

Chapter Member
of the PNAA

Special Point of Interest:
PNASC 4-in-1 Event

PNASC 4-in-1 Event	1, 4
From The Editor-in-Chief	2-4
From The President	2-4
Obtaining Excellence	5-6
Evidence-Based Practice for Excellence	6
Education for Excellence	7-8
Magnet Status: An Indicator of Nursing Excellence in Hospitals	9
Filipino Excellence - Video and Media	10
A Case Study: Why This is Not Excellence!	11
PNASC Fall 2015 Education Conference	12
The PNAA 36th National Convention	
Success in Linked to Excellence	13
Excellence is Linked to Action	14
Excellence is Attainable	15-16
Where Excellence Is Lacking	16
The Cutting Edge of Research	17-18
Nurse Excellence Song	18
A Few Minutes With ...	19
An Inspirational Story	20
Holidays: A Time to Rejoice	20
Pictorials	21
Congratulations, Community Outreach, PNASC Total Assets, Legislative Corner	22
The PNAA 37th National Convention, Diversity, Motherland	23

PNASC Newsletter

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Visibility • Viability • Vitality

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PNASC 4-in-1 Event Winter Educational Seminar, Talent Show, Christmas Celebration, & Toy Drive Divina Finger, MA, BSN, RN



PNASC President Melvin Carrillo, PNAA President-Elect Dino Doliente, PNAA & PNASC Past President and NCEMNA President Mila Velasquez with the PNASC West Los Angeles Sub-Chapter Officers

The Philippine Nurses Association of Southern California (PNASC) hosted its 2015 4-in-1 Winter Event: Educational Seminar, Talent Show, Christmas Celebration, and Toy Drive on a beautiful Saturday morning, December 12, 2015, from 8 A.M. to 4 P.M. at Almansor Court, 700 S. Almansor Street, Alhambra, California.

The Educational Seminar's theme was "Relevant Contemporary Issues Affecting Nursing Practice." It was approved for three continuing education hours by the California Board of Registered Nursing. The seminar featured three remarkable speakers! The first speaker was Mr. Dino Doliente, MBA, BSN, RN. He is currently the President-Elect of the Philippine Nurses Association of America (PNAA). Mr. Doliente is also a Regional Director for Genesis Healthcare

(Continued on page 4)



From the Editor-in-Chief

Deovina N. Jordan, PhD, MSN, MPH,
BSN, RN, BC

Editorial

A Look at Excellence

At one time in Czarist Russia, a pogrom was conducted by the Cossacks against a Jewish community. Because the Cossacks were pillaging, burning and killing the village's inhabitants, the townspeople had to flee. Just outside the village, two rabbis met and each had rescued something quite valuable. The first rabbi said "Look, I was able to save something very holy." Thereupon, he pulled out a copy of the Torah from his robes. Then, he asked the other rabbi "What did you manage to save?" To which the second rabbi said nothing. He simply exposed the little baby that he had saved and concealed in his robes. The story brings out a number of pertinent issues related to excellence.

First, what is the perspective of those involved in the determination of excellence? Each rabbi had saved something or someone very precious, one a holy book, the other an infant. Both acts were/ are commendable. Yet, excellence is not only measured from their perspectives alone. The community would appreciate having the Torah to continue their worship services. The parents of the little baby (if still living) would be very grateful that their baby's life had been saved. And, the baby would grow up knowing that he or she was someone of value. But, let us not forget that even the Cossacks had their own view of excellence. However, it is not one worth emulating.

Second, what opportunities did the two rabbis have in order for them to perform something excellent? The situation gave the setting for what transpired in the story. What we do not know is where the two rabbis were when the pogrom was initiated. Was one in the synagogue and had access to the Torah? And, was the other one at home or was he visiting a family where the infant was?

Third, what action did they do that warranted the act to be called excellent? Both rabbis acted. They may have acted at great risk, including the risk of being killed. But, taking risk is necessary to obtain excellence. Action is essential in order to obtain excellence. Indeed, excellence is not obtained by inaction, but by action.

(Continued on page 3)



From the President

Mel Carrillo, MBA, BSN, RN, NEA-BC



President's Message

Leading the Way through Professionalism, Innovation and Excellence

I would like to start off by saying "thank you." Thank you to each of our members for serving, supporting and belonging to PNASC since 1961. We are not the same PNASC from 1961 and we will not be the same PNASC in 2061. The one constant that remains and will remain is the need for PNASC to be innovative and willing to embrace change. We must do these things in order for PNASC to remain the premier ethnic professional nursing organization for Filipino-American Nurses in Southern California. Today, we are faced with healthcare reform and changing views in our external environment. Because we embrace change, we must embrace innovation. How do we do things differently to meet the needs of our members and communities we serve? When it comes to innovation, we are often told to "think outside the box". Instead, I would like to challenge all of us to think as if the box does not exist in the first place. If we can eliminate the boundaries of a box, the possibilities are endless. Without boundaries, we can free ourselves to look at problems and opportunities through a new lens.

Sometimes innovation can take place by taking available tools and leveraging them to change our existing workflows and processes. For example, PNASC became the first PNAA chapter to utilize video conferencing to have a town hall meeting with our current PNAA President, Atty. Leticia Hermosa, as she joined us virtually from the comforts of her home in Boston, MA. We took advantage of technology and began accepting credit card transactions using a tablet or cell phone device for membership dues, fees, etc.

In order to increase visibility, PNASC became the first PNAA Chapter to create and broadcast a 30-second commercial that aired several times nationally on The Filipino Channel's (TFC's) Lifestyle Network. We created our marketing slogan, "We are PNASC", that was introduced in our TFC commercial advertisement. At the same time, we realized that we could leverage social media and took it one step further by developing the [#wearepnasc](#) campaign while enhancing our Facebook and Twitter pages. We made the

(Continued on page 3)





Editorial (Cont.)

**Deovina N. Jordan, PhD, MSN, MPH,
BSN, RN, BC**

(Continued from page 2)

Fourth, why was the timing of their actions called excellent? It is because excellence is also a matter of timing. Timing is quite critical in most of what we do. Neither rabbi could return to the scenes at later times and do what they did. The Torah would have been reduced to ashes. The baby would have been harmed or killed. The Bible illustrates the importance of timing quite eloquently in the following verses: "To everything there is a season, a time for every purpose under heaven: A time to be born, a time to die; a time to plant, and a time to pluck what is planted; A time to kill, and a time to heal; a time to break down, and a time to build up; A time to weep, and a time to laugh; a time to mourn, and a time to dance; A time to cast away stones, and a time to gather stones; a time to embrace, and a time to refrain from embracing; A time to gain, and a time to lose; a time to keep, and a time to throw away; A time to tear, and a time to sew; a time to keep silent, and a time to speak; A time to love, and a time to hate; a time of war, and a time of peace" (Ecclesiastes 3:1-8, The Bible-KJV).

Fifth, what was the outcome of their actions? The saving of the holy book permitted the continuation of worship services long after the pogrom had ceased. This was important in sustaining the community later on. The saving of the infant contributed to saving the people. As indicated in the Talmud "He who saves a single life saves the entire world." This is particularly comforting to nurses, who on routine basis, save many lives everyday. As such, nurses help save the world!

This issue of the PNASC Newsletter addresses excellence from a number of viewpoints and by a number of authors. Guided by our PNASC President's mantra: "Leading the Way through Professionalism, Innovation and Excellence", this newsletter is focused on excellence. It showcases the following: PNASC's 4-in-1 event - Winter Educational Seminar, Talent Show, Christmas Celebration, and Toy Drive - by Ms. Divina Finger; Editorial titled "A Look at Excellence" by Dr. Deovina Jordan; President's Message titled "Leading the Way through Professionalism, Innovation and Excellence" by Mr. Melvin Carrillo; Obtaining Excellence by Dr. James Jordan; Evidence-Based Practice for Excellence by Mr. Neil John Yumul; Education for Excellence by Ms. Demetria Nacis

(Continued on page 4)



President's Message Cont.)

Mel Carrillo, MBA, BSN, RN, NEA-BC



(Continued from page 2)

decision to go green by making our PNAA P.R.I.D.E. Award-winning "PNASC Newsletter" available electronically while printing limited hard copies for our members who prefer it.

