



VOL. 12, NO. 1
Spring 2007

AMERICAN
RADIOLOGICAL
NURSES ASSOCIATION

7794 GROW DRIVE

PENSACOLA, FL 32514

(866) 486-ARNA (2762)

(850) 474-7292

fax (850) 484-8762

arna@puetzamc.com

www.arna.net

arna

Vision

President's Message

Annual Elections

By now, you have all received your ballots and chose the candidates you want to have serve on the ARNA Board of Directors. I hope that you have participated in this important event. Every new member of the Board brings new ideas and a fresh perspective on where and what the members want and need. Many of you may not be aware of the process that goes on in getting candidates to run for a Board position. Essentially it comes from volunteerism.



At the annual convention or through the Call for Volunteers that ARNA distributes with the newsletter, people volunteer to help on a committee, project, or task force that will benefit the Association and its members. From this volunteerism, we begin to know the members and see the energy they bring and the ideas they foster. This volunteer work then qualifies the person to run for a Board position.

One of the comments that I took note of from the Las Vegas convention dealt with the diverse nature of the ARNA Board. I do understand the need for diversity on the ARNA Board, and we do have a diverse Board in many respects. We have women of varying ages and backgrounds and two men. I was the first male Board member elected in 2004. I encourage everyone to heed the next Call for Volunteers either at the next convention in Seattle 2007 or in this newsletter. We are always in need of new ideas, new energy, and new perspective!

Patrick Glickman, BSN, RN, CRN
President

RSNA 2006

Patrick Glickman, BSN, RN, CRN
President

I was fortunate to speak at this year's Radiologic Society of North America (RSNA) meeting held in Chicago annually. I was asked to speak on the new Joint Commission on Accreditation of Healthcare Organizations' (JCAHO) standards as they apply to the radiology setting. There were actually more people in the auditorium than I had anticipated, and there was an interesting debate that occurred after my talk as folks who have participated in an inspection began to speak about their experiences.

Perhaps the most interesting debate occurred with regard to medicine reconciliation and radiopaque contrast media. All contrast media are now considered drugs by the JCAHO. The expectation is that contrast is to be ordered, supplied, dispensed, observed, evaluated, and charted like any other medication currently given in a patient care setting.

Many departments have been able to dispense contrast as merely a diagnostic agent. For years our rad tech friends have given barium, Gastrografin, and IV contrast as a matter of protocol. Physicians of record were available in the event of an emergency but would not be there to evaluate a patient as one would see in an office setting. This is changing. Each patient's needs have to be taken into account before being given contrast before any study. I am talking about all forms of contrast including radiopharmaceutical. Doses of contrast must be tailored to the needs and specific condition of the patient. The physiological effect of contrast needs to be taken into consideration, and information needs to be given to the patient for post procedure considerations as well as to the next caregiver.

(Continued on page 3)

ARNA New CRNs

The Radiologic Nursing Certification Board and the American Radiological Nurses Association acknowledge the following people who passed the certification exam on October 7, 2006:

