

# **2008 Distinguished Alumna**

Read the full story on our Web site:

### www.uwyo.edu/nursing

Click on "Alumni" in the right side bar, then on "Distinguished Alumni"



Gaurdia E. Banister R.N., Ph.D. / B.S.N. 1980

aurdia Banister is
currently executive
director, Institute for Patient
Care at Massachusetts
General Hospital, Boston,
Massachusetts. She was
selected for the Johnson and
Johnson Wharton Fellows
programs in Management
for Nurse Executives in
2006. She also completed
the Robert Wood Johnson
Nurse Executive Fellows

Program in 2001. Banister wrote eight major grants that were awarded totaling more than eight million dollars. She has published and offers psychotherapy groups and training in assertiveness, chemical dependency, crisis intervention, communication skills, impaired nursing professional training, stress management and women's issues. Read more about her on our Web site.

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## **Letter from the Dean**

## Workforce Issues in Nursing: Recruiting nursing students and increasing graduates

Greetings on behalf of the Fay W. Whitney School of Nursing (FWWSON)! In this issue of our annual newsletter, we focus on workforce issues in nursing, especially for Wyoming. We want to highlight what we are doing to recruit students and what we are doing to increase the number of students graduating from our programs. You will also hear from our students and graduates about why they chose nursing and their experience in the program.



Mary E. Burman

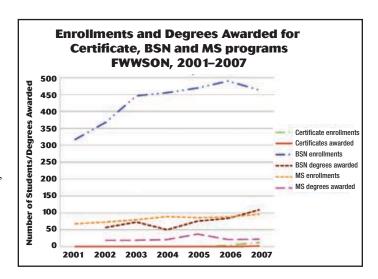
According to a recent report by the Wyoming Department of Employment, "Even if the current number of nurses increases as projected, Wyoming's health care providers will have difficulty keeping up with the demands of the growing and aging population." (Report available at http://doe.state.wy.us/lmi). This is a sobering statement and one that the FWWSON takes very seriously. We have a variety of mechanisms in place to attract students to our program, including participation at UW Discovery Days for high school students, meeting with and giving individualized and group tours of our facilities to interested students and their families, and establishment of the nursing "FIG" or Freshman Interest Group. You will learn a bit about these and other ways we work to recruit high achieving students into our programs, especially at the undergraduate level.

In addition, the FWWSON has worked diligently to increase the number of graduates of our programs by adding several critical new programs and enhancing our partnerships around the state to facilitate progression from the associate degree to the baccalaureate degree to master's degree in nursing. Three years ago, the FWWSON added a new accelerated program for students with previous non-nursing bachelor's degrees. Our first graduates completed the program last August and we have another 16 students finishing up in August 2008. This summer, starting with the class admitted in May, we are introducing a new curriculum designed specifically for accelerated education, and thus have renamed the program BRAND (Bachelors Reach for Accelerated Nursing Degree). We plan to have 20 to 25 students in BRAND each year. To address the profound

shortage of mental health professionals in Wyoming, we developed a psychiatric mental health nurse practitioner (PMHNP) program, graduating our first students in December 2007. We anticipate approximately 10 students a year being admitted to that program. Our on-line nurse educator program continues to grow along with our on-line RN-BSN completion program, as we move to streamline the process from associate degree (AD) to bachelors (BSN) in collaboration with the community colleges.

Our recruitment and programmatic efforts have been successful. In the graph, you can see our BSN enrollments have increased from 317 in 2001 to 463 in 2007 and our MS enrollments have grown from 68 to 96 for the same time period. Correspondingly, the number of degrees awarded has also increased, especially for the BSN programs. In 2001, 57 BSNs were awarded, while in 2007 109 BSNs were awarded. At the master's level we have increased from 19 in 2001 to 22 in 2007.

Are we were we want to be yet? No. We are in the process of developing our next academic plan for 2009 to 2014. Continuing to help develop the nursing workforce for Wyoming will be a critical part of that plan. We also want to explore ways to increase the diversity of our students, based on a number of factors, e.g., race, ethnicity, gender, etc. We welcome your ideas and suggestions.