During our Spring Seminar and General Assembly, we created and introduced multi-media committee reports where the committee chairpersons' reports were video taped with photos from events, data and graphs weaved into the dynamic presentations. This new format helped us streamline our reports while engaging our members

In October, our PNASC-Orange County Sub-Chapter hosted PNASC's Fall 2015 Education Conference at West Coast University in Anaheim, California. State of the art classrooms and high fidelity, simulation labs were utilized for the conference to enhance the adult learning of our members.

In December, we welcomed and inducted the officers of our PNASC West Los Angeles Sub-chapter, led by the Founding President, Mr. Adolfo Famas. We also had our Winter Educational Seminar and 2nd Annual Holiday Toy Drive. This year, we partnered with the Skyline Lions Club to help distribute toys to needy children. We also introduced our first ever talent show, "Nurses Got Talent", which was well received by all.

PNASC recently became a community partner in the research project titled "Beauty From Within Community Project" which is sponsored by the National Institute of Health (NIH) Foundation, the Cedars-Sinai Barbara Streisand Women's Heart Center, and the National Heart, Lung and Blood Institute (NHLBI). The purpose of this research study is to help us learn more about the health of women in the Greater Los Angeles area. PNASC will partner with other community organizations to target women of color and/ or low income women to increase their awareness, provide education, facilitate referrals to California Affordable Care Act (ACA), and, consequently, lower their risks of heart disease.

(Continued on page 4)





Editorial (Cont.)

**Deovina N. Jordan, PhD, MSN, MPH,
BSN, RN, BC**

(Continued from page 3)

and Ms. Rosalia Benicta; Magnet Status: An Indication of Nursing Excellence in Hospitals by Ms. Divina Finger; Filipino Excellence - Video and Media compiled by Mr. Noa Batle and Mr. Nilo Batle; This is Not Excellence by Dr. Deovina Jordan and Ms. Janine Baptista; PNASC Fall 2015 Education Conference hosted by PNASC Orange County Sub-chapter; Success is Linked to Excellence compiled by Mr. Neil John Yumul; Excellence is Linked to Action compiled by Ms. Janine Baptista; Excellence is Attainable compiled by Ms. Demetria Nacis and Ms. Rosalia Benicta; Where Excellence Was Not compiled by Ms. Janine Baptista; Cutting Edge of Research by Dr. Deovina Jordan; Nurse Excellence Song (A Parody of Celebration!) by Dr. James Jordan; A Few Minutes with the Bible about Excellence by Dr. James Jordan; Inspirational Stories About Nurses by Ms. Christine Jean Benicta; The Holidays: A Time to Rejoice by Ms. Abbygale Palapar; PNASC 2015 Christmas Photos; Congratulations Corner; Community Outreach Events; Total Assets contributed by Mr. Roland Santos; Legislative Corner; Upcoming 2016 PNAA National Convention in Washington, D.C.; Diversity by Mr. Neil John Yumul; and Our Motherland compiled by Mr. Noa Batle and Mr. Nilo Batle.



President's Message (Cont.)

Mel Carrillo, MBA, BSN, RN, NEA-BC

(Continued from page 3)

Many of our members are required by their employers to provide community service as part of their professional nursing practice requirements. So, we introduced PNASC's Certificate of Appreciation, which documents and recognizes each individual volunteer PNASC member with the type of service and amount of volunteer hours served. Now, we have the ability to track and recognize our PNASC volunteers for graciously giving back their time to our community.

As you can see from these examples, PNASC is rising up to the challenge to embrace innovation and change. The intent of all of these innovations is for PNASC to remain relevant in our ever-changing landscape, while staying true to our 2014-2016 mantra of "Leading the Way, through Professionalism, Innovation and Excellence (PIE)." I am very happy to report that PIE is alive and well at PNASC! Thank you for being counted as a member of PNASC and for being a part of our journey! **#wearepnasc**



PNASC 4-in 1 Event (Cont.) - Divina Finger, MA, BSN, RN

(Continued from page 1)

Inc. He has had multiple speaking engagements on leadership and finance all over the country. He just recently moved to Southern California and is now a member of PNASC. Mr. Doliente won the audience with his experiential knowledge on leadership and innovation!

The second speaker of the Educational Seminar was Karen Kim Embrey, EdD, CRNA. Dr. Embrey is currently an Assistant Professor of Clinical Anesthesiology at University of Southern California (USC). She is also the Program Chair of the California Association of Nurse Anesthetists for 2014-2016. Dr. Embrey is a dynamic speaker who spoke on wellness! The third speaker was Ms. Ilene Richards, CRNA. She is a retired Instructor of Clinical Anesthesiology at USC. Ms. Richards also talked about wellness!

After the seminar, PNASC President Melvin Carrillo installed the officers of PNASC-West Los Angeles Sub-chapter, headed by Mr. Adolfo Famas. This was followed by

the entertainment portion of the event, the Talent Show. It was fun to watch nurses and nursing students sing and dance to their favorite tunes. Ms. Ellie Miller, who sang "Dahil Sa Iyo", took home the first prize. The group of California State University Los Angeles nursing students: Angela Doan, Kevin Tran, Cassandra Adams, and Tiffany Lin sang "I'll Be There For You" and garnered the second prize. The Cedars Sinai group, which performed a dance number, won the third prize.

Christmas was celebrated all throughout the event! The banquet room was decorated with a big Christmas tree. The tables were covered with red table cloths and adorned with beautiful flower arrangements. For the Toy Drive, all officers of PNASC brought one or two unwrapped toy/s for the disadvantaged children of Los Angeles.

Overall, the event was very successful! It exceeded the expectations of the event participants. It was educational, inspirational and a lot of fun!





Obtaining Excellence

James L. Jordan, PhD, PhD, MAdmin, BA, BSN, RN

Excellence is “the quality of being outstanding or extremely good” (Oxford Dictionaries, n.d., page 1). As such, nurses strive for excellence. They seek it in their character, their practice, their interactions with others, their profession, and their impact on patient care. Williams (2015, page 4) wrote: “Nursing excellence is the infinite ability to improve the quality and safety of the nursing care you offer. Excellence means being your best. Success, to many, means being better than everyone else. Excellence means being better tomorrow than you were yesterday. ... The pursuit of excellence must be motivated by the ethics of our profession, and be a priority for each and every nurse. ... Nurses are healthcare’s early intervention, warning, and action system, ensuring quality and safety. As a nurse, the patient is the central focus of excellent nursing care. As a nurse, we have the privilege and responsibility to respect the caring relationship between nurse and patient that is unique to nursing. ... Excellence in nursing demands that nurses not only strive to provide high quality, safe patient care, but that nurses describe in detail what they actually do everyday, every shift, and often hour by hour and minute by minute, under challenging circumstances to improve patient outcomes. ... Nursing Excellence also embraces the responsibility to monitor one’s own health and well being, even as we take into account and often prioritize the need to ensure optimal care for the patient. Nurses are taking the lead to create an infrastructure for excellence that will result in positive outcomes for patients and nurses alike.”

Excellence is obtainable. Believe that. The belief that excellence is possible is crucial in obtaining excellence. The Roman poet Virgil wrote “for they conquer who believe they can” (Montapert, 1985, page 2). That also holds true for excellence. One can say “Those who achieve excellence are those who believe they can.” Alison Moore, a wound care nurse, confirmed the necessity of belief. She wrote ‘If you are committed and believe patients are important, you can make things happen’ (Moore, 2012, page 1). That belief system also requires that one is worthy of dignity and should be treated accordingly. According to Sabatino et. al. (2014, page 1), “The concept of dignity can be divided into two main attributes: absolute dignity which calls for recognition of an



inner worth/ excellence that one has and the excellence that is contained in the profession of nursing. Therefore, do not only believe in yourself but be someone who others believe in. Believe and achieve excellence, both in yourself and as part of the nursing profession.

The achievement of excellence is not a solo pursuit. After all, nursing does involve working with others. Being a nurse to oneself alone is not only impractical; it also doesn’t pay very well. Nursing, by its very nature, is a collaborative profession. Blake (2013) emphasized that collaboration is an essential component of obtaining excellence. She wrote “after participating over the past few months in several meetings and calls related to excellence awards and designations for hospitals and units, I have realized that these designations of excellence have one standard in common - strong multidisciplinary collaboration.” That collaboration is not only with one’s professional colleagues. It also involves patient engagement in the healthcare process (Steelman, 2014). Consequently, since collaboration is critical in obtaining excellence, one must focus on developing one’s presentation, negotiation, educational, clinical and leadership skills.