Tammie Alley Forest Hill, MD	Roberta Christophersen Apache Junction, AZ	Leslie Fowlkes Rancho Santa Margarita, CA	Faith Johnston Tucson, AZ	Dale Morrison Plano, TX
Elizabeth Anderson Tinley Park, IL	Sandy Chung Orange, CA	Theresa Garrett Stoneville, NC	Dana Jorgensen Scottsdale, AZ	Monica Mumme North Charleston, SC
Deborah Arnet N. Tonawanda, NY	Kimberly Conway Highland Lakes, NJ	Denise Gates Chattanooga, TN	Carol Kelly San Angelo, TX	Theresa Murray Yuma, AZ
Mary Bartko Philadelphia, PA	Kathryn Craig Nixa, MO	Jana Geisen Center Point, TX	Jacqueline Kielma Aurora, IL	Vondra Dee Nason Mesa, AZ
Cassandra Beasley Gilmer, TX	Lorna Curtis Clovis, CA	Faith Gilbride Nashua, NH	Robin Kirschner Higley, AZ	Marlene O'Leary Charleston, SC
Dianne Birkey Des Moines, IA	Jason Daniel Dalton, GA	Virginia Gray Lucas, TX	Tracy Lamb Churchville, MN	Cheryl Pauley Newark, DE
Sherry Black Florence, SC	Ikuko Day Tacoma, WA	Peter Greenlaw Austin, TX	Lisa Lanzara Brunswick, OH	Carol Peacock Caddo Mills, TX
Diane Blansett Tucson, AZ	Susan Deatherage Beaverton, OR	Deborah Gregory Aurora, OH	Anna Lenga Salinas, CA	Pamela Peek Gadsden, AL
Zoe Bouchelle Cockeysville, MD	Diana Denz Chapel Hill, NC	Cheryl Grosso Coxsackie, NY	Pauline Lentowski Peoria, AZ	Rebecca Perry Houston, TX
Annette Bradley Cameron Park, CA	Irene Desotell Tallahassee, FL	Susan Gunn Alexandria, VA	Michelle Levesque Somerset, MA	Bin Peterson Tacoma, WA
Cindy Breeden Rossville, GA	Gwendolyn Ducasse Riverwoods, IL	Cheryl Harrington Carmichael, TX	Susan Lombardo Gadsden, AL	Nikki Phillips Monroe, LA
Susan Brown Naperville, IL	Cynthia Dunning Corona, CA	Donna Hethcock Camarillo, CA	Yu-Fan Ma Houston, TX	Kathryn Pitts Ashland, VA
James Callan Rutland, VT	Timothy Elmore Huntsville, AL	David Hiett Atkinson, NH	Vickie Mackie Whitehall, PA	Cheryl Potter Millville, NJ
Cheryl Calvo Bradenton, FL	Marietta Escalona Daly City, CA	Melba Hogue Mesquite, TX	Patricia McLaughlin New York City, NY	Victoria Pugliese Greenville, NC
Karen Michelle Cendana Brownsville, TX	Kimberly Esposito Las Vegas, NV	Laurelei Ianson Pleasant Prairie, WI	Paula McMahon Omaha, NE	Sheryl Rekes Dayton, OH
Mariyamma Chacko Missouri, TX	Suzanna Faircloth Carrollton, TX	Kelly Jansky Sugar Land, TX	Timothy McSorley Newfield, NJ	Brenda Relyea Rhinebeck, NY
Theresa Chaffin Dayton, OH	Keith Fishlock Middletown, DE	Jacqueline Jensen Ft. Calhoun, NE	Patricia Mercure Irvine, CA	Barbara Rusher Clearwater, FL
Jessica Chantelois Seattle, WA	Diana Ford West Henrietta, NY	Carla Johnson Longview, TX	Robert Mooberry Arlington, TX	Sydney Saito Elk Grove, CA
Mary Chapman Melbourne, FL	Carol Fortier Ellsworth, ME	Kathie Johnson Ormond Beach, FL	Michael Morley Lake Worth, FL	Harland Schaffer Naperville, IL

(Continued on page 5)

Carolinas Chapter

We had a great turnout for our spring conference held May 2006 in Greenville, NC, at Pitt County Memorial Hospital. There were great gifts and door prizes for attendees. Topics covered included kyphoplasty, carotid stents, endographing, veins and therapy of varicosities, herbal medications, and gamma knife.

In the fall of 2006, we had our conference in Shelby, NC, at Carolinas Medical Center. We had great food and a wonderful turnout. Educational sessions included Documentation in the Radiology Setting, Contrast Media, Risk Management Issues in the Radiology Department, Cardiac Computed Tomography Angiography, and New Trends in Peripheral Vascular Disease.

We had one of our best business meetings where new officers and Board members were elected: Vicky Pugliese, President; Deborah Powell, President-Elect; Marcia Allen, Treasurer; Heather Hall, Secretary; Debbie Gravitte, Teresa Kindy, and Sandra Waldrop, Members at Large. The Carolinas Chapter members voted to increase dues from \$5.00 per year to \$30.00 to help compensate for costs of educational programming. Three options for increasing dues were presented to members, and the group picked the "medium" option. We are so proud of our chapter's decision. We are working on a Web site for members.