# **Northern Wyoming and RN/BSN "LEAP" Project**

Janice Stephens, R.N., Ph.D. recently returned to Wyoming and accepted a joint position with Sheridan College and University of Wyoming as the Edward A. Whitney Endowed Nursing Chair. Stephens works with Judy McDowell, director of the Sheridan College ADN program, and Trudy Munsick, dean of health sciences at Sheridan College. She collaborates with Mary Burman, dean of the Fay W. Whitney School of Nursing, Pamala Larsen, RN/BSN coordinator, and Pamela Clarke, project director for the LEAP (*Leadership Education to Advance Practice*) RN/BSN grant. Stephens helps nursing students and associate degree RNs work toward completion of the bachelor's degrees in nursing.

The RN/BSN completion "LEAP" project offers Wyoming students:

- ► Sheridan College Office
- ▶ Information sessions
- ► Face-to-face and distance advising
- ➤ Early entry into first bachelor's nursing course after one year of ADN program and prior to admission to BSN program
- ► Part-time/full-time options (Fast-track model = ADN + 1 yr)
- Selective online BSN nursing classes + supplemental face-to-face classes in Sheridan
- ➤ Opportunity for Sheridan/Johnson County residents to apply for funding for a national Whitney practicum experience
- ▶ Referrals to masters program advisors
- ► Inter-profession health promotion course at Sheridan College

## How can you help with LEAP?

Do you know someone who is ready to LEAP from their RN to BSN? Refer them to the school Web site for more information: www.uwyo.edu/nursing/rnbsn/prospective/rn-getstarted.asp. If they are from northeastern Wyoming, Stephens can be contacted at: jstephens@sheridan.edu 1-800-913-9139, ext. 3304



Left: Jan Stephens displays the LEAP bottle in the mountains of northern Wyoming. Middle: Randi Craig, 2008 graduating student from the Sheridan College ADN program, this fall will go directly into the UW RN/BSN completion fast-track. She plans to complete her BSN in summer of 2009 and move directly into an FNP program. Right: Judy McDowell, director of Sheridan College ADN program

# **Wyoming Nursing Summit**

The Nightingale Center for Nursing Scholarship (NCNS) coordinated the fourth annual Wyoming Nursing Summit in conjunction with the Wyoming Nurses Association (WNA) convention. Nearly 100 participants converged on Sheridan to hear from national speakers regarding "Medication Aide: Meeting the Challenges of Cost versus Optimum Care and Patient Safety" and "Building a Strength-based Caring Work Environment."

During the summit, speakers from across the state discussed demand, retention and supply of nurses in Wyoming. Summit participants agreed to resubmit the "Nursing Workforce Project of Wyoming" proposal to Robert Wood Johnson (see article on this page) with emphasis on collaboration and leadership.

The next conference will be September 18–20 in Casper. Speakers: Terri Hall, electronic medical records; Jill Fuller, informatics and work redesign. *For more information as it becomes available, refer to www.uwyo.edu/ncns.* 

# **Nursing Workforce Project of Wyoming Funded!**

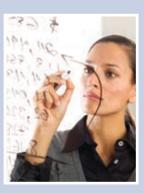
The Nursing Workforce Project of Wyoming (NWPW) **■** just received funding from the Robert Wood Johnson Foundation (RWJF) through their Partners Investing in Nursing's Future program. The overall goal of this project is to develop tailored and innovative approaches to meeting the demand for a high quality nursing work force in Wyoming. In order to meet this goal, a statewide network has been established. For the grant, the four primary partners in this proposal are the Wyoming Community Foundation (WYCF), the School of Nursing (SON), the Wyoming Healthcare Commission and the Wyoming Nurses Association. Those partners are joined by a variety of other organizations, including the Wyoming Department of Workforce, Wyoming Regional Medical Center, Campbell County Memorial Hospital, Pioneer Manor, Powell Valley Health Care, Office of Rural Health, College of Health Sciences, Westview Health Care Center, Sigma Theta Tau, Nurse Educators of Wyoming, Wyoming Commission of Nursing and Nursing Education, Wyoming Council for Advanced Practice Nurses, and Wyoming School Nurses.

### The objectives for the NWPW are:

- 1. To develop a Nursing Workforce Center (NWC) in order to identify and address factors which contribute to the supply and the demand of CNAs, LPNs, and RNs in Wyoming. An advisory board will be established to develop a description of the purposes and roles of the NWC. A temporary nursing workforce center will be established in the Nightingale Center for Nursing Scholarship while other sources of funding and support for the NWC can be obtained through foundations, organizations and the state, as appropriate.
- 2. To implement and evaluate pilot projects that will impact work place environments in health care delivery settings in Wyoming with an emphasis on settings which provide care to Wyoming's aging population.