Collaboration entails involvement. One feature of involvement is that governance over practice has to be implemented. According to Kear, Duncan, Fansler and Hunt (2012, page 315), the aligning of “nursing values and priorities with the organization’s vision and mission” leads to improved nurse satisfaction and nurse retention. This principle has long been taught in business and management programs. In other words, to achieve results, one has to motivate, include job enrichment, empower professionals, promote autonomy, and set clear and understandable goals. Excellence in healthcare is enhanced by the incorporation of enabling administrative practices and promotion of professional practice and standards. Thus, excellence involves not only teamwork in implementing, but also teamwork in planning and prioritizing.

The good work study confirmed the importance of the materials presented in this article. Miller (2013, page 1)

(Continued on page 6)



Obtaining Excellence (Cont.)

James L. Jordan, PhD, PhD, MAdmin, BSN, RN

Evidence-Based Practice for Excellence

Neil John Yumul, MA, BSN



(Continued from page 5)

reported that the “results of the good work study revealed four distinct elements that must be in alignment to attain good work.” They are: (1) “the worker’s belief system and values,” (2) “the core values and beliefs of the professional domain,” (3) “the individual and decision-making bodies that influence regulations of the professional domain,” and (4) “the impact of the larger society which establishes the rewards and sanctions affecting the professional domain.” Consequently, returning to an earlier segment of this article which emphasized belief in excellence, it has been shown that excellence is attainable. And, from the standpoint of all involved, it is not only attainable, it is quite desirable. Therefore, go forth and strive for excellence. You won’t be disappointed. And, you will find fulfillment.

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“By definition, evidence-based practice (EBP) is a conscientious use of current best evidence from well-designed studies which also incorporates clinician’s expertise, internal evidence from patient assessments and external evidence regarding practice/ context, and patient’s preferences and values” (Hyrkas and Rhudy, 2013, page 1). Evidence-based practice (EBP) has permeated healthcare. It has evolved over time from such concepts as total quality and was recognized as early as the 1970’s when the Cochrane Collaboration was initiated (Gonzalez-Gil, 2015). The establishment of the independent, not-for profit organization, the Cochrane Collaboration, was based on the concept “that healthcare professionals should not make clinical decisions unless they have taken research results into account (Gonzalez-Gil, 2015). As such, EBP serves as a mechanism by which research can impact practice in a manner that excellence in practice can be optimized.

Nurses have an integral role in the EBP process. After all, they are responsible for the direct care of patients. Along with having advanced healthcare skills and training, they can detect changes in a patient’s status and identify practices that work and processes that fail. But, for that information to be incorporated into healthcare as a whole, their input has to be valued, both in the clinical world and in the research environment. Therefore, “nurse involvement in quality improvement (QI) should include establishing processes for data collection, analysis, display, and dissemination. Importantly, nurses must examine QI data on a regular and close to real-time basis for improvements to be maintained and sustained” (Roberts-Turner, Coleman, Guanci, Humbel and Walczak, 2014, page 48).

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Education for Excellence

Demetria Nacis, MA, BSN & Rosalia Benicta, MA, BSN, RN



Excellence in nursing education is the precursor to excellence in nursing practice. Excellence can be taught and learned. However, excellence through education is not a haphazard endeavor. A number of elements must be included in the pursuit of excellence through education.

Teaching for excellence cannot be a stagnant endeavor. To obtain excellence, creativity is required. Active participation is a necessity. According to Steelman (2014, page 3), "pursuing excellence ... either academic or clinical, requires a combination of expertise in the subject matter and effective learner engagement. Expertise in the subject matter requires that the educator continually review current literature and base the content of his/ her presentations on the best available evidence." To promote excellence in teaching, Steelman (2014) also indicated that the following may be incorporated into the educational process: simulation, spaced education, and educational gaming.

The importance of nursing education for attaining nursing excellence was elaborated in a book written by Barbara Moyer and Ruth Wittmann-Price (2008, page 4). The book is titled "Nursing Education: Foundations for Practice Excellence." They wrote: "Teaching methods for nursing education do not exist in a vacuum. It is important that future, novice, and seasoned nurse educators make a clear connection between the nature of nursing as a discipline and the ways of teaching selected and invented for nursing education. In teaching nursing, faculty never teach a "piece" of value or information in isolation - when teaching that "piece", we are always teaching it as a meaningful aspect of the discipline, and thus we are teaching the discipline. The basic premise ... is that teaching methods must be tailored to the nature of nursing as a discipline. Part of the decision-making about selection of teaching methods involves an understanding of the content of nursing knowledge, the structure of that content, and the values and beliefs that underlie the nature of the discipline."

Nursing education excellence should begin well before someone enters the nursing profession. It is not just a



matter of having excellence in academia since the transition from academia to clinical environments is not without challenges. One consequence is that nursing graduates often do not remain long at their first employer. "Nearly 30% of these nurses leave within the first year of hire, and 57% do so in the second year. ... Problems cited include lack of confidence in performing skills, lack of clinical knowledge and the ability to manage and prioritize care, and difficulty in communicating with physicians and colleagues" (Saxton, Warmbrodt, Mahley, Reberry, and McNeece, 2015). That does not include the problems of having overworked staff nurses having to function as trainers, emphasis in academia on nursing models rather than on nursing practice, insistence that new nurses perform at a level to which they had not yet been trained, and the perception by many that nursing graduates are not assets, but merely costs. In terms of the latter, one can only imagine how many new physicians would suffer if they were regarded as being only expenses, undesirable costs to the organization, until the time they become Attending Physicians. New nursing graduates should receive similar respect as accorded to the new physicians. Both need training and both deserve opportunities to be trained, without having made to feel less than desirable by people not even in direct healthcare roles. That period of training has been addressed by nurse residencies. But, these are often far fewer than the number of nursing graduates applying for nursing positions. As such, since training for actual clinical practice has become a bottleneck for practice, the current nursing shortage cannot be resolved under current rules of engagement. One approach is to increase the number of opportunities for new graduates to begin their nursing practice. Some organizations are charging nurse graduates to work for them, either as volunteers or by directly paying an organization. Remember, student loans must be paid off for many of them and working as volunteers or paying the employers will not help them financially or emotionally. Negative experiences like these may eventually serve as deterrents to new nursing graduates

(Continued on page 8)



Education for Excellence (Cont.)

Demetria Nacis, MA, BSN & Rosalia Benicta, MA, BSN, RN

(Continued from page 7)

For some organizations, it can be quite profitable to hire new nursing graduates as interns who are willing to work without pay or with less pay or without benefits and augment their nursing staff that way. But for the poor new nurses, the next employers could also regard them as being desperate and willing to be paid less after they complete their nursing internships. This may contribute to a decline in nursing quality and excellence. Finally, how much loyalty can an organization expect from someone who was forced to go deeper in debt serving the organization? Let us return to the example of new physicians. New medical graduates do not go that route. They expect to be trained, to be paid while undergoing training, and to move on after their training. They want to pay off their educational debts and not incur more debts. Therefore, since new physicians do not have to pay the organizations to be interns or residents, why should new fully-licensed nurses pay them? Another approach has been to incorporate the transition from student to practitioner before graduation (Saxton et al., 2015). Reportedly, this permits a smoother transition to actual practice.

The incorporation of strategy into teaching is another component of obtaining excellence in nursing education. Evans et al. (2014, page 19) wrote: "Strategic planning for nursing education, when seen through a faculty lens creates a deeper, more meaningful critical analysis of effective program development. New strategies are required for academic institutions to transform their curricula to meet the needs of a dynamic healthcare and changing global environment to provide quality education for students. In this article, an evidence informed process is presented that was progressively co-created by the faculty and facilitators. Seminal business frameworks, leadership development philosophies, and innovative interventions enabled faculty to become engaged and developed as they created a strategic plan for a future-driven nursing program. Phase One presents the process of developing a strategic plan for excellence in nursing education by leveraging faculty potential and preparing for an upcoming accreditation. In Phase Two, four team members from Phase One continue as part of Phase Two team serving as the collective memory for this initial work. This method of strategic planning encouraged faculty engagement and leadership and laid the groundwork for a positive culture change among nursing faculty."