Several Carolinas Chapter members have taken and passed the CRN exam (Diana Denz and Vicky Pugliese passed the last exam). We have encouraged more members to participate in obtaining this certification. We have also set up a scholarship fund to help send one person to the national convention or to take the certification exam. Last year the scholarship was given to Debra Gravitte to go to the national convention, and this year Debra Powell received the scholarship. We have contacted the wife of the late Andy Farmer and are waiting on a reply to see if the scholarship can be named the Andy Farmer Scholarship.

Vicky Pugliese, RNIV, CRN
President of CCARNA
Greenville, NC

RSNA 2006 *(Continued from page 1)*

I remember as a critical care nurse dealing with patients who were suffering from acute renal failure after receiving large doses of IV contrast after having a cardiac catheterization. This was something that was dealt with post procedure. There was no plan of care that I could offer as a nurse to intervene other than what I was instructed to do. Diagnostic agents were not "drugs" in the traditional sense, and I know now how under-educated I was about them back then. Times are changing. Nurses can now be more involved in the pre, intra, and post procedure care of patients who are to receive or have received all forms of contrast. We need to spread the message to the nurses on the unit as to the duties and obligations of acting as advocates for the patient when he/she is getting contrast.

- Are the appropriate labs being evaluated?
- Are we "prepping" the patient appropriately?
- Are we following up on the patient appropriately?
- Have the appropriate labs been ordered, drawn, and reviewed?
- Were there any detrimental effects of the patient receiving contrast?

ARNA has started that step by offering the fast facts sheets. A sheet on contrast administration and patient care was one of the first to be developed. ARNA spoke at the RSNA about the impact of JCAHO now considering contrast to be a part of the medication reconciliation process.

The RSNA was an exciting experience. I hope more will come from our relationship with RSNA as the future unfolds.

Did You Know?

On October 7, 2006, 138 people took the radiology nursing certification exam; 122 passed. Of the 138, 77 took the certification preparation course; 70 passed.

American Radiological Nurses Association

(ARNA)

Board of Directors
2006-2007

President

Patrick Glickman, BSN, RN, CRN
Dialysis Access Centers
Philadelphia, PA
pjglickman@comcast.net

President-Elect

Kathy Scheffer, MN, RN, CRN
Tacoma General Hospital
Tacoma, WA
kathy.scheffer@multicare.org
k.scheffer@comcast.net

Immediate Past President

Paulette Snoby, MPA, BSN, RN, CCRN
JA Thomas
Atlanta, GA
psnoby@earthlink.net
paulette.snoby@jathomas.com

Treasurer

Diana Denz, BSN, RN
UNC Healthcare System
Chapel Hill, NC
ddenz@unch.unc.edu

Secretary

Sharon Lehmann, MS, RN
University of Minnesota Physicians
Minneapolis, MN
lehma006@umn.edu

Board of Directors

Timothy McSorley, BSN, RN
Pennsylvania Hospital
Philadelphia, PA
mcsorlet@pahosp.com

Virginia Girard, RN, CRN
University of Pennsylvania Health System
Philadelphia, PA
virginia.girard@uphs.upenn.edu

Karen Green, MHA, BSN, RN, CRN
Frankford Hospital
Philadelphia, PA
klgreen725@aol.com

National Office

7794 Grow Drive
Pensacola, FL 32514-7072
(850) 474-7292
866-486-ARNA (2762)
FAX: (850) 484-8762
arna@puetzamc.com
www.arna.net

ARNA Mission Statement

The mission of the American Radiological Nurses Association is to foster the growth of radiology nurses who advance the standard of care.

