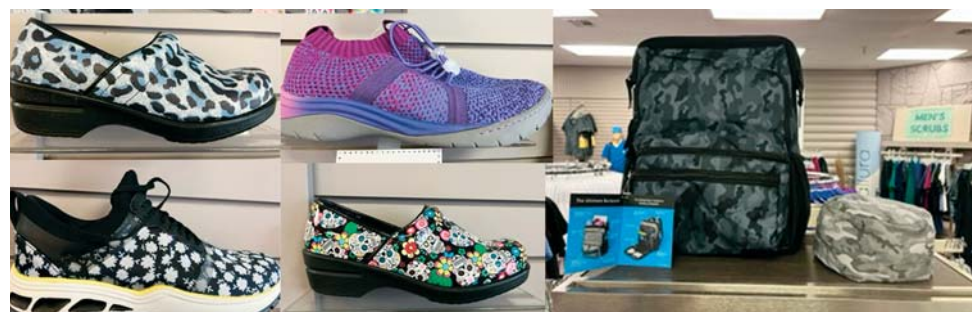
"It's a very convenient, one-stop-shop for us," Baker said.

Baker relies on Weise to keep Green Country Tech students and faculty in comfort and fashion.

"When you're online you don't know how it's going to fit, Baker said. "So when Jody comes here our



For 60 years now, The Uniform Shoppe has helped nurses and other professionals throughout their careers.



students and faculty have the opportunity to actually try them on so you know. Not everyone's body looks exactly the same so Jody makes sure we have different fits so that everyone is able to be satisfied."

The Uniform Shoppe helps students present a professional and polished look while working clinical rotations in the hospitals and offices, representing the student and the schools in the best light.

Baker said as graduation nears, students go up to The Uniform Shoppe as a group to select their first set of white scrubs as well as a new pair of white shoes.

The staff are very knowledgeable about fabrics, fit and size availability and make it their business to learn the positive features of various brands so they can work with school administration and students regarding fit, wear and care.

It's more than a product, it's a relationship.

"They're just like family," Baker said. "They seem to be as excited as the students are so it's pretty cool."

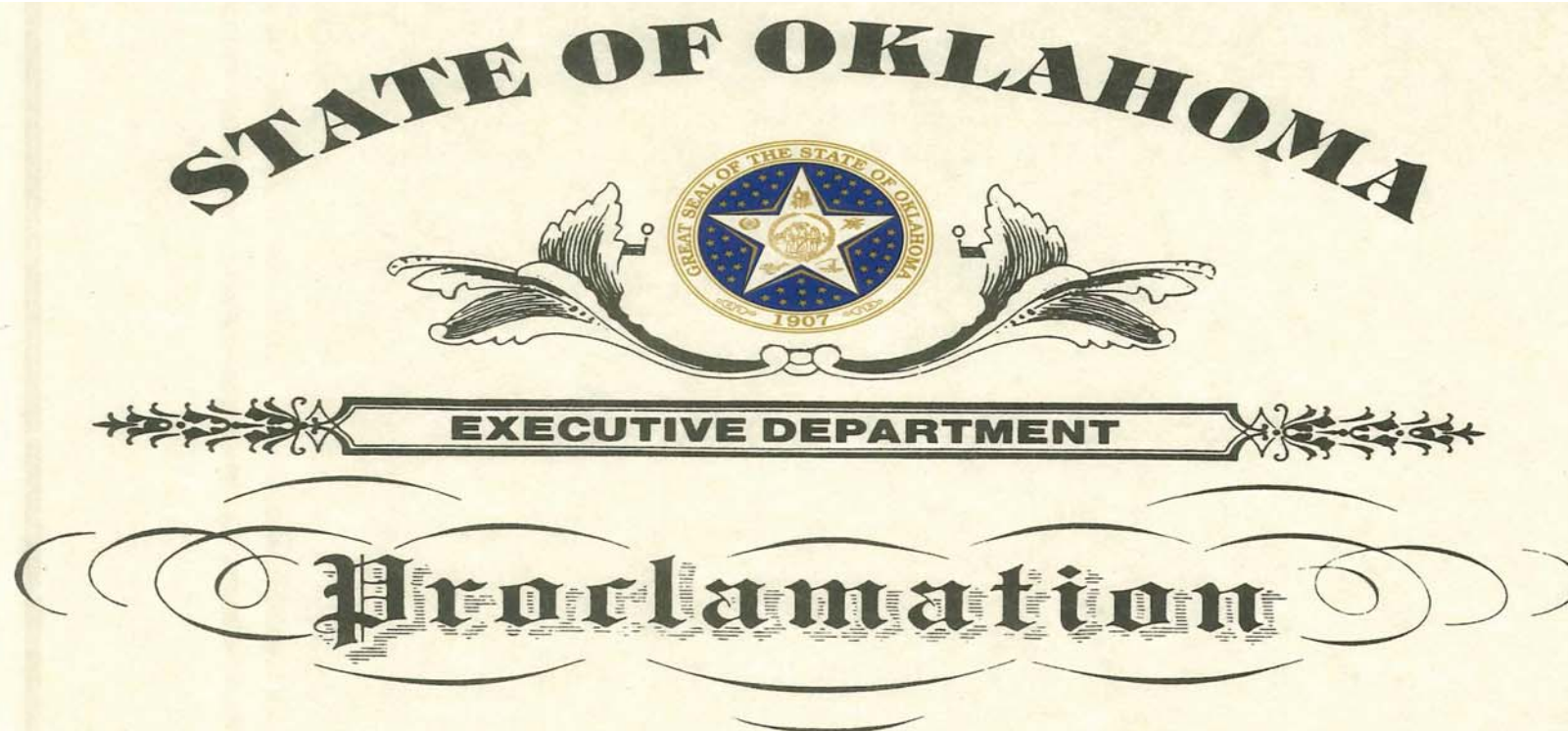
For the best source in Nurse wear visit <https://theuniformshoppe.com/>