Finally, it should be noted that the association between nursing excellence and education does not end with nursing school or the period thereafter. Education is a lifetime endeavor. Nurse educators can facilitate the development of nursing excellence by (1) "scheduling programs earlier in the day and blocking schedules to allow nurses time to attend", (2) focusing, in a timely manner, on updates that directly affect nursing practice, (3) addressing the needs and interests of the nurses being trained/ updated, (4) keeping the educational experience enjoyable and stimulating (as much as is possible), and (5) incorporating continuing education into the organizational culture (Muehlbauer, 2013, page 21).

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Magnet Status: An Indicator of Nursing Excellence in Hospitals

Divina Finger, MN, BSN, RN

The pursuit of nursing excellence has become a global endeavor. At the forefront of this quest has been the acknowledgment of excellence in nursing through education, research, leadership, advocacy, and regulation by the American Nurses Credentialing Center (ANCC) and the Magnet Recognition Program®. Even the Institute of Medicine (IOM) has recognized the central importance of nursing in achieving healthcare excellence. The quest for healthcare and nursing excellence has expanded internationally. Ferguson (2013, page 556) wrote "International organizations such as the Commonwealth Nurses Federation and the International Council of Nurses, in association with national nurses' groups, ... are joined by organizations such as ANCC that are dedicated to promoting and recognizing excellence in nursing practice. ... The programs of ANCC garner respect because they promote and recognize excellence in a field where it is particularly tangible.

The positive outcomes that result from nursing excellence are intrinsically beneficial at every level. The Magnet® Model of ANCC incorporates the same building blocks that push progress forward: transformational leadership; structural empowerment; new knowledge, innovations, and improvements; and exemplary professional practice. The strategic plan of ANCC includes a goal to grow internationally and to share the framework for nursing excellence around the world. As a result, ANCC has expanded its reach by designating six international Magnet hospitals and 11 international accredited providers of nursing continuing education."

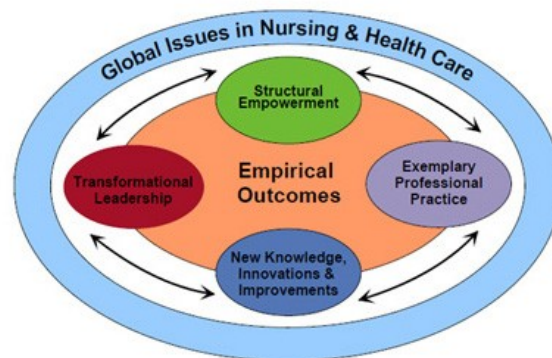
The attainment of that excellence, as indicated by Magnet® recognition is a journey; it is not a static goal. A number of objectives are included in the initiatives associated with Magnet® status. These include (1) establishing the baccalaureate degree of nursing (BSN) as a requisite for both nurse leaders and, by 2020, most direct care nurses and (2) incorporation of evidence-based standards into "structure and processes of care and associated outcomes" (Ponte, 2013, page 310).

Since Magnet® recognition involves far more than a brief article, I have included some diagrams that were obtained online addressing Magnet recognition. Since they were shown in an internet search without indication of source, they are presented as displayed.

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Key Indicators for Excellent Hospitals

Excellent hospitals contribute to the achievement of targeted health outcomes in catchment community.

Excellent hospitals provide value-based health services (inclusive of cost-effective-efficient, quality and safe services).

Excellent hospitals are those that are managed to be sustainable while providing excellent services.





Filipino Excellence - Video and Media

Noa and Nilo Batle, Filipino Artists, Batle Studios, SF, CA



Filipino excellence has been the topic of many inspirational videos and media presentations that are available to be watched on your computer. It is highly recommended that you watch these inspirational internet postings.

From the standpoint of Filipinos in the entertainment industry, the following stand out:

Get Inspired: Filipino Excellence (Part 1) & On Spotlight: Bernardo Bernardo (at <https://www.youtube.com/watch?v=HOuFHS-l6e4>)

Get Inspired: Filipino Excellence (Part 2) & On Spotlight & Creating Lifestyles (at <https://www.youtube.com/watch?v=7reMBWEbSQc>)

From the standpoint of Filipinos in politics, the following stand out:

Get Inspired: Victorious Filipino-Canadian Politician MLA Mable Elmore (at <https://www.youtube.com/watch?v=TdKZGD2W-js>)

Get Inspired: Filipino Health Care & Let's Talk: Showdown between 2 Filipino Canadian (at <https://www.youtube.com/watch?v=rWMemwp9-6l>)

From the standpoint of world renowned legendary Filipina beauty, the following stand out:

(HD) Megan Young - Miss World 2013 (Overall Performance) (at <https://www.youtube.com/watch?v=zeM4dDPEjes>)

Megan Young during her final appearance as Miss World 2013 (at <https://www.youtube.com/watch?v=7k1h8Fzam3A>)

Miss World Philippines 2013 Press Presentation (at <https://www.youtube.com/watch?v=wmyoSRvk7EY>)

PIA WURTZBACH - Her Journey to Miss Universe 2015, the Crown (<https://www.youtube.com/watch?v=UKSuxZ3ZxTo>)

Interview - Pia Wurtzbach as Miss Universe Philippines 2015 (at <https://www.youtube.com/watch?v=SulWDZsl6cQ>)

From the standpoint of children, the following stand out:

Harmony School of Excellence, Houston Filipino Group International Festival 2013 Presentation (at <https://www.youtube.com/watch?v=mwD54WFPvFE>)

From the standpoint of high quality singing/ music, the following stand out:

WHITNEY HOUSTON medley by PHILIPPINES DIVAS (Vocal Excellence) (at <https://www.youtube.com/watch?v=6weaZkSAUu>)

Jamie Rivera, Filipino Gospel singer, performs for Pope Francis (at <https://www.youtube.com/watch?v=DOK-LvxTwRY>)

And, of course, no mention of Filipino excellence would be complete without including the best pound for pound boxer in history, Manny Pacquiao. The following are worth watching:

Manny Pacquiao all knockouts collection 2015 (at <https://www.youtube.com/watch?v=hkTBVYu9iHE>)

Top 25 Greatest Manny Pacquiao Fights HD (at <https://www.youtube.com/watch?v=faEIYfH4aVc>)

Finally, let's take a look at some notable videos involving Filipino nurses which include:

Philippine Nurses Association Dance 2015 (at <https://www.youtube.com/watch?v=5wPuHwXeH4U>)

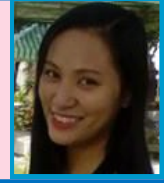
PNA Hymn by Pines City Colleges Nurses (at <https://www.youtube.com/watch?v=kqmm3l-3lvc>)





A Case Study: Why This Is NOT Excellence According to the Nuremberg Code and Belmont Report

Deovina Jordan, PhD, RN & Janine Baptista, BSN



One day, while looking through postings on Craigslist, we decided to look at postings from the Philippines. Therein, we found a posting by a woman on a so-called medical mission in the Philippines. As you can see, she is standing with her colleagues in an open arena. There is no proper sanitation (note the lack of sterile field, clean gowns and clean setting), no privacy for the patients and no regard for the dignity of the patients (note the smiles on the faces of the healthcare providers as they are performing the procedure). This photo concerned me. First of all, it was clearly in violation of medical ethics (which I will address later). Second, it does not reflect very good medical/ nursing care. And, third, it was placed on an international website. One has to ask how many people associated such insensitivity with the healthcare being provided not only by healthcare professionals in the Philippines but also by healthcare professionals all over the world. Just as a picture can be worth more than a thousand words, a picture can also cause a thousand harm. This picture, if taken as being representative of Philippine healthcare and Filipino healthcare professionals, would indicate that both are uncaring, insensitive and unprofessional. Fortunately, because many Filipino healthcare professionals deliver excellent healthcare services worldwide, that conclusion is unwarranted by the picture presented above. Therefore, we will specify why this picture violates rights as conveyed in international codes of medical and nursing practice.

A major document, which was developed at the conclusion of World War Two, was the Nuremberg code (Anon, 2016). While the document focused primarily on healthcare research, it does indicate that patients should not be subjected to “unnecessary physical and mental suffering” as was done to the patients in the picture presented above.