Educational Opportunities

The School of Public Health at the University of Albany has created a Web-based continuing education program on Preparedness and Community Response to Pandemics. The program is free and open to the public. Participants who engage in all of the lessons and successfully complete the exam with an 80% or higher within two tries are eligible for 6 hours of continuing medical education credit or 7.2 nursing contact hours at no cost! Once you register, you have 90 days to complete the course, and the module allows you to log on and off, and it will remember your location in the program. For more information and/or to register go to http://www.ualbanycphp.org/learning/registration/detail_Pandemics.cfm

May 1-4, 2007, 16th Annual Peripheral Angioplasty and all that Jazz New Orleans at the New Orleans Marriott, New Orleans, LA. For more information, call Complete Conference Management at (888) 334-7495 or go to www.AllThatJazz.org

June 19-22, 2007, the Mayo International Vascular Symposium will be held at the Nordica Hotel in Reykjavik, Iceland. For more information, call (800) 323-2688 or go to www.mayo.edu/cme/cardiology.html

September 25-28, 2007, VIVA 07 (Vascular Interventional Advances) at the Mandalay Bay Resort in Las Vegas, NV. For more information, go to www.vivapvd.com

New Members of the American Radiological Nurses Association

ARNA would like to acknowledge the following new members:

David W. Allan San Carlos, CA	Veronica F. Callister Novato, CA	Ana F. Davis Williston, VT	Ron Gehman Brewton, AL	Steve Johnson W. Hollywood, CA
Corrine C. Arross Casper, WY	Donna M. Cameron Flushing, NY	Jane E. Denuto Saddle Brook, NJ	Kari Gift Torrington, WY	Carrie P. Jones Conyers, GA
Judy Artindale New Market, ON, Canada	Eileen D. Canfield Hesperia, CA	Celia D. Dokas Sykesville, MD	Linda R. Gildea Middletown, NY	Lisa M. Joseph Macon, GA
Holly M. Badali Collegeville, PA	Philip Cenci Staten Island, NY	Laurie Edwards Moro, IL	Sheila T. Ginn Ocean City, NJ	Susan K. Justison St. Cloud, MN
Kathleen M. Baer Floral Park, NY	Grace M. Cheah Avon Lake, OH	Kathryn R. Edwards-Olson Bemidji, MN	Dar C. Gipson Pinewood, MN	Deborah Kastenholz Racine, WI
Carl R. Baquie Ocala, FL	Vickie L. Chisholm Glendale, AZ	Janet Epstein Peabody, MA	Robert Ham Madeira Beach, FL	Rebecca J. Keeney Columbus, OH
Katie A. Beitelshes Austin, TX	Sharon S. Clifton Gallipolis, OH	Scott Everett Redlands, CA	Debra L. Harding Olathe, CO	Mindy L. Kessler Morgantown, WV
Dana L. Bell Gilbert, AZ	Kathleen Collins Reading, MA	Jeffery K. Fizer Cumberland Furnace, TN	Darlene A. Harris Mercer Island, WA	Phyllis Kidwell Morgantown, WV
Renee L. Bilie Lafayette, IN	Joe Composto Hoffman Estates, IL	Linda S. Flannery Milwaukee, WI	Alan J. Hayashi Loveland, CO	Tammy L. Kirk Springfield, WV
Mary C. Bogdanski West Allis, WV	Jerry D. Cook Ann Arbor, MI	Angela Fluharty Morgantown, WV	Rodney C. Heckman Whitehall, PA	Cindy A. Koenig Conover, OH
Brooke Boushon Wausau, WI	Ann M. Creamer Brandon, FL	Richard Foley Boston, MA	Gayla A. Heflin Winchester, VA	Michael S. Krashin Lakewood, WA
Kerri M. Brown Studio City, CA	Pearl Cunningham Boston, MA	Fredde S. Fosler Mill Valley, CA	Gloria A. Hernandez West Covina, CA	Tiffany A. Kucifer Phoenix, AZ
Tamara G. Brown Hesperia, CA	Kathleen Damian Lynn, MA	Frances D. Frank Maywood, IL	Richard P. Hurley Hartford, CT	Cindy Kudley Orlando, FL
Mary Burneka Dayton, OH	Iris Danziger Denver, CO	Kelly Gaughan Maywood, IL	Rebecca A. Jansky Whiting, IN	(Continued on page 6)

The TIGER Invitation Summit: Evidence and Informatics Transforming Nursing

Melissa A Finnegan, MSN, RN
Phillips Medical Systems, NJ

In 2004, President George W. Bush announced the goal of ensuring that most Americans have electronic health records by 2014. At that time, the vision for transforming health care and nursing started with a small group of leaders who met to determine how to prepare the nursing profession for the age of technology.