## Celebrating National Nurses Month 2022





# Governor Honors Nurses With Proclamation



**Whereas**, registered nurses in Oklahoma and the United States constitute our nation's largest health care profession, and

**Whereas**, the depth and breadth of the registered nursing profession meets the different and emerging health care needs of the American population in a wide range of settings; and

**Whereas**, professional nursing is an indispensable component of the safety and quality of care of hospitalized and non-hospitalized patients, and

**Whereas**, the demand for registered nursing services will be greater than ever because of the aging American population, emerging health challenges, the continuing expansion of life-sustaining technologies, and the explosive growth of home health care services, and

**Whereas**, more qualified registered nurses are needed in the future to meet the increasingly complex needs of health care consumers in this community, and

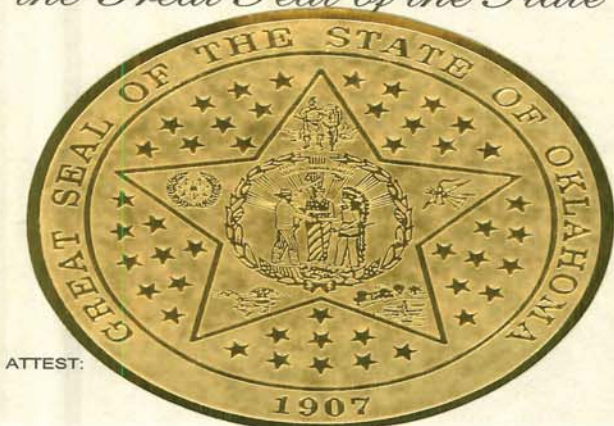
**Whereas**, the cost-effective, safe, and high-quality health care services provided by registered nurses will be an increasingly important component of the United States health care delivery system in the future, and

**Now Therefore**, I, Governor J. Kevin Stitt, do hereby proclaim May 2022 as

***"Nurses Month"***

in the State of Oklahoma.

*In Witness Whereof, I have hereunto set my hand and caused the Great Seal of the State of Oklahoma to be affixed.*



*Done at the Capitol, in the City of Oklahoma City, this twelfth day of April, in the Year of Our Lord two thousand and twenty-two, and of the State of Oklahoma in the one hundred and fourteenth year.*

*Brian B. B. B. B.* SECRETARY OF STATE *K. Stitt* GOVERNOR



# A CULTURE OF CARING

By Theresa Green

Care -- The word is at the very heart of health care. Most attribute it to the care provided to patients, which is a primary goal in the field of course. However, companies are realizing quality care begins with those tasked with providing it.

Valir Health is one of those companies that understands nurses and fellow health care providers need care too.

"Part of the culture here at Valir Health is that we take care of our team members," said Valir Health's Chief People and Culture Officer Kelli Adams. "There are lots of big health care companies in our market, but at Valir Health, you are not just a number. You are a person, and it is important that we take care of each person so that they are best equipped to take care of our patients."

It may sound like just a sales pitch, but employees at Valir say it is not. At Valir, caring for the team is a core mission and a daily focus. Company support extends far beyond the benefits, which include a generous array of signing bonuses (up to \$30,000), medical and dental

insurance, a 401k plan too. It also includes amenities aimed at bolstering employee health and wellness -- an onsite gym, a wellness room where employees can escape to relax and rejuvenate, gifts throughout the year, and special events like ice cream socials, holiday meals and more.