Another notable document, the Belmont Report, indicated that respect for persons, beneficence, justice and non-maleficence are basic ethical principles that healthcare providers must utilize. The “respect for persons incorporates at least two ethical convictions: first, that individuals should be treated as autonomous agents, and second, that persons with diminished autonomy are entitled to protection. The principle of respect for persons thus divides into two separate moral requirements: the requirement to acknowledge autonomy and the requirement to protect those with diminished autonomy.” When looking at the picture included in this article, do you see any respect accorded for the patients? No, you don’t. The second ethical principle is beneficence. Beneficence means that “persons are to be treated in an ethical manner, not only by respecting their decisions but also by making efforts to secure their well-being.” Does lying nude in a public setting and being smirked at reflect the practice of beneficence? No, it does not! The third ethical principle is justice. Justice means that no preferential treatment will be provided to patients by healthcare providers. Do healthcare providers treat rich people or their descendants like the patients being operated on in the picture? No, the rich people will seek better treatment from their physicians. The situation in which the patients in the picture are subjected to constitutes injustice. Non-maleficence means do no harm. The healthcare providers in this picture are harming the patients by not providing privacy, by not practicing infection control and, most of all, by taking away the patients’ dignity when they posted this picture in an international forum. They are also harming the country and the healthcare profession by disrespecting the patients and not following the professional code of ethics.

Filipino and Filipino American healthcare professionals must actively combat such misleading images as this picture. This is not representative of the Philippines and Filipino/ Filipino American healthcare providers and is insulting to their high level of professional skills, knowledge, abilities, and ethics!

References:

Anon. (2016). Nuremberg Code. Retrieved from https://en.wikipedia.org/wiki/Nuremberg_Code

The Belmont Report. (1979). Retrieved from <http://www.hhs.gov/ohrp/humansubjects/guidance/>



PNASC Fall 2015 Education Conference Hosted by PNASC Orange County Sub-Chapter

The Philippine Nurses Association of Southern California (PNASC) Fall 2015 Education Conference was held on November 14, 2015, from 0800 to 1400, at West Coast University located at 2411 West La Palma Avenue, Anaheim, California 92801. The conference was graciously hosted by PNASC Orange County Sub-chapter officers headed by President Marybeth McKinney. The theme of the conference was "Transforming Nursing Through Innovation and Empowerment." The conference was approved for four continuing education hours by the California Board of Registered Nursing.

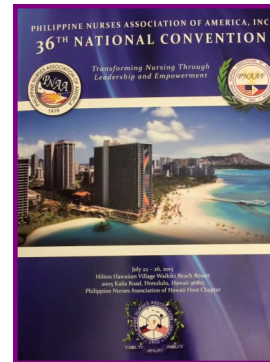
Three excellent speakers presented at the conference! The first one was Laurence Ikeda, MD, who presented "Re-thinking chronic pain." Dr. Ikeda is very knowledgeable on the topic as he has worked on pain therapeutics since 2003. He is currently a Field Medical Director for Global Innovative Pharma Business Unit. In this capacity, he helps healthcare providers in Arizona, California, Hawaii, and New Mexico.

The second speaker was Mr. Juan Caluya, MSN-Ed, RN. He was dynamic as he spoke on a topic that is very familiar to him: "Improving patient satisfaction and customer service through the use of AIDET." AIDET since then has been incorporated into the hourly rounding at the hospital where he works, Torrance Memorial Medical Center. Mr. Caluya is also a nursing faculty at West Coast University-Anaheim.

The last speaker was Ms. Afsaneh Helali, PhD(C), NP-BC, RN. She was passionate as she presented her doctoral dissertation titled "Exploring the effects of Reiki on lowering the level of burnout among nurses." Ms. Helali is a Nurse Practitioner and an Associate Professor at West Coast University-Anaheim.



PNASC Sends Delegates to the PNAA 36th National Convention



The Philippine Nurses Association of America (PNAA) celebrated its 36th National Convention on July 22-26, 2015 at the Hilton Hawaiian Village, Waikiki Beach Resort, Hawaii. PNA - Hawaii was the host chapter!



PNASC, headed by President Melvin Carrillo, sent delegates to the PNAA 36th National Convention!

In the picture are PNAA officers headed by President Leticia Hermosa and President-Elect Dino Doliente.



PNASC President Melvin Carrillo received the PNAA Administrator of the Year Award! Included in the picture are two PNASC awards: PNASC 2015 PRIDE Award for Outstanding Chapter Newsletter Publication and PNASC 2015 PRIDE Award for Outstanding Editorial!



Success is Linked to Excellence

Neil John Yumul, MA, BSN

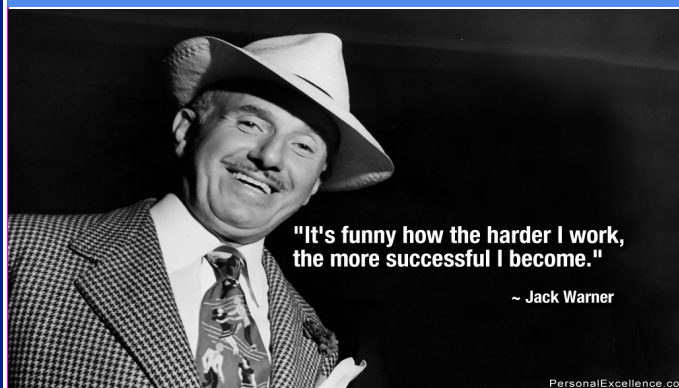
Desire is the key to motivation,
but it's determination and
commitment to an unrelenting pursuit
of your goal
- a commitment to excellence -
that will enable you
to attain the success you seek.
- Mario Andretti -

You will never be a
successful person
if you always follow
the easiest way..
Remember:
There's always an obstacle
to anything worth getting.

Don't run behind success, run
behind excellence, and
success will run behind you.

- Kamari aka Lyrical

boardofwisdom.com



"It's funny how the harder I work,
the more successful I become."

~ Jack Warner

PersonalExcellence.co

Where there is
no commitment,
there is no
success.

Scottie Somers

WHETHER YOU
THINK YOU CAN,
OR THINK YOU CAN'T,
YOU'RE RIGHT.

(HENRY FORD)

Every job is a self-portrait
of the person who did it.
Autograph your work with
excellence.

- Jessica Guidobono

pinnacleperformancechampions.org

Success
is a state of mind.
If you want success -
start thinking of yourself
as a success.

Dr. Joyce Brothers

www.Artpromotive.com

Excellence is Linked to Action

Janine Baptista, BSN

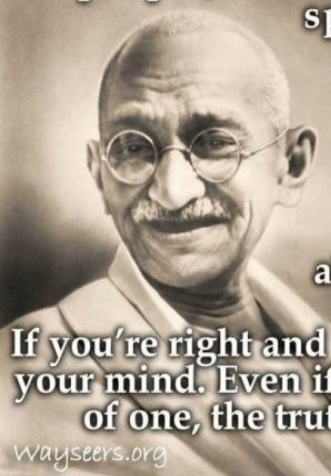


IF YOU DON'T STUDY

You shall not pass!

Excellence is never an accident.
It is always the result of
high intention, sincere effort, and
intelligent execution;
it represents the wise choice of
many alternatives - choice,
not chance, determines your
destiny. ~ Aristotle

"Many people, especially ignorant
people, want to punish you for
speaking the truth,
for being correct,
for being you."



Never apologize
for being correct,
or for being years
ahead of your time.

If you're right and you know it, speak
your mind. Even if you are a minority
of one, the truth is still the truth."
~ Gandhi

wayseers.org

"The **beginning** is the **most**
important part of the work."

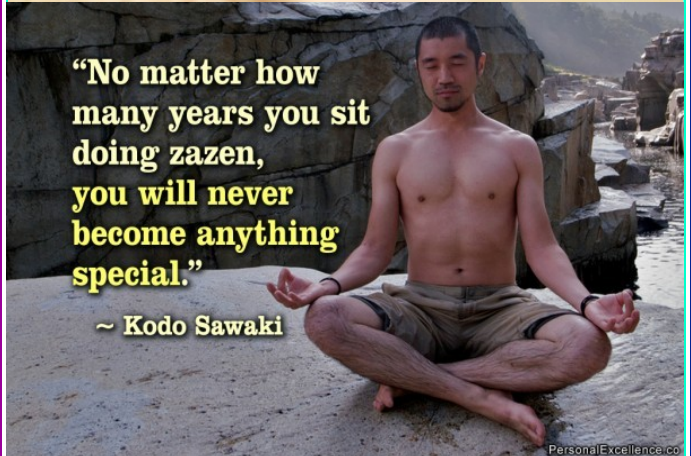
~ Plato



PersonalExcellence.co

"No matter how
many years you sit
doing zazen,
you will never
become anything
special."