As a result of these early meetings, the TIGER (Technology Informatics Guiding Educational Reform) Summit occurred October 30 – November 1 in Bethesda, MD, at the Uniformed Services University Health Sciences (USUHS). The Summit brought over 120 professionals representing nursing practice specialty groups, nursing informatics specialty groups, vendors, educational institutions, and government agencies. Each participant recognized the need for nurses to be leaders in the adoption of technology and collaborated to develop a road map to achieve this vision. I was proud to be representing ARNA in this group that also included the American Organization of Nurse Executives (AONE), Healthcare Information and Management Systems System (HIMSS), American Association of Critical-Care Nurses (AACN), American Nurses Association (ANA), and Sigma Theta Tau among others.

The focus of the two-day meeting was to create a vision for the future of nursing that bridges the quality chasm with information technology (IT) enabling nurses to use informatics in practice and education to provide safer, higher-quality patient care. The summit was facilitated by Bonfire Communications to keep the group on time and focused.

Angela McBride started the first working day by stressing that informatics cannot be an "add on," or an "enabler"; it must be infused into nursing practice and education. Patty Brennan presented the view of nursing in 2076, with a reminder that a lack of vision now will lead to an increasing gap later. She encouraged an environment where nurses are taught to find out, not know; to question, not concur; and to inspire, not inform.

Leaders in the industry presented examples of excellence in both practice and academia that were informational and inspiring. The unique structure of a gallery walk provided the attendees with the opportunity to see vendor products presented in seven-minute stations. Roundtable discussions with

different leaders allowed for additional opportunities to share ideas and ask questions.

Summit participants worked together to create the following vision for 2014:

- Allow informatics tools, principles, theories, and practices to be used by nurses to make health care safer, effective, efficient, patient-centered, timely, and equitable.
- Interweave enabling technologies transparently into nursing practice and education, making information technology the stethoscope for the 21st century.

Seven key pillars for obtaining the vision were used collectively to format a 10-year vision for nursing practice in the future. The seven key pillars include the following:

- Communication and Collaboration
- Education
- Informatics Design
- Information Technology
- Culture
- Management and Leadership
- Policy

Action items for each pillar were developed in small groups and voted on using Audience Response System (ARS) voting keypads. This allowed for immediate decisions and led to a three-year action plan to achieve the vision.

Representatives then completed an individual action plan for their organizations. To correlate with the ARNA purpose to foster the growth of radiology nurses to advance the standard of care, the ARNA action plan focused on education and development related to informatics and technology. This will include a needs assessment and educational offerings to help advance our nursing practice. We will also be developing an IT special interest group for ongoing support. Look for more information to come in Seattle!

ARNA New CRNs *(Continued from page 2)*

Alanna Schauer
Colts Neck, NJ

Judy Stanley
Texarkana, TX

Marion Swincki
Wilmington, DE

Julie Turner
Durham, NC

Cheryl Weiler
Sudbury, MA

Heather Woodard
Smiths Grove, KY

Carol Silva
Gig Harbor, WA

Katherine Stark
Huntington, NY

Colleen Sylvester
Yuma, AZ

Emily Varshay
Wildomar, CA

Suzanne Wheatley
Desoto, TX

Debra Worm
Summerville, SC

Nancy Smith-Bisson
Wilmington, DE

Anneliese Stites
Seattle, WA

Martha Tate
Texarkana, TX

Angelita Vivo
Carson, CA

Susan Winder
Allen, TX

Stephen Sparks
Hallsville, TX

Mary Stolte
Clovis, CA

Sharon Thompson
Inman, SC

Ronald Wardrope
Dundalk, MD

William Wingard
Avondale Estates, GA

Mary Spohnholtz
Lynnwood, WA

Lucinda Swendsen
San Francisco, CA

Carla Tindle
Bardstown, KY

Charlene Watkins
Concord, NC

Lonnie Winkler
Corona, CA

NOW AVAILABLE

Scope and Standards of Practice for Radiology Nursing

ARNA is pleased to announce that the revised *Scope and Standards of Practice for Radiology Nursing* is now available. Published by the American Nurses Association, the six Standards of Practice describe a competent level of radiology nursing care as demonstrated by the critical thinking model known as the nursing process.