Samin Dadelahi, senior program officer at WYCF, and Carol Macnee, professor at UW, will be overseeing the project. An update on the NWPW will be provided at the summit. This project is exciting for the state, given the focus on nursing workforce and the strong collaboration among nursing and interested organizations. Hearty congratulations to all who contributed to the proposal and the very positive site visits with the RWJF representatives!

# MATH: What does it take to become a nurse in the 21st Century?



To even declare a pre-nursing degree status at the University of Wyoming, students need to have a minimum UW math placement score of 3 or ACT math score of 23. For students who do not meet these requirements, it is suggested that they major in UW undeclared until they meet requirements.

Why is this? Students need a strong math background to be eligible to take college algebra in the fall of the freshman year along with biology/chemistry in order to stay in sequence for continuing science courses (anatomy, physiology, pathophysiology, and medical microbiology). Students with a lower math placement (remedial courses and/or problem solving) will have their progression through the nursing curriculum delayed a minimum of one year or until they have achieved eligibility to enroll and succeed in college algebra, biology, and chemistry.

## The 21st Century Nurse...

- will need to understand the 'big picture' of healthcare and have global knowledge of broad areas as well as knowledge of a nursing specialty.
- will need to be able to think critically, as nursing will be changing rapidly and nurses will have more and more responsibility.
- ▶ must be able to handle stress and change/ adapt as the situation warrants.

—Sherrie Rubio-Wallace Coordinator, Basic BSN Option

# **How Our School is Addressing the Nursing Shortage:**

## Recruiting high school students

### **UW Visitor's Center Contacts**

Students with an interest in nursing are referred to our department when they come to the UW Visitor's Center. Nursing faculty members volunteer to meet with them and guide tours through our top-notch facilities.

### **UW Discovery Days**

High school students and parents come to the UW campus three to four times per year to find out about the university, tour the campus and make contact with departments instrumental to their interests. Faculty staff the nursing table at the campus resources fair and discuss nursing one-on-one with interested parties (see picture to the right). Our own nursing students speak to the attendees at the college session (see pictures on facing page).

### **Annual UW Nursing Career Fair**

This event allows interested students to meet employers and to get a glimpse of the many job opportunities for nurses available to them upon graduation.

### **Wyoming Women in Science**

Our nursing faculty members take part in this Wyoming program by talking about nursing to the participants—young women grades 7 through 12, who are invited annually to share in the experiences of women science professionals. (See picture to the right.)

### **Hospital Fairs**

Many area hospitals invite our school to participate in their job fairs

### **Healthcare Career Fairs**

We also participate in healthcare career fairs, such as the annual Casper College Health Professions Career Fair, where approximately 500 high school students are in attendance. Representatives from our faculty give an overview of nursing to the students and also staff a resource table for the school.

### **Nursing Freshman Interest Groups (FIG)**

Students can explore nursing by applying for a nursing FIG, where they live on the same floor of the dorms with other like-minded students, are registered in three of the prerequisite courses together, and go on field trips with nursing faculty members. FIGS provide a great opportunity for our school to nurture students and draw them into a nursing career.





Top: Dean Mary Burman meets with prospective nursing students and parents at UW Discovery Days. Bottom: Two high school students on campus at UW with the "Women in Science" program enjoy handson learning with the School of Nursing's SIM Man

### The 21st Century Nurse...

- must be an independent decision-maker.
- must be able to search, sift, and make sense of the incredible amount of information that is so readily available to us these days.
- must be able to help patients and families make sense of this information and make individual health care decisions within the holistic, caring philosophy of nursing.

—Ann Marie Hart Coordinator, MS FNP Option

# **How Our School is Addressing the Nursing Shortage:**

Recruiting second bachelor's students for the BRAND (Accelerated BSN) program

Recruiting practices for this population differ from those used for the traditional student. The BRAND program is offered through the UW Outreach School and as such receives widespread exposure through their publications and offices throughout Wyoming. We are pursuing the use of articles in community newspapers, public radio, chambers of commerce, and word of mouth as we raise awareness of the program within the health care community in our state.

