



PADONA/LTCN

Pennsylvania Association of
Directors of Nursing Administration

DEDICATED TO SERVICE
COMMITTED TO CARING

SEPTEMBER 2015



How to Reach Us at :

Susan Piscator,
**Chair, Board of Directors/
Executive Director**
PADONA

660 Lonely Cottage Drive
Upper Black Eddy,
PA 18972
610-847-5396 /
padona@epix.net

Terri Gabany,
Area I President
tgabany@grovesmanor.care

Debra Wright
Area II President
debra.wright@albrightcare.org

Lois Pasco
Area III President
lpasco@verizon.net

Susan Piscator,
Editor
padona@epix.net

Candace Jones,
Administrative Director
padonaadm@aol.com

Sue Keogh,
Asst Editor /Webmaster
jim49sue@epix.net

PADONA E-News

Dear PADONA Members:

It is hard to imagine that Labor Day is just around the corner and the kids are back in school. In the blink of an eye we will be worrying about the pending snow storms and staffing issues.

It is also the time of the year that we are going into full convention mode. In the very near future you will be receiving a mass email announcing the registration for the 2016 convention once again at the beautiful Hotel Hershey on March 30 & 31 and April 1, 2016. To ensure that you receive all of our pre-convention emails be sure we have your current email address and that you can receive attachments. If you prefer, you will also be able to register and pay online by visiting our website.

Just a reminder: the DON Certification Course is September 29 & 30 and October 1 & 2, 2015 at Courtyard Marriot, Fountain Road, Plymouth Meeting, PA. The registration fee will include the certification exam at no additional cost. If a retake of the examination is required there will be a re-take fee. The deadline for registration is September 8, 2015.

Thank you to 2015 Convention speaker Kathleen Pagana for providing the article in this e-news. Next month the e-news will feature an article by Ed Leigh, one of the 2016 convention speakers. I would encourage any of our members who have an article they would like to share to send it to me.

Have a safe and relaxing Labor Day enjoying an end of the season picnic.

Chair, Board of Directors/Executive Director

Balancing Your Life in the Midst of Change and Chaos

Written by Kathleen D. Pagana, PhD, RN

Keynote Speaker and Best-selling Author, www.KathleenPagana.com

Probably many of us could relate to the "frog in a pot" scenario. A frog would not jump into a pot of boiling water and sit there. But, a frog could be relaxing calmly in a warm pot and be unaware that the water temperature is getting hotter and hotter. So, it is with us. We are well aware of major hassles and stressors. However, often it is the accumulation of a lot of little things that heat up our lives and cause an imbalance. As a result, change and chaos take a toll on our health and happiness.

Continued to Page 2



This article addresses life balance. To pretend that what's going on in our personal lives can be boxed, taped shut, and locked in our car while at work is silly and unrealistic. An unbalanced life doesn't just impact you and me. It affects the service we provide to our patients and the working relationships we have with our colleagues.

Over a long career in nursing, I have learned some valuable strategies you may find helpful in balancing your life. I will share 7 of those in this article.

Here are some ideas that can help us avoid being like the frog innocently relaxing in a pot of warm water.

1. Make a commitment to improve

Recently I received a birthday card that asked, "Have you heard about the new Miracle Birthday Diet? You eat all the cake, ice cream, and goodies you want...And if you lose weight, it's a miracle!" Likewise, it would take a miracle to achieve life balance without doing anything. We need to make a commitment. Let's focus on what we can control and take responsibility. It is the only sure way to start. Ask yourself, "What would it take to be committed to life balance?" It is going to require some kind of change.

2. Work from your power base

One thing I learned from being a nurse educator for almost 25 years is that nurses are very intelligent. It is hard to get into a nursing program and students in nursing work very hard. We have degrees, certifications, awards, experience that can make us successful at any goal we aim to target. Use your power base to target life balance.

3. Reject busyness as a "badge of honor"

Many nurses love to discuss how busy they are and how they often don't have time for lunch or bathroom breaks. Discussions like these provide the subtle message that important people don't have time for balance and need to just get back to work. That is the wrong message. As Socrates said, "Beware of the barrenness of a busy life."

4. Decide what not to do

As our careers and life situations evolve, we need to decide what not to do. For example, what may have been very helpful earlier in our career, may not be beneficial now. If so, let it go. Can you delegate it to someone else? You could be providing an opportunity for someone else while relieving you of something you need to unload. Think of a large trashcan. What can you put in it? Load it up.



5. Value self-care

In his book, Fit Nurse, Gary Scholar notes the disconnect between how much health care providers give of themselves to patients and the profession, and how underserved they are when it comes to their own well-being. Many nurses see self-care as black or white. You are either honorable as you take care of others or you are selfish when you take care of yourself. This has to change! We cannot focus on others and be lousy at caring for ourselves. Health care professionals have an obligation to model healthful behaviors for patients and for the community. We will be more successful counseling others if we are living a healthy, balanced life.