ARNA gratefully acknowledges the Scope and Standards Revision Task Force members: Delma Armstrong, Teresa Bateman, Melissa Holbrook, Cindy Sanders, Leslie Schmidt, Paulette Snoby, Kathy Scheffer, and Belinda Puetz (staff).

The *Scope and Standards of Practice for Radiology Nursing* is available for purchase on the ARNA Web site (www.arna.net) or call the ARNA National Office at (866) 486-2762.

(New members continued from page 4)

Brian G. LaMendola Philadelphia, PA	Deborah K. McClure Princeton, KY	Valerie I. Pendell Escondido, CA	Diana Ryan Rapid City, SD	Hazel R. Thomas Mobile, AL
Philip J. Lane Olympia, WA	Michael S. McDaniel Shipman, VA	Pat Perucci Danbury, CT	Carolyn A. Scheggia Chalk Hill, PA	Louise Thompson Tacoma, WA
Lisa Lange Anchorage, AK	Kemilla Mehta Stamford, CT	Lynn V. Pompilio Fredericksburg, VA	Karen S. Schmitt St. Petersburg, FL	Patricia A. Thompson Robinson, TX
Kimberly A. Langholtz West Jordan, UT	Pat A. Michael Brooklyn, NY	Marla S. Potter Rancho Mirage, CA	Eric Seabourne Essex, ON, Canada	Shawna L. Thrower Durham, NC
Patti L. Lee Boca Raton, FL	Jennifer Mills Mission, KS	Pamela J. Potter Baltimore, MD	Julie M. Sears Birmingham, AL	Terry N. Tice Eaton Rapids, MI
Ann Lewis Bethel Park, PA	Kimberly Moran Indianapolis, IN	Sharon C. Powers Manchester, NH	Eunja Shim Des Plaines, IL	Karen T. Tomie San Francisco, CA
Janine T. Lippert Lexington, KY	Laurel D. Morgan Boise, ID	Belita E. Ramakrishna Port Tobacco, MD	Joanne Shlifka Chicago, IL	Alicia A. Wentworth Rochester, NH
Gail Love Pittsburgh, PA	Pamela C. Muir Nicholasville, KY	Tricia M. Remacle Virginia Beach, VA	Shannon C. Shuler Charleston, SC	Jeanette D. Williams-Parker Morgantown, WV
Joyce S. Lowery Sterlington, LA	Karen Nagel Saline, MI	Jane Riale Hopewell Junction, NY	Dyan Smith Monroe, MI	Cynthia M. Williams-Queen Owings Mills, MD
Alyson S. Lulham Augusta, GA	Christine L. Nelson Dixon, CA	Alicia M. Rice Marquette, MI	Catherine A. Stokes Inman, SC	Eileen M. Wolper Belfast, ME
June Lyman Corinth, NY	Karen Neun Petaluma, CA	Laura Ritz Malden, MA	Laurie Stone Baltimore, MD	Lisa M. Wood Zionsville, IN
Shann M. MacPherson South Boston, MA	Anna G. Northdurft Los Angeles, CA	Gerilyn L. Rivosa Hartford, CT	Stephen V. Sullivan West Roxbury, MA	Michael L. Wright Los Angeles, CA
Lorelie B. Magbanua La Canada, CA	Belinda B. Ona Houston, TX	Nancy J. Rodgers Durham, NC	Susan Summerville Lexington, KY	Cheryl L. Wyatt Golden, CO
Marivic Manangan Sugar, TX	Gary B. Oravsky Lawrence, NJ	Jodi L. Roll Madison, WI	Angela M. Taylor Tucson, AZ	Juliana Yockey Los Alamitos, CA
Diana L. Mantos Perysburg, OH	Ronnie H. Owens Jonesboro, GA	Alexandra G. Rolland Dallas, TX	Cindy J. Taylor Scottsville, NY	Christine Zay Riverhead, NY
Helen V. Markee Franklin, MA	Barbara A. Parent St. Paul, MN	Jennifer A. Russell Palatine, IL	Karen R. Tedeschi Green Bay, WI	