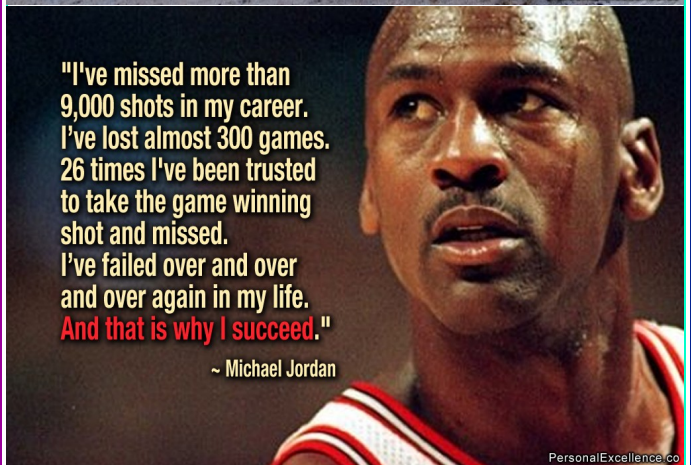
~ Kodo Sawaki



PersonalExcellence.co

"I've missed more than
9,000 shots in my career.
I've lost almost 300 games.
26 times I've been trusted
to take the game winning
shot and missed.
I've failed over and over
and over again in my life.
And that is why I succeed."

~ Michael Jordan



PersonalExcellence.co



proud to be a
nurse



Excellence is Attainable

Demetria Nacis, MA, BSN & Rosalia Benicta, MA, BSN, RN



"Today's excellence is tomorrow's mediocrity; so keep pushing boundaries and pursuing excellence in everything you do."

Dr. Hisham Abdalla Author

"Victory is reserved for those who are willing to pay it's price."

- Sun Tzu

@MMAquote

Perfection is not attainable, but, if we chase perfection, we can catch excellence.

Vince Lombardi

GREAT MINDS THINK FIT™

"The quality of a person's life is in direct proportion to their commitment to excellence, regardless of their chosen field of endeavor."

~ Vince Lombardi

Vincent Thomas Lombardi (June 11, 1913 – September 3, 1970) was an American football coach.

GREAT MINDS THINK FIT™

"Excellence is the unlimited ability to improve the quality of what you have to offer."

~ Rick Pitino

Rick Pitino (1952-) American basketball coach, author and a motivational speaker

GREAT MINDS THINK FIT™

"Excellence is in the details. Give attention to the details and excellence will come."

~ Perry Paxton

Perry Paxton

GREAT MINDS THINK FIT™

"Excellence is doing ordinary things extraordinarily well."

~ John William Gardner

John William Gardner (1912 - 2002)
Author, Former Secretary of Health, Education, and Welfare

GREAT MINDS THINK FIT™

"Excellence means when a man or woman asks of himself more than others do."

~ José Ortega y Gasset

José Ortega y Gasset (1883 - 1955)
Spanish liberal philosopher

Excellence is Attainable (Cont.)

Demetria Nacis, MA, BSN & Rosalia Benicta, MA, BSN, RN



Where Excellence Is Lacking

Janine Baptista, BSN

GREAT MINDS THINK FIT™

**"If you want to achieve excellence,
you can get there today.
As of this second, quit doing less-
than-excellent work."**

~ Thomas J. Watson

Thomas John Watson, Sr. (1874 – 1956)
American president of International Business Machines (IBM)

**"THE SMALLEST DEED
IS BETTER THAN
THE GREATEST
INTENTION."**

~ JOHN BURROUGHS

PersonalExcellence.co

**"Excellence is not a singular
act, but a habit. You are what
you repeatedly do."**

~ Shaquille O'Neal

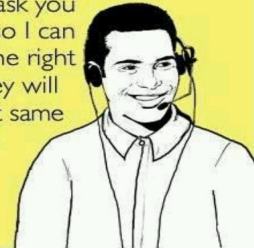
**THE SECRET OF JOY
IN WORK IS
CONTAINED IN ONE
WORD –
EXCELLENCE. TO
KNOW HOW TO DO
SOMETHING WELL IS
TO ENJOY IT.**

PEARL S. BUCK

QuotePixel.com

I'm just going to ask you
a few questions so I can
transfer you to the right
department. They will
ask you the exact same
questions and be
of no help.

your eCards
somecards.com



FunTimeLOL.com

**BUT I DON'T WANT
TO GO OUTSIDE.
THERE ARE PEOPLE THERE.**

WALLS360 | @zazzle

Are you lonely?

Tired of working on your own?
Do you hate making decisions?

HOLD A MEETING!

You can –

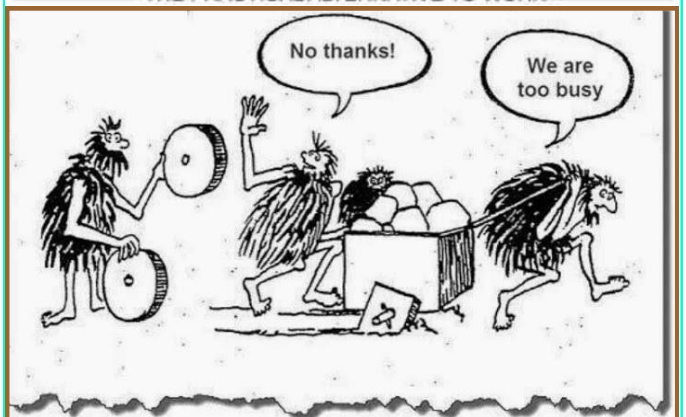
- See people
- Show charts
- Feel important
- Point with a stick
- Eat donuts
- Impress your colleagues

All on company time!



MEETINGS

— THE PRACTICAL ALTERNATIVE TO WORK —





The Cutting Edge of Research

Deovina N. Jordan, PhD, MSN, MPH, BSN, RN, BC

Inadequate access to screening and treatment services is a factor in cervical cancer being the second leading cause of cancer cases and deaths among Filipino women. Visual inspection with acetic acid (VIA) was reported to be both effective and cost-effective particularly for the age range of 35 to 45 years old. VIA was shown to reduce both the number of cervical cancer cases and deaths by about 25%. Vaccination against HPV types 16/18 at age 11 years old was also recommended as being cost effective in reducing cervical cancer among Filipinos.

Source: Guerrero, A. M., Genuino, A. J., Santillan, M., Praditsithikorn, N., et al. (2015). A cost-utility analysis of cervical cancer screening and human papillomavirus vaccination in the Philippines. *BMC Public Health*, 15:730, 17.

Adolescent pregnancy rates in the Philippines had increased from 8% in 2003 to 10% in 2008. Thirty-five percent of pregnant adolescents were nutritionally-at-risk. Major health problems included iodine deficiency and anemia. Further research was recommended to address why more Filipino adolescent females are becoming pregnant.

Source: Capanzana, M. V., Aguila, D. V., Javier, C. A., Mendoza, T. S., & Santos-Abalos, V. M. (2015). Adolescent pregnancy and the first 1000 days (the Philippine situation). *Asia Pac. J. Clin. Nutr.*, 24 (4), 759-766.

Diet-related chronic health conditions are prevalent among Filipino Americans. To address that issue, a Tagalog-language food behavior checklist (FBC) was developed. Face validity was reported. Additional research was recommended.

Source: Banna, J. C., Buchthal, O. V., & Tauyan, S. (2015). Assessing face validity of a food behavior checklist for limited-resource Filipinos. *Hawaii J. Med. Public Health*, 74 (10), 334-340.

Filipino men had the highest overall incidence rates for thyroid cancer compared to whites and other Asian subgroups.

Source: Jin, H., Pinheiro, P.S., Xu, J., & Amei, A. (2015). Cancer incidence among Asian American populations in

the United States, 2009-2011. *Int. J. Cancer* (EPUB ahead of print).