6. Plan for success

As Glasbergen notes in a cartoon, “What fits your busy schedule better, exercising one hour a day or being dead 24 hours a day?” Be proactive and put exercise on your calendar. Remember that a “to-do” without a “when” never gets done. Just as we would not tell a patient to skip physical therapy, we should not skip our planned fitness activity.

If I offered you a magic pill that would lower cholesterol, increase energy, lower blood sugar, help control weight, and increase mental clarity, would you take it? YES. Exercise is the pill! Don’t view exercise as a chore. Instead, view it as “me” time. Think of the “E” in exercise as “enjoyment” versus “excruciating.”

7. Strive for lifelong fitness

An older man recently told me, “If I had known I was going to live this long, I would have taken better care of myself.” That is a lesson for all of us. Time for physical activity is often the last thing we want to do, but it usually ends up having a positive impact. On a recent birthday, a colleague sent me a link for a longevity calculator. To my surprise, I am expected to live to be between 95 and 105! Try this yourself.

<http://gosset.wharton.upenn.edu/mortality/perl/CalcForm.html>.

Several years ago, a 100 year- old man completed a marathon and this was recorded in the Guinness World Book of Records. What is fascinating is that he was not a runner all of his life. He started running at age 82 after his wife died. This should be an inspiration for all of us. It is never too late to start exercising.

I hope these ideas can help you balance your life. I have always found that if I get one new implementable idea from a conference or article, I have gotten my return on investment. I challenge you to implement at least one new idea that can help you avoid being like the frog innocently relaxing in a pot of warm water.



Regulatory Spotlight: “Q and A”

Question submitted to PADONA:

I am looking for guidance on hiring an individual that has not lived in Pa for two years therefore requiring Federal Finger Printing. If I have proof that the applicant went for the finger printing test can I start orientation with them while I wait for the results? We are located very close to Delaware and not far from MD and often get these applicants.

Answer to the above question is as follows:

The Act allows for a 90 day provisional hire -- must be in their policy

1. Must have proof that they have applied
2. Must affirm in writing that they have not been convicted of one of the prohibitive offenses
3. Facility has no knowledge of info pertaining to the applicant which would disqualify them

Congratulations Gift Card Winners!

Members of all three PADONA areas were encouraged to submit ideas on how to reach non-members and spread the word about membership benefits while having the chance to win a \$50.00 gift card!! We are pleased to announce to you the winners of the contest and their ideas:

Area I - Gail Mertens

Alert nurses of PADONA as a resource for long term care regulations.

Area II - Tina Yothers

Share benefits of membership during a DON but non-PADONA conference.

Area III - Susan McGinley

Change up the email blast with “color” for it to pop out and include the names of the facilities which have joined.



Congratulations and thank you for taking the time to submit your ideas on how we can “spread the word”!

Welcome New Members!

- Shannon Ebinger - Reading Health Rehabilitation Hospital - Area III
- Valerie Geyer - Reading Health Rehabilitation Hospital - Area III
- Pat Hahn - Brookline Manor - Area II
- Tina Krentz - South Fayette Nursing Center - Area I
- Bonnie Kuzma - Brethren Village - Area II
- Betty Norris - Nugent Convalescent Home - Area I
- Tammy Stollar - Transitions Healthcare - Area I
- Lee Werner - Moravian Village of Bethlehem - Area III



DON Certification Program

Location: Courtyard Marriott, Plymouth Meeting, OA

Dates: September 29 & 30 and October 1 & 2, 2015 (Tuesday through Friday)

Registration: Registration fee of \$790.00 (for the 4 day comprehensive program, not including the sleeping room) includes:

- 4 days of programming (covering legal aspects, human resource management, federal and state regulations, survey process, MDS 3.0, financial management, reimbursement, quality measures/ quality assurance and operations management)
- Extensive downloadable conference material
- Continental breakfast, breaks and lunch on all dates
- Online certification exam for qualified candidates
- 22 contact hours

PADONA is an approved provider of continuing nursing education by the Pennsylvania State Nurses Association an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation

For Members of PADONA - Free Posting of Job Opportunities

Post your company's job openings at PADONA for free for 60 days per job posting. Send the following in a Word document to info@padona.com

1. Job Title
2. Company name and address
3. Brief summary position
4. Compensation/Benefits (if known)
5. Contact information (mailing address, email address, company email)



Job Posting

2016 Exhibitors: Sign Up for the PADONA 28th Annual

- **Over 70 of the exhibitor locations are already booked for 2016!**
- **Convention in Hershey, PA from March 30 to April 1, 2016**

2016 Exhibitor Space Contract

Additional Information available online