



Just For Nurses Nursing Program Update

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NIS Nurses Receive Primary Care Skills Training

AIHA's partnership focus has evolved over the past ten years, moving from a concentration on hospital based care to community-based primary care. This presented a challenge to our nursing program, because many of the legacy programs focused on developing nurse leadership and education, but did not include practical clinical skills that are needed for nurses in a primary care center. In response to this, AIHA established a pri-

mary care nursing steering committee, consisting of nine US and NIS nurses from AIHA partnerships. This committee designed a series of workshops designed to provide partnership nurses with a common set of basic skills. The first series of workshops focused on physical assessment, communication skills, health promotion, and patient education. Over 125 nurses from throughout the NIS were trained in these 4-day programs.

For the second series of workshops, the steering committee chose to focus on mental health, dental hygiene, geriatric care, adolescent health, asthma, and time management. So far, work-



Ukrainian nurses listen to a presentation about dental health.

shops have been conducted in Yerevan, Tbilisi, Baku, and Kiev. The final workshop in this series be held for Russian nurses in St. Petersburg this May.

Following the May workshop, the committee will convene again to propose activities for next fiscal year.



Sevinj Veliyeva, a member of the PHC Nursing Steering Committee and an INLI graduate served as guest faculty in the Baku Workshop.

Nurse Leaders in the Making

The second of three sessions of the International Nursing Leadership Institute for Class III was held in Tbilisi, Georgia in early March. The three-part series of workshops are designed to create a cadre of nurse leaders from the NIS/CEE. During the final session they are required to present the results of a project they began at the beginning of the Institute.

Twenty-two nurses participated in session two: 7 from Ukraine, 8 from Armenia, 2 from Azerbaijan, 3 from Georgia, and 5 from Russia and 1 from Moldova. The faculty consisted of Maya Simonyan, an Armenian nurse who had graduated from the second class,

Svetlana Antonova from the Central Clinical Hospital in Moscow, and three US nurses: Jane Younger, Ann Marie Brooks and Sharon Weinstein.

Guest speakers for this session included graduates from Class I and Class II of INLI, Lia Mamaladze and Ketevan Garsevanishvili.

Both US and NIS faculty presented on a series of topics during the second session. Topics included; Project development and Publication Update, Barrier Management (challenges in the workplace), Time Management, Review of Teamwork, Collaboration-Creating Strategic Partnerships, Creating a Com-

puting Vision and Empowering Others, Choosing a Communication Style, Effective Leadership, Adult Learning Principles, Conference Planning, Customer Service, Systems Thinking, SWOT Analysis, and Continuous Quality Improvement.

During the workshop, the participants made presentations of their progress on their proposed individual projects. The faculty and class evaluated the individual projects and the presentation styles. The students also worked individually with the faculty on manuscripts that will be submitted to various medical journals after graduation from INLI in the summer.

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Upcoming Nursing Events:

- Magnet Nursing Consultation in Armenia: April 8-12
- CAR Nursing Council Meeting: April 23-25
- Russian Primary Care Nursing Workshop: May 13-16
- Primary Care Nursing Steering Committee Meeting: May 17
- Session 3, International Nursing Leadership Institute: June 5-11
- Magnet Nursing Consultation in Russia: early June

ARISTA 3 Europe Think Tank By Dr. Elena Frolova

In February this year, a forum of international nurse leaders was held in London, UK. Experts on nursing from across Europe got together in order to discuss the preferred future of the profession they had committed themselves to. Among those sitting at the expert table along with the representatives of the Central and Western European countries, there were several participants of AIHA nursing programs from the NIS as well as AIHA Executive Director Mr. Smith, a

member of Sigma Theta Tau International, the Honor Society of Nursing.

Over the course of three days, the delegates have been performing the opinion exchange that laid foundation for developing recommendations in such domain of nursing activity as education, research, provision of quality patient care, recruitment and retention, promotion of nursing and nurse rights. All this will help nurses everywhere, but first and foremost, in the former

Soviet Union speak in one voice to be heard and do the better job in serving those who are in need.

We are Looking for Interested Communities:

AIHA has applied for a new grant which would enable us to sponsor one-time trips of Russian nurses to the US to learn about healthcare delivery in the US, and particularly the role of the nurse. Each of the five US communities that participate in the program will be asked to host 8 nurses in local homes for 10 days and set up visits with local providers. For more information about volunteering, please contact Emily Adams Korff.