The high risk of Filipino Americans for cardiovascular disease is linked to hypertension, type 2 diabetes, and metabolic syndrome at lower BMI levels.

Source: Abesamis, C. J., Fruh, S., Hall, H., Lemley, T., & Zlomke, K. R. (2015). Cardiovascular health of Filipinos in the United States: a review of the literature. *J. of Transcultural Nurs.*, 1-11.

A nurse-led structured discharge planning program for Filipinos with acute myocardial infarction (AMI) is effective in "improving perceived functional health status, cardiac self-efficacy, and patient satisfaction, while reducing the number of unexpected hospital revisits, among Filipino patients with AMI."

Source: Cajanding, R. J. (2015). Effects of a structured discharge planning program on perceived functional status, cardiac self-efficacy, patient satisfaction, and unexpected hospital revisits among Filipino cardiac patients. *J. of Cardiovascular Nursing*.

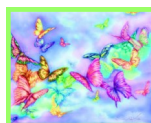
Dietary acculturation among Filipino Americans has been associated with increased BMI, waist circumference and fat intake.

Source: Vargas, P., & Jurado, L. (2015). Dietary acculturation among Filipino Americans. *Int. J. Environ. Res. Public Health*, 13.

Consumption of fruits and vegetables by Filipino Americans has a strongly negative relationship with BMI. However, consumption of fat and sugar is strongly correlated with BMI.

Source: Serafica, R. C., Ceria-Ulep, C. D., & Lane, S. H. (2015). *Hapag Kainan*: dietary consumption of fat, sugar, fruits and vegetables among Filipino Americans. *J. of Cultural Diversity*, 22 (3), 95-104.

(Continued on page 18)



The Cutting Edge of Research (Cont.)

Deovina N. Jordan, PhD

(Continued from page 17)

The risk for being overweight for Filipino adult immigrants increases with the duration of US residence.

Source: Afable, A., Ursua, R., Wyatt, L. C., Aguilar, D., et al. (2015). Duration of US residence is associated with over-weight risk in Filipino immigrants living in New York metro area. *Family Community Health*, 39 (1), 13-23.

Foreign-born status, advanced maternal age and overweight/obesity were associated with increased risk for gestational diabetes among Filipino Americans.

Source: Zhao, J. P. B., Want, E. J., Nimbal, V., Osmundson, S., et al. (2015). Racial/ethnic differences in gestational diabetes prevalence and contribution of common risk factors. *Paediatric Perinatal Epidemiology*, 29, 436-443.

Filipino Americans are diagnosed with type 2 diabetes at a significantly lower age (8.4 years younger) than non-Hispanic whites.

Source: Becerra, M. B., & Becerra, B. J. (2015). Disparities of age at diabetes diagnosis among Asian Americans: Implications for early preventive measures. *Preventing Chronic Disease*, 12, E146.

Major depressive disorder (MDD) among Filipino Americans has been associated with increased length of stay in the United States.

Source: Ai, A. L., Nicdao, E. G., Appel, H. B., & Lee, D. H., J. (2015). Ethnic identity and major depression in Asian American subgroups nationwide: Differential findings in relation to subcultural contexts. *J. Clin. Psychol.*, 71, 1225-1244.

Depression among middle aged and older Filipinos is significantly associated with two role transitions, namely the loss of a spouse and entry (and exit) of grandchildren in the household.

Source: Chen, F., Bao, L., Shattuck, R. M., Borja, J. B., & Gultiano, S. (2015). Implications of changes in family structure and composition for the psychological well-being of Filipino women in middle and latter years. *Research on Aging*, 1-25.



Nurse Excellence Song (Parody of Celebration)

James L. Jordan, PhD, PhD, MAdmin, BA, BSN, RN

Parody Portion is in Black. Original Song is in Red.

Alright!

Yahoo!

Nurse excellence

Celebration

Alright!

Yahoo!

You heal so excellently

This is your celebration

Excellent health care, RN!

Celebrate good times, come on!

(Nurse excellence)

(Let's celebrate)

Excellent health care, RN!

Celebrate good times, come on!

(Nurse excellence)

(Let's celebrate)

You have much compassion for others

There's a party goin' on right here

A healing touch to give to humanity

A celebration to last throughout the years

So let your professionalism and training show

So bring your good times and your laughter too

Your excellence is for everyone to know

We gonna celebrate your party with you

RN means excellent care

Come on now, celebration

Release that excellence and heal some one

Let's all celebrate and have a good time

Nurse excellence

Celebration

Release that excellence and heal some one

We gonna celebrate and have a good time

So let us join and rejoice

It's time to come together

What you've done and what you will do.

It's up to you, what's your pleasure?

The world wouldn't be the same without you!

Everyone around the world come on!

Alright!

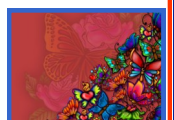
Yahoo!

You have nurse excellence

It's a celebration

Alright!

Yahoo!





A Few Minutes With the Bible About Excellence

James L. Jordan, PhD, PhD, MAdmin, BA, BSN, RN

The Bible is a literature masterpiece. It is the most widely distributed and most reliable source of wisdom in human history. If the Bible could speak, one would find a great deal of wisdom about excellence. For the sake of this paper, it will be assumed that the Bible is a person and is speaking to us. Since the Bible is very old, it will speak to us in King James English, which is very close in translation to the Jewish version (the Masoretic text) of the Jewish Bible (Christian Old Testament only). So, questions will be asked and the Bible will respond accordingly.

Question: Why pursue excellence?

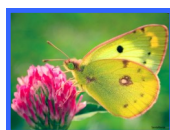
Bible: "Observe and hear all these words which I command thee, that it may go well with thee, and with thy children after thee for ever, when thou doest that which is good and right in the sight of the LORD thy God" (Deuteronomy 12:28).

Question: Do you have any comment regarding excellence in behavior?

Bible: Yes. "Be not overcome of evil, but overcome evil with good" (Romans 12:21). "Prove all things; hold fast that which is good" (1 Thessalonians 5:21). "In all things shewing thyself a pattern of good works: in doctrine shewing uncorruptness, gravity, sincerity" (Titus 2:7).

Question: What constitutes excellence in behavior?

Bible: "The King say unto them on his right hand, Come, ye blessed of my Father, inherit the kingdom prepared for you from the foundation of the world: For I was an hungred, and ye gave me meat: I was thirsty, and ye gave me drink: I was a stranger, and ye took me in: Naked, and ye clothed me: I was sick, and ye visited me: I was in prison, and ye came unto me. Then shall the righteous answer him, saying, Lord, when saw we thee an hungred, and fed thee? Or thirsty, and gave thee drink? When saw we thee a stranger, and took thee in? Or naked, and clothed thee? Or when saw we thee sick, or in prison, and came unto thee? And the King shall answer and say unto them, Verily I say unto you, Inasmuch as ye have



done it unto one of the least of these my brethren, ye have done it unto me. Then shall he say also unto them on the left hand, Depart from me, ye cursed, into everlasting fire, prepared for the devil and his angels: For I was an hungred, and ye gave me no meat: I was thirsty, and ye gave me no drink: I was a stranger, and ye took me not in: naked, and ye clothed me not: sick, and in prison, and ye visited me not. Then shall they also answer him, saying, Lord, when saw we thee an hungred, or athirst, or a stranger, or naked, or sick, or in prison, and did not minister unto thee? Then shall he answer them, saying, Verily I say unto you, Inasmuch as ye did it not to one of the least of these, ye did it not to me. And these shall go away into everlasting punishment: but the righteous into life eternal" (Matthew 25: 34-46).

Question: Do you have any comment regarding excellence in speech?

Bible: Yes, "he that hath knowledge spareth his words: [and] a man of understanding is of an excellent spirit." (Proverbs 17:27). "Be not deceived: evil communications corrupt good manners" (1 Corinthians 15:33).

Question: As a conclusion, what do you recommend regarding excellence?

Bible: "Finally, brethren, whatsoever things are true, whatsoever things [are] honest, whatsoever things [are] just, whatsoever things [are] pure, whatsoever things [are] lovely, whatsoever things [are] of good report; if [there be] any virtue, and if [there be] any praise, think on these things" (Philippians 4:8).