"It is important that they know we love and care for them. It's a community," Adams said.

It is an approach that has created a community where employees feel more like family than coworkers.

"We are all a big family," said Brittany Quick, LPN. "We all strive to help each other. We look after one another."

"It is not a top-down environment here," said Ashley Henson, NP, who is part of Valir's Program of All Inclusive Care for the Elderly. "We all matter. We all have a voice."

With healthcare provider burnout rates soaring, Valir Health is fighting the trend with a culture of care for its employees. In the end, it is an approach that is having an impact. Valir reports its employees are happier and more fulfilled, and as a result, patients benefit too.

"We are a very tight-knit

community -- like a family," said Susan Laney, DON. "We care about each other as much as we do about our patients. It doesn't matter if you are an RN or a CNA, we just do what needs to be done for the patients."

The Valir culture of care has created an environment that fuels a tremendous sense of camaraderie, pride, and employee satisfaction.

"I feel so confident that I'm doing work that matters every day," Henson added. "And there is no better way to

hit your head on the pillow than to feel that way."

To learn more about Valir visit: <https://www.valir.com/careers>



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For more information, visit us at [www.oklahomanurses.org](http://www.oklahomanurses.org).

**Oklahoma Nurses Association**  
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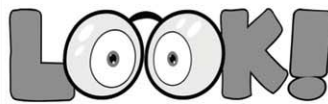


# Oklahoma's Nursing Times

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### 140 GENERAL NURSING



**We are seeking to hire a PRN Home Health Aide/ Certified Nurse Aide**  
Montereau of Tulsa, OK (6800 S Granite Ave, Tulsa, OK 74136) is **seeking to hire a PRN Home Health Aide /Certified Nurse Aide** to provide our residents one-on-one, valuable, and quality direct care that uplifts and supports their daily needs. Are you committed to valuing, supporting, and uplifting the lives of seniors and those who care for them? Are you looking for a position where you can make a difference? If so, look no further! **ARE YOU READY TO JOIN OUR TEAM?** If you are a Home Health Aide / Certified Nurse Aide and feel that you would be right for this position, complete our application today! We look forward to meeting you!

### 140 GENERAL NURSING

#### We are seeking an Aide to join our team.

Reports directly to the Director of Operations and function under the supervision of the Registered Nurse and/or Clinical Supervisor. New Century Hospice, 4111 South Darlington Ave, Suite #650, Tulsa, OK 74135.

#### We are looking to hire a Full-Time Receptionist.

Kiamichi Medical Clinic is looking to hire a Full-Time Receptionist. Must be hard working, friendly and eager to serve the public. 204 East Jackson. Hugo, OK.

**To advertise with Oklahoma's Nursing Times, please call Amanda Miller at (405) 631-5100 extension 6!**

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**We are Looking To hire new staff who have a servants heart and are dependable. Openings for CNAs for all shifts and CMA for night shift.** We offer health insurance to full time employees and shift differential for evenings and nights. Apply today at 915 N. 7th Ave., Purcell, OK. Sunset Estates. EOE

### 161 LICENSED PRACTICAL NURSING

ResCare is a one of a kind company who not only offers the chance to change people's lives but also offers educational, vocational and job placement for people of all ages and skill levels. Right now, we have an exciting opportunity for you to join our team as a **Licensed Practical Nurse /Licensed Vocational Nurse (LVN)** to provide care to those with intellectual and developmental disabilities. ResCare 1601 S Main St Ste 400, Tulsa, OK 74119

### 161 LICENSED PRACTICAL NURSING

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**We are looking for Licensed Practical Nurse** at Angels Care Home Health 27 N Vann St, Pryor, OK 74361. Primary function of the LPN is to administer skilled nursing care, under the supervision of a registered nurse, for clients of all ages in their place of residence, coordinate care with the interdisciplinary team, patient/family and referring agency. Qualifications: Graduate of an accredited school of vocational nursing. Current state license as an LPN, Current State's Driver's License. Two year experience as an LPN, home health preferred. Proof of current CPR and Hepatitis profile.