Legislative Update

Wendy Hamlin, BSN, JD
Chair, Public Policy Committee

The National Labor Relations Act defines who are considered employees. Employees may join unions and bargain collectively. The Act, section 2(11), defines supervisors as persons who have the authority to "hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or responsibly direct them ... the exercise of such authority is not merely routine or clerical in nature but requires the use of independent judgment." Supervisors are not allowed to join unions. Businesses have long struggled with whether to classify employees who cannot make major employment decisions but still exercise responsibility for directing other employees as supervisors. Registered nurses who function in the role of charge nurses fall into this unclear category.

In October 2006, the National Labor Relations Board (NLRB) issued its decisions on several cases that have the possibility of affecting the role of charge nurses throughout the nation. In one of the cases (Oakwood Healthcare), the NLRB stated that charge nurses with the authority to assign other nursing personnel to specific patients for treatment were supervisors because assigning the other nurses required the exercise of independent judgment, even though the charge nurses did not have any other supervisory duties. The NLRB set forth guidelines to be used by employers to help identify who are considered supervisors. These guidelines focus on what it means for a person to have the authority to assign and responsibly direct other employees and when this assigning and directing requires the use of independent judgment.

The NLRB looked at the term "assign" in section 2(11) of the National Labor Relations Act and defined it very clearly in Oakwood Healthcare. Assign was defined as the act of designating an employee to a place, appointing an individual to a time, or giving significant overall duties to an employee. In a healthcare environment, decisions that involve an employee's place to work, time to work, or overall tasks that are assigned were interpreted as supervisory. These decisions are made by charge nurses on a daily basis.

The NLRB also defined "responsibly direct." According to its definition, the employer must delegate to the employee the authority to direct the work of other employees as well as the authority to take corrective action as needed. In other words, the employee will be held accountable by the employer if the work is not performed properly by the employees he/she is directing and the employee did not attempt to take corrective action. Charge nurses are placed in this position every day.

The NLRB in its decisions, made it clear that just because an employee assigns and responsibly directs other employees does not necessarily make that employee a supervisor. Only those employees whose authority requires them to exercise independent judgment in assigning and directing other employees will be considered supervisors. In most cases it will not be considered independent judgment if the decision is dictated by rules in company policies, work rules, manager's instructions, or collective bargaining agreements. The degree of discretion used must rise above the routine or clerical to be considered independent judgment. Independent judgment is used by charge nurses on a constant basis.

The Board did indicate that nurses who rotated to the charge nurse position would not be considered supervisors. That decision was based on the fact that the rotating charge nurses do not exercise supervisory authority for a substantial part of their work time. The permanent charge nurses, those nurses who are in charge on every shift they work, are most likely to be considered supervisors under the NLRB guidelines.

These NLRB decisions have the potential to completely change the way institutions structure their organizations. It will also affect any unionized institution's union membership. These are relatively new guidelines (October 2006) that have not had an appreciable effect on healthcare organizations yet, but the long term impact could be major.

The Triangle Area Radiology Nurses Association (TARNA) Chapter

The Triangle Area Radiology Nurses Association (TARNA) has been meeting as a forming chapter since the summer of last year. We tendered our application for becoming an official chapter of ARNA in late September, and we were granted status as an official chapter of ARNA in December.