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Continuing Education is no Longer a “Distant” Goal

At the suggestion of AIHA Board Member, Sheila Ryan, AIHA initiated a pilot nursing distance education program in Fall 2001. This project tests a method of Internet-based, online, shared learning among graduate students from UNMC with those of similar preparation from Erebouni College in Yerevan, Armenia. The course began at the beginning of September and was presented mostly through a series of online experiences and

learning activities with students from both countries participating in groups of “global learning communities.” For the few introductory and monthly TV classes, videos were sent to the students in Armenia

Over a 15-week period, students engaged in online group learning with assigned team tasks to examine health care changes in systems, in global models, and in professional practice. Evolving sciences of complexity and chaos

theory guide the improvement principles toward global systems and US care systems changes. During the course, the students have participated with online assignments, posted comments from readings, applied learning of system redesign to their own situation and participated in group discussions and projects. The students traveled to Nebraska in February in order to meet with the faculty and be oriented to the University.

Romanian Nurses Receive Primary Care Training

Last year AIHA conducted a series of primary care nursing workshops in the NIS focusing on physical assessment, patient education, health promotion and communication skills. This March, in conjunction with the Romanian Ministry of Health and the AIHA-sponsoring Nursing

Resource Center in Cluj, AIHA was able to hold the first training workshop for CEE nurses.

Fifteen nurses were invited to participate in the 3-day workshop. The faculty were experienced US nurses trainers Jackie Paulson, Darlene Weis, Laure Lisk and Barbara Fisher.



Romanian nurses Monica Iancu (l) and Ioana Cristoltean (r) make a poster presentation



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About this Update

This is the first edition of what will be a quarterly update reporting on activities and successes of AIHA’s nursing activities. It will be distributed to all volunteers working on various nursing activities as well as nurse coordinators from AIHA partnerships. We encourage contributions about any AIHA-related nursing activity. Submissions for next edition can be up to 250 words and should be submitted to Emily Adams Korff by June 15, 2002.

AIHA and Nursing

Skilled nursing professionals are a vital link to patient care and an essential component of any health system. In the NIS and CEE, however, nursing has been largely neglected. Since 1992, AIHA partners have been successfully working to establish nursing as an independent and vital profession, rather than a mere extension of the role of physicians. By breaking down barriers such as a lack of professional standards for nurses, a lack of an independent nursing care structure based on critical thinking, a systemic inability of nurses to engage in clinical or administrative decision-making processes, and a lack of baccalaureate- and advanced-level degree programs, AIHA partners have played a significant role in improving the status of nurses and, by extension, the quality of healthcare in these regions.

Nursing Quality Improvement Initiative (Magnet Program)

The Magnet Program is a credentialing program for a broad spectrum of healthcare facilities committed to improved nursing care by meeting research-based standards of care and professional performance. Focused upon nursing as an essential service, findings demonstrate that the program leads to a cultural transformation within the institution, better recruitment and retention of nurses, and progress in the standing and contribution of nurses. Additionally, Magnet healthcare organizations demonstrate increased staff morale overall, collabora-

tive working relationships among the professions, attraction of high quality physicians and specialists, elevation of the reputation of the institution with the community, and higher patient quality indicators and satisfaction. These outcomes are achieved at an ultimate cost benefit to the organization.

A two-year, multi-site project will be undertaken within Armenia and Russian Federation, to evaluate the effectiveness of the Magnet Program as a means of promoting and validating high standards of nursing services

and measuring effects upon organizational environments. Four pilot sites from Armenia and Russia were chosen to participate in this pilot program. These hospitals are Erebuni Hospital, Emergency Scientific Medical Center, Central Clinical Hospital, and Hospital #122. The project will incorporate strong research and education components.

The ultimate aim of this process is to create centers of excellence and validate high standards of nursing healthcare through the Magnet Nursing Services

Recognition Program (MP). Aware of the significant resource scarcities and multiple challenges faced by health systems in the region, the program will provide intensive developmental assistance to selected institutions that will eventually enable them to meet the standards. Ongoing training and education will promote the adoption of the approach by national policymakers and other institutions within the selected countries. The program will be implemented by AIHA, with assistance from ANCC and volunteer US Partners involved in the countries specified.