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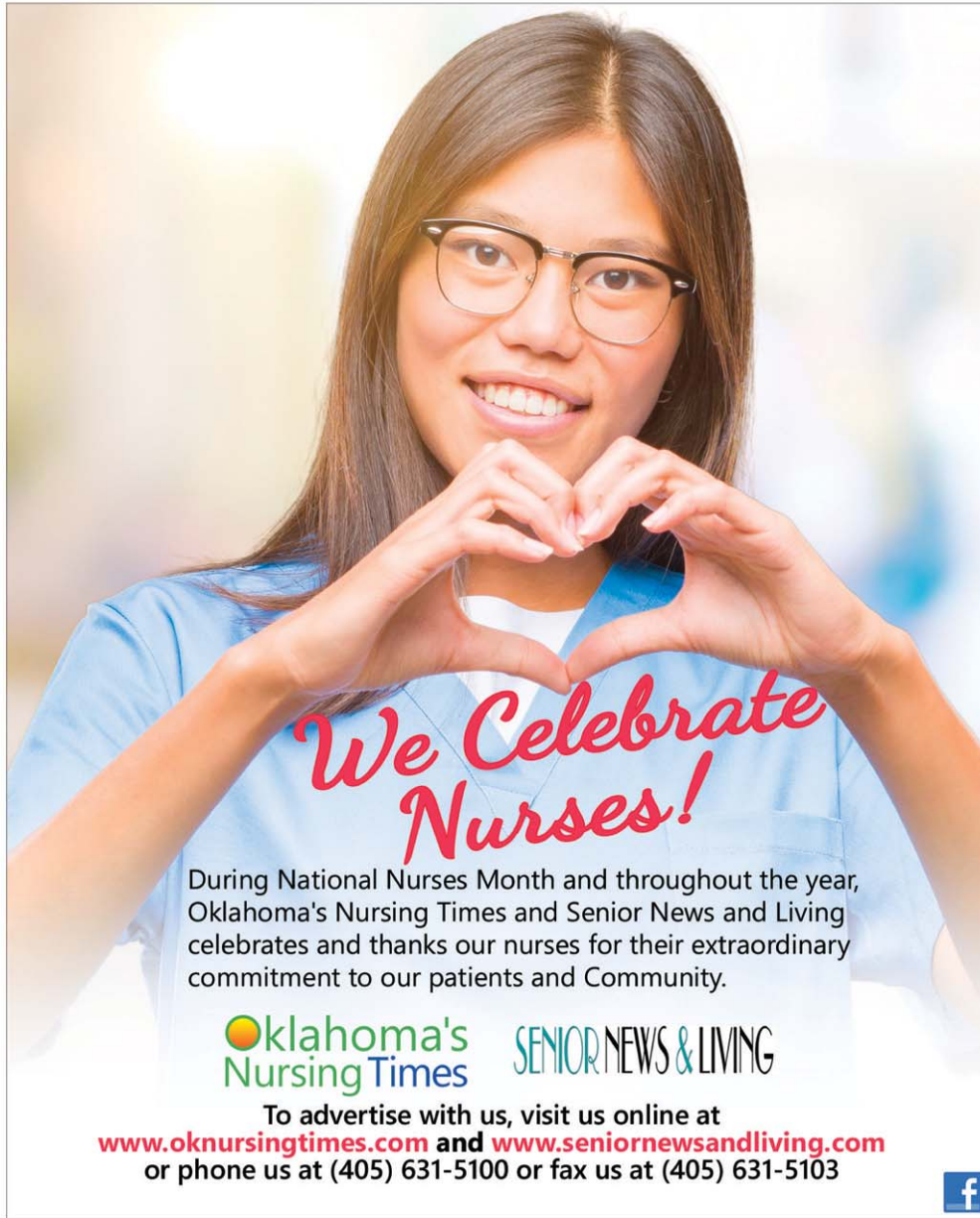
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# Career Opportunities

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## Acute Care Nurse Openings for Days and Nights

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Licensed Nurses to work with our special needs pediatric patients 0-21 years of age. Our campus consists of 6 rehab hospital units with 6 pediatric patients in each unit. Nurses will monitor assigned hospital unit to ensure quality of patients' health and the care that is given by Direct Care staff. We have a treatment team consisting of nursing unit, physical therapy, occupational therapy, speech therapy, nutritional services, social services, psychological services, behavioral analysis, and recreational therapy. **Shifts are 7am to 7pm and 7pm to 7am.** Starting salary is \$31.44 and is based on experience. · Must have current OK Drivers license · Must be able to lift 25 lbs.