During our first few meetings, we have met monthly (usually on the last Tuesday) to network and share information about other local meetings of interest (for example, the TriVascular Club). We have arranged and conducted educational meetings in conjunction with service representatives and local nurses. We have received excellent information on the new Power Port (Bard), a portacath suitable for use for high pressure contrast injections; the Pleurx (Denver Biomedical) catheter system, a tunneled catheter used for chronic care of pleural and abdominal effusions; the Decathlon Gold (Spire Biomedical) dialysis catheter, a heparin-coated catheter that has shown to have less incidents of clogging because of the formation of thrombi and fibrin; and Positions of Comfort, a system of interventions designed to reduce anxiety and facilitate diagnostic imaging in pediatric patients.

We look forward to starting 2007 as an official chapter and pursuing our goal of networking and providing educational opportunities to radiology nurses in our area.

Richard Scibilia, RN
Chapter President

Secretary's Corner

The ARNA Board of Directors has been busy working since the convention held in Las Vegas. New Board and Committee members have settled into their roles and various assignments. Conference calls were held in August, October, November, and December. The Board held a fall retreat in Philadelphia September 15-16, 2006.

Donation: ARNA again donated \$200.00 to Nurse's House this year.

Certification Preparation Task Force: The prep course was increased to a two-day course and was very successful. The next step is to develop a fall course in a different part of the country from where the ARNA convention was held to give individuals who cannot always go to the ARNA convention a chance to attend a meeting.

Core Curriculum: The revision continues under Colleen Sasso's leadership. The project is nearing completion.

Orientation Task Force: The lectures presented at the 2006 Convention in Las Vegas were very successful and will be repeated next year. The orientation manual is being finalized by the Task Force at this time. A few institutions are trying it out and editing it at the same time.

ARNA's two publications: *Vision's* new editor is Delma Armstrong, BSN, RN, CRN. Congratulations and welcome to Delma. The *Journal of Radiology Nursing's* editor is Kathleen Gross, MSN, RN, BC, CRN. Both publications continue to progress and meet their deadlines for publication. Members and Board members are encouraged to submit articles for publication to help build the pool of articles available. In the future you should look for contact hours to be available to you in the journal.

Planning Committee: The 2006 (25th anniversary) convention was held in Las Vegas with over 500 nurses attending. We received an overwhelming number of abstracts, and the Planning Committee reviewed the abstracts by a blinded process choosing topics based upon not only the quality of the abstract but also the timeliness of the topic. There were also some abstracts that were of the same topic which made our decisions even more difficult. The Committee makes every effort to provide a balance of topics and to make changes based upon feedback from the previous year. The posters continued to be a success. We will continue to offer them, and our goal is to provide contact hours in the future for viewing them. The group event was well received, and we hope to offer a group event again this year in Seattle. It is a difficult task for the Committee to serve all of the needs for a wide variety of radiology nursing settings. Each year we continue to strive to work toward that goal.

ARNA Web Site: We are continuing to enhance the Web site technically. The SIGs each have a forum on the members only page. External links are being developed to other organizations to increase our visibility. The ARNA newsletter is available as well online in the members only section.

E-mail update: Dancy, Puetz & Associates is working diligently to bring everyone's e-mail address up-to-date. If yours has changed, you can update this yourself in the member section or by notifying the National Office.

PAD awareness: Kathleen Gross has remained very active with the PAD awareness campaign. ARNA's Web site is linked to the PAD Coalition's Web site. This Web site has a host of resources at your fingertips for patients, the community, and healthcare providers. Check it out at www.PADCoalition.org. ARNA is very fortunate to have the President of the Society for Vascular Nursing (SVN) coming to Seattle to lecture to us about Peripheral Arterial Disease. Diane Treat-Jacobson, PhD, RN, is a well-respected researcher in the area of PAD; she works at the University of Minnesota School of Nursing.

Patients Rights Coalition: ARNA has agreed to join with 34 other nursing organizations as the Patients Rights Coalition. You can log on to the Web site at www.patientsrightscoalition.org

The Board of Directors is in the process of developing an Education Committee. With the development of the certification prep course, the "beginning radiology nursing track" at the annual convention, the orientation manual, the core curriculum, and fast facts we believe the need to make sure the information being developed and presented is consistent. More will be forthcoming in the near future on this subject.

Sharon Lehmann, MS, RN, APRN, BC
Secretary