BRAND allows a student to attain a BSN in 15 months using online learning, time in Laramie for concentrated coursework and clinical time in different locations around the state of Wyoming. Our faculty have been touring Wyoming to tell the BRAND story to hospital CEO's and nursing administrators, understanding that this program can benefit individual communities because interested persons will stay in their respective communities after graduation.



The information that is available about BRAND on the school Web site is invaluable: www.uwyo.edu/nursing

# Recruiting with the Recruited!

ur students are our best publicity and most effective recruiters! Three to four times every year, junior and senior nursing students volunteer to speak to high school students and their parents at UW Discovery Days, expounding on the various reasons that led them to choose nursing, elaborating on the experiences students will have in the program, and listing the exciting opportunities that lie ahead for new graduates.















# Accelerated BSN Alumni

CARRIE KNUDSEN graduated in August 2007 from our accelerated BSN program (now called "BRAND"). Her previous BS degree was in early childhood education. She enjoyed helping people and wanted to make a



difference in people's lives, and thought a nursing degree would give her many options.

She said, "Being a student in the accelerated nursing program not only taught me what was required of a nurse, but also gave me valuable skills such as time management, flexibility, communication, and organizational skills."

She is now a navy nurse stationed in Portsmouth, Virginia. She chose the navy she states "because of its excellent training for new nurses and the opportunity to take part in humanitarian outreach on their hospital ships." Knudsen would like to remind nursing students that although you are sacrificing a lot right now, it is worth all of your efforts!

### The 21st Century Nurse...

...will need to care about all people and want to do their best work to help ill or injured people be comfortable and regain their health.

> —Margaret Cashen Assistant Lecturer

# **Basic BSN Senior Residency**



Trish Ludwig Residency in Jackson, WY

When she was sixteen, Trish Ludwig earned her CNA certification and took a job on a medical-surgical floor. She wanted exposure to the medical profession because she had desired to be a doctor when she was growing up. After working with both nurses and doctors, she realized

she was more interested in being a nurse. "I enjoyed working closely and personally with patients to provide care. I liked the level of trust and the opportunity to build relationships with patients that the nursing profession offered," said Ludwig.

She felt that St. John's Hospital in Jackson was a great place to complete her senior residency. She commented, "The best part about being there was the amazing staff— not only nurses, but all the ancillary staff involved in patient care. It was inspiring as a new nurse to see people so dedicated to the art of healing. They take the time to listen to the patient, get involved with them, and provide great care." *Ludwig is looking forward to working on a medical-surgical floor.* 



# **Hearing from** the Juniors!

Layne Strannigan was one of this year's volunteers who spoke to students and parents at the UW Discovery Days.

As a sophomore in high school, Strannigan decided to research

nursing for an assignment, and went to the hospital to interview a NICU nurse. She loved the atmosphere so much and ended up staying for several hours. Strannigan says she knew then that she would love a career in nursing. "I am not sure which field of nursing I will end up in, because every time I learn about a new one, I seem to love it even more than the last! I expect to find my true field of interest during my senior residency." *Strannigan plans to start her career in a small Wyoming town*.

# Trip to Honduras: Out of the Country Experience for Nursing Students

In April 2008, four of our nursing students and our faculty member Penelope Caldwell doubling as a midwife joined a group of people from Wyoming and Colorado on a twelve-day medical mission to Agua Salada, Honduras. This was the first "brigade" with volunteers from the University of Wyoming's School of Nursing. Dr. Michael Miller, project director, is a UW faculty member and a family practice doctor in Casper. The concept for this project will be to have a main clinic/mini hospital hub with five outlining clinics into more rural areas. UW's clinic is in a small community called Agua Salada, population of 250. The cost for a completely furnished clinic is projected to be \$30,000, which will come from U.S. donations.

While in Agua Salada, our team set up a clinic in the local church. People came from all over to be examined: 266 children and 185 adults. The team made 16 home visits to people who could not get to the clinic, and completed 11 surveys in further rural areas, sometimes walking as far as two hours laden with supplies in 96 degree weather.

The team reported the most common problems included musculo-skeletal complaints, gastritis and headaches; there were also many cases of lung congestion of various degrees possibly due to smoke inhalation from the lack of chimneys in the small kitchens. Rashes such as eczema and fungal infections were rampant. Children had very poor teeth and were given fluoride treatments, toothbrushes and toothpaste. Of the 16 home visits taken, our team attended a pregnant woman with border-line hypertension, two people with fractured backs, and a woman with post-partum depression. At least 30 women were checked for cervical cancer.