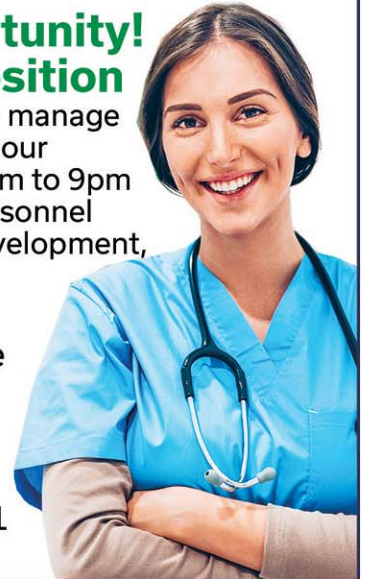


## Career Advancement Opportunity! Evening Nurse Manager Position

We are looking for an energetic individual to manage and oversee patient needs and concerns on our Evening and Night shifts. Hours are from 1pm to 9pm and experience is needed in the areas of personnel supervision, patient care plans, program development, and general administrative skills. It is a small campus with a lot to give.

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[www.jdmc.org](http://www.jdmc.org)



#### 204 REGISTERED NURSE

**We are looking for Registered Nurse.**  
OSAGE HOME HEALTH  
721 Kihekah Pawhuska,  
OK. 918.287.5645

#### 204 REGISTERED NURSE

**We Are Looking To Hire Registered Nurse Admission Nurse**  
Grace Hospice of  
Oklahoma LLC located at  
6218 S Lewis Ave,  
Tulsa, OK 74136

#### 204 REGISTERED NURSE

**We are looking for Licensed Practical Nurse**  
Home Health - Weekends  
PRN at Encompass Health  
- Home Health and  
Hospice in Stillwater,  
Oklahoma. At Encompass  
Health - Home Health,  
the LPN administers skilled  
nursing services to clients  
requiring intermittent  
professional services.

These services are performed in the clients' home in accordance with the physician's orders and the established plan of care, under the direction and supervision of the Branch Director and Supervising RN, and teaches the client, family and other members of the health care team.  
2318 West 7th Street,  
Stillwater, OK 74074.

**Are you Reading This? So are more than 25,000 RNs and LPNs! To advertise with Oklahoma's Nursing Times, please call Amanda Miller at (405) 631-5100!**

#### 204 REGISTERED NURSE

**We are looking for Registered Nurse Case Manager**

Aspire Home Care and Hospice in Stillwater, OK. (855) 527-7473. A Registered Nurse administers skilled nursing care to patients on an intermittent basis in their place of residence. This is performed in accordance with physician orders and plan of care under the direction and supervision of the Director of Clinical Services/Branch Manager. Supervises care of Licensed Practical Nurse and Home Health Aide.

**We Are Seeking Minimum Data Set Nurse (Licensed Practical Nurse and Registered Nurse) Needed.**

Apply at Beacon Ridge Senior Mental Health. 102 E. Line Ave. Sapulpa, OK 74067

#### 204 REGISTERED NURSE

**We are seeking Registered Nurses (ICU)- Full-time Nights - Sign-on Bonus! (LTACH)**

at Post Acute Medical, LLC. 3219 South 79th E Ave, Tulsa, OK 74145. Qualifications: In order to work at our facility, our RN's need: Current RN license by the Board of Nurse Examiners of the State in which the facility is located. To have and maintain a current CPR and ACLS certification. \*New team members will have 6 mths from date of hire to obtain an ACLS certification if they do not currently have one. Prefer requirements: Having prior experience in LTACH/Acute/Med-Surg/ICU/HOU environments. Wound care and/or critical care experience. A higher comfort level working with vents/trachs/PICC lines, etc. Working knowledge of IV therapies including vasoactive drugs, antibiotics, heparin drips, insulin drips, and blood transfusions.

#### 204 REGISTERED NURSE

**We are looking for Registered Nurse - Full-time Days (LTACH)**

at Post Acute Medical, LLC located at 3219 S 79th E Ave, Tulsa, OK 74145. In order to work at our facility, our Registered Nurse's need: To hold a current license as a RN by the Board of Nurse Examiners of the State in which the facility is located. To have and maintain a current CPR and ACLS certification. \*New team members will have 6 months from date of hire to obtain an ACLS certification if they do not currently have one.

**We are looking for Full-Time Night Shift Registered Nurse**

at Lindsay Municipal Hospital. Full-time Night Shift. LMH pays 100% medical, dental & vision insurance premiums. Only online applications are accepted. No phone calls.

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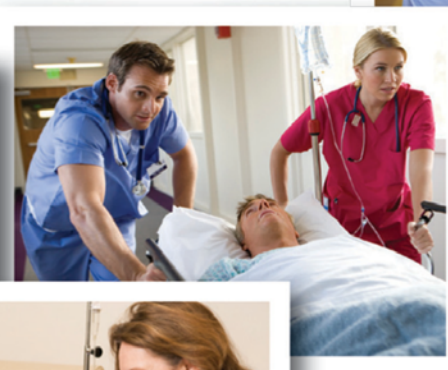
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