An Inspirational Story About Nurses in the News

Christine Jean Benicta

Nurse of 44 Years Finds Out She DID Make a Difference in Patients' Lives

by [Terry Turner](#) - December 2, 2015



If you ever wonder whether you can make a difference in someone's life, look at this 1988 picture from Children's Nurse magazine. The nurse on the left is Lynn Bartos, who spent years helping treat the little girl, Nichole Frye, who had been born with a serious birth defect.

The girl called the nurse "Sweet Linnie" and the nurse called little Nichole, "Ninni."

After almost 25 years, the two met again by chance, and Lynn learned just how much she did make a difference in her patients' lives, when the roles were reversed. This time, she was the patient in a hospital being treated for rheumatoid arthritis, when a young nurse came in to adjust her medicine. Lynn felt something familiar about her and read the name on her name tag.

"Ninni?" she asked.

Sure enough, little Nichole, now 30, had followed in the foot steps of "Sweet Linnie," the nurse who inspired her as a little girl and nursed her through years of surgery and treatment. "When you get to be my age, you look back and wonder if you made a difference," she told the [Milwaukee Journal Sentinel](#). She found out she really did.

(Photo: Children's Nurse magazine – SEE more photos at the [Journal Sentinel](#))

The Holidays: A Time to Rejoice

Abbygale Frances Palapar



But not a time to get caught!



PNASC 2015 4-in-1 Event Photos



PNASC President Melvin Carrillo, PNAAP President-Elect Dino Doliente, and PNAAP & PNASC Past President and NCEMNA President Mila Velasquez during PNASC's 4-in-1 Event!



PNASC Treasurer, Roland Santos; PNAAP Founder & PNASC Past President Dr. Clarita Miraflor; President-Elect Dino Doliente; PNASC Auditor Regalado Valerio; PNASC Recording Secretary Leilani Unite, and PNASC Advisory Council member and PNASC Past President Josie Estaris de Jesus!



PNAAP Founder & PNASC Past President Dr. Clarita Miraflor (left) and PNASC President Melvin Carrillo (right) presenting plaques and certificates of appreciation to speakers Dr. Karen Kim Embrey and Ms. Ilene Richards during PNASC's 4-in-1 Event!



California State University Los Angeles nursing students: Cassandra Adams, Tiffany Lin, Angela Doan, and Kevin Tran, garnered the second prize in the Talent Show. Also in the picture are: PNASC Executive Board member Maria Sagun (fourth from left) and PNASC President Melvin Carrillo (last)!



The officers of PNASC - West Los Angeles Sub-chapter were installed by PNASC President Melvin Carrillo. They are: Adolfo Famas, President; Victoria de Leon, President-Elect; Imelda Pichon-Queja, Vice President; Joan Romero, Recording Secretary; Dorothy Visitacion Lim, Corresponding Secretary; Erlinda Dumas, Treasurer; Mariane Ivy Dimalanta, Asst. Treasurer; Jenita Gutierrez, Auditor; Marietta Lucero, PRO; Lawrence Santiago, Parliamentarian; Marietta Salcedo, Shirley Sabare, Lilian Patague, Erlyn Munda, Board of Directors; and Josie Estaris de Jesus, Adviser.



The officers of the PNASC West Los Angeles Sub-chapter won third prize in the Talent Show. Also in the picture is Dr. Emma Cuenca (wearing the Christmas hat).

Congratulations!



Ms. Mila Velasquez was inducted as NCEMNA President.



PNASC won the 2015 PRIDE Award for Outstanding Chapter Newsletter Publication



Dr. Deovina Jordan, PNASC Executive Board Member, won the 2015 PRIDE Award for Outstanding Editorial.



Mr. Melvin Carrillo, PNASC President, won the Nurse Administrator of the Year Award given by PNAA in July 2015.



Mr. Regalado Valerio, PNASC Auditor, was given the DNP Scholarship Award by PNAA in July 2015.



Ms. Maricar Jones, PNASC EB member, graduated from Duke University with an MSN in Nursing Informatics in December 2015. She received the MSN Scholarship Award given by PNAA in July 2015.



**Budget and Finance Chair
Roland Santos, MSN, RN**

**PNASC
Total Assets
as of
12/31/2015**

\$56,400.00



Community Outreach Events/



HEALTH FAIR



**August 9, 2015 -
Santa Ana Health Fair**

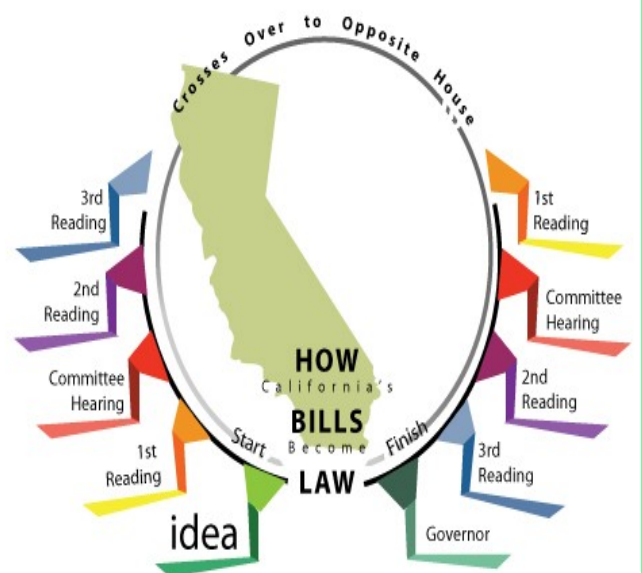


**October 16, 2015 -
Women's Health
Conference &
Business Expo
First Aid Booth**



**December 12, 2015 -
PNASC Toy Drive**

Legislative Corner

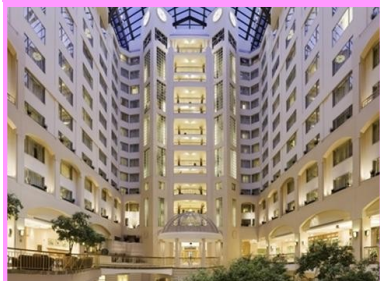


Upcoming 2016 PNAA Convention in Washington, DC

The Philippine Nurses Association of Metropolitan DC (PNAMDC) will be hosting the PNAA 37th National Convention in Washington, DC. from July 20, 2016 (Wednesday) to July 24, 2016 (Sunday). It will be held at the Grand Hyatt Hotel located at 1000 H. Street, Northwest, Washington, DC. A number of activities are planned. For more information, please refer to the PNAA website.

Specific information was provided at http://media.wix.com/ugd/9a2b7c_a2d909a56dd9485fad0e5705455f9c9f.pdf.

Images of the Grand Hyatt in Washington DC are shown below:

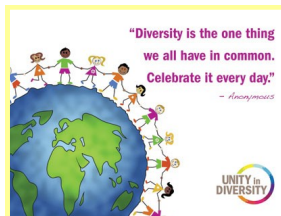


Diversity: How Diverse is Nursing Anyway? Neil John Yumul, MA, BSN

A recent report in Nurse.com (2016), reported that Whites comprise 87% of registered nurses in the US. 70% are employed full-time. 10% possess Masters and/ or Doctorate degrees.

Blacks or African Americans comprise 4.9% of registered nurses in the US. 86% are employed full-time. 11% have Masters and/ or Doctorate degrees.

Asians or Pacific Islanders comprise 3.7% of registered Nurses in the US. No information was provided regarding their full-time employment or advanced degree status.



Our Motherland Noa and Nilo Batle Filipino Artists Batle Studios, SF, CA



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Announcement! Visit PNASC's new website

Calendar of Events

July 2015 - EB Meeting

August 2015 - EB Meeting

September 2015 - EB Meeting

October 2015 - EB Meeting

November 2015 - PNASC Fall 2015
Education Conference hosted by
PNASC Orange County Sub-Chapter

December 2015 - PNASC 4-in-1 Event:
Winter Seminar, Talent Show, Christmas
Celebration, & Toy Drive

The Philippine Nurses Association of Southern California (PNASC) Executive Board and Advisory Council would like to thank the members and readers who have written and e-mailed us about their questions, concerns, and comments. Please continue to let us know of your needs by writing to us at PNASC., Inc., P.O. Box 533, Walnut, CA 91788 or e-mailing/ contacting us at www.PNASC.org.

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**Please submit materials for publication to:
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E-Mail: djjord1@yahoo.com

**All materials for publication will be edited and
will become property of PNASC.**



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