The team met with midwives in the area, giving them birth kits and fetoscopes. They also met with local herbalists to learn about their "natural medicine." The team plans to start ongoing workshops in life saving skills when they return to the area.

Read entire story at www.uwyo.edu/nursing: go to Caldwell's faculty page for link.

L to R: Heather Logan, junior student; Penelope Caldwell, nursing instructor; Deborah Shoop, Renee Shirek, and Caitlin Novotny, senior students.

"One of the local midwives said that during her first birth she grabbed a stick to cut the umbilical cord and some string to tie the cord; now she boils the scissors that she uses."

-Renee Shirek

Student Caitlin Novotny works with a small child.

"A majority of the kids have horrible teeth; they look like the pictures of bottle mouth that you see in pamphlets at the clinics. You can't believe anyone actually has teeth that look that bad.

—Deborah Shoop

"I really enjoyed learning about the herbs of the area and how the people use them. I wish we could have [the local herbalist] work at the clinic. We could have people take the traditional herbs for minor ailments; the pills could be given for more serious cases."

—Heather Logan



## **List of Donors**

The faculty, staff, and students are grateful for the generosity of so many who have enriched our program through their generous donations to scholarships, student research grants, equipment, and the dean's discretionary fund that enables the school to support students and school projects which enrich the program and the state of Wyoming.

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### Companies/ Organizations

Empowered Wealth Foundation Fraternal Order of Eagles FX Land Company T. P. Construction, Inc. Wyoming Community Foundation

# **Scholarships for 2008–09**

Many thanks to our generous donors for continuing their support of nursing education through scholarships!



"My admiration for students who were struggling to improve their lives led Bill and me to establish a scholarship that would ease the burden of paying tuition, buying books, and in some cases, paying for daycare. Seeing the recipients succeed and become professionals is very rewarding."

-Marcia Dale

### Accelerated Nursing B.S.N. Scholarship

Daryl Braga, Christianna Goodoff, David O'Keefe

Alumni Nursing Scholarship Cody Wiggam

### Polly Chase Memorial Scholarship

Carrie Dittus, Crystal Hamblin, Jennifer Oiler, Meghan O'Mara, Trista Tyler

Marcia L. & William G. Dale Nursing Scholarship Erica Nelson, Kristi Lichtfuss

Frank R. and Dorothy M. Gruden Scholarship in Nursing for Sophomore, Junior, Senior

Maggie Witzel, Sr., Angela Buyan, Jr. Mildred Agnes Kimball & Adele Colling

Memorial Scholarship Kathryn Christburg

John V. Leino Memorial Nursing Scholarship Angela Buyan

Gertrude Gould Lindsay Scholarship Angela Buyan

John and Lois Malmquist Nursing Scholarship Renei Bohrer, Jordan Tucker, Lauren Konkel

Carolyn Bennett Miknis '59 Nursing Scholarship Aaron Rutz

Bonnie M. and George E. Nugent Nursing Scholarship

David Wells

Pearl Crossley O'Kieffe Memorial Scholarship Elise McKnight Jana Leigh Pruitt Memorial Scholarship Maggie Witzel

### Mabel G. Sargent Scholarship

Paige Courtney, Camlyn Dampman, Sarah Davison, Katie Hubbard, James Marquez, Lindsey White

Dorothy Tupper Nursing Scholarship
Lauren Schlotthauer, Heather Smith

Clayton Unger Endowed Nursing Scholarship Brandy Colvin, Melissa Dohopolski

Wiest Nursing Scholarship Lindsey Hayes

Wyoming Loan Scholarships for 2007–08 for undergraduates in the nursing major and graduate students in the Psychiatric Mental Health Nurse

**Practitioner option:** Thirty-two students have taken advantage of these programs that will benefit both the state of Wyoming by supplying health care providers and the students with educational funding.

Transition Practicum Scholarship for 2007–08 senior residency donated by Albert and Carolyn (Mortimer, '58) Carollo, Jr., with additional funds from Mr. William Dale & Dr. Marcia Dale (Bradley, '60): The scholarship assisted ten students with various relocation costs.

# Plea for BRAND Scholarships

Many potential students are hesitant to apply to BRAND since already having a college degree disqualifies them for most federal financial aid programs.

The BRAND (accelerated BSN) program is very intense, and to promote success students are discouraged from working. In addition to tuition and books, students continue to have living expenses during the program. But many potential students are hesitant to apply to BRAND since already having a college degree disqualifies them for most federal financial aid programs. State and federal programs designed to support increases in nursing students do not make second degree students a priority for funding. BRAND students who are Wyoming residents are more likely to stay and work in Wyoming, but they need your support.

# Please consider helping your community and Wyoming with scholarship funds for these students.

The shortage of nurses in our state is predicted to be quite severe by 2020. 15-month accelerated nursing programs, though more expensive than traditional two to four year programs, offer the most efficient method for adults with previous non-nursing baccalaureate degrees or graduate degrees to become a BSN-degree registered nurse.

The BRAND program at the Fay W. Whitney School of Nursing is delivered through the UW Outreach School to reach the Wyoming site bound resident. After periodic intensives on campus for technical skills and physical assessment training, the BRAND program offers theory instruction by video internet and online to students in their home. Initial acute clinical times are spent with UW nursing faculty and are located around the state. This is a win-win situation for both student and healthcare agencies in Wyoming that need more nurses.

BRAND provides a method to assist our Wyoming healthcare agencies with growing their own nurses from their communities. These registered nurses will be more likely to stay in their Wyoming community and have great potential for leadership roles.

# **Basic BSN Program Alumni Highlight**



very once in a while we are fortunate to have a couple Egraduate from our program, doubling the nursing workforce! Sean and Debra Ennist graduated in 2003 and 2004 respectively. Both are from Wyoming and chose to stay here, appreciating the wide-open spaces and outdoor activities. Debra also had Wyoming Investment in Nursing (WYIN) funding during her schooling, which required her to work as a nurse in Wyoming for a certain number of hours following graduation. The couple remains in Laramie, Wyoming because of the church they attend and the relationships they have there. Both have been working at Laramie's Gem City Bone & Joint (GCBJ) until recently, when Debra opted to stay home with their young son and prepare for their second child.

Debra worked the PACU area at GCBJ and helped preoperatively. She now has an opportunity to work at Heart to Heart Pregnancy Center doing ultrasounds for pregnant

women and helping them through that process. This is a great stepping stone, since her dream is to help pregnant women who are in need and become a certified nurse midwife in the far future. She is also considering the idea of becoming a school nurse when their children are of age to enter school.

Sean manages the two operating rooms at GCBJ. He is concurrently in school to obtain a "First Assistant in Surgery" certification. He hopes to enter a program to acquire nurse practitioner skills, and ultimately to participate in medical mission trips—the original goal that propelled him to enter a career in nursing.

# **Commencement/Convocation: May 10, 2008**

For the full story about Graduation 2008, please visit our Web site under the "Graduation" link.

### BASIC BSN STUDENT AWARDS

BASIC BSIN STUDENT AWARDS
Rudolph "Rudy" and Louise Anselmi Memorial Scholarship for Leadership & Responsibility
ACCELERATED BSN STUDENT AWARDS
"Passion for Nursing" Award: Devotion, Allegiance & Commitment to Profession of Nursing Cody Bates
RN/BSN STUDENT AWARDS
Professional Nurse AwardBecky Wolfe
Making A Difference in WY's Health Award
MS STUDENT AWARDS
Courage to Teach AwardSue Thompson

# We Want to Hear from You!

Submit this form online through our Web site—or e-mail nurs.inq@uwyo.edu to tell us where you are and what you are doing. Let us know about awards you have received, articles published, presentations made, or degrees earned. Tell us about your families or anything else you want to share with your classmates and other alumni. We will put your submission up on our new alumni updates page on the nursing Web site at www.uwyo.edu/nursing.

Name:			
Address:			
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Information:			

### **Call for Nominations: 2009 Distinguished Alumni**

Please consider submitting a nomination for the 2009 Distinguished Alumnus. You can easily submit your nomination online at:

### www.uwyo.edu/nursing

Click into "Alumni" in the right-hand sidebar menu and choose the Distinguished Alumni link. The nomination deadline is February 1, 2009.



School of Nursing

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