



HIGHLIGHTS

San Antonio Emergency Nurses' Association
Chapter 197

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2011

Violence in the Workplace

No one expects to go to work and be a victim of assault, and no one should have to think that being assaulted is part of the job. The Emergency Nurses Association conducted a survey in 2010 which showed that more than half of ER nurses were victims of physical violence and verbal abuse and one in four reported being assaulted more than 20 times in the past three years. So if violence is on the rise in our ERs, what can emergency nurses do?

Understanding the problem is part of the solution, knowing what policies and procedures are in place in your facility, recognizing what assault laws exist, and what you as an emergency nurse can do to protect yourself and others in the workplace is one of the missions of ENA. Currently, no federal laws are in place to mitigate violence against healthcare workers at their place of work. In Texas, no mandatory prevention or educational programs are imposed upon the employer to guarantee that health care providers are given the education and training to help recognize and be prepared to deal with violent situations as they escalate or occur.

Most states, including Texas, do not have laws dealing specifically with assault on nurses. During the 2011 Legislative Session, the Texas Emergency Nurses Association led efforts to change Texas laws to provide further protection to nurses and impose increased penalties against those who assault nurses. The request was that all healthcare providers be afforded the same protection under the law that is given to policepersons, firefighters and paramedics. The bills introduced did not pass this session.

There are recourses available to review and provide emergency nurses with the tools needed for nurses to use which can decrease violence in the workplace.

On ENA's IENR tab (<http://www.ena.org/IENR/Pages/default.aspx>):

- Workplace Violence Resources - <http://www.ena.org/IENR/Pages/WorkplaceViolence.aspx>
 - On the Workplace Violence Resources page there is the ENA Workplace Violence Toolkit <http://www.ena.org/IENR/ViolenceToolKit/Documents/toolkitpg1.htm>
 - State Criminal Laws Protecting Health Care Professionals <http://www.ena.org/IENR/Documents/State%20Survey%20-%20Criminal%20Laws%20-%20Misdemeanor%20and%20Felony.pdf>
 - State Workplace [programs to prevent] Violence Laws Protecting Health Care Professionals <http://www.ena.org/IENR/Documents/State%20Survey%20-%20Laws%20Protecting%20Health%20Care%20Professionals.pdf>
- Government Affairs Advocacy Packet on Mitigating Violence against Health Care Workers (9/2011) <http://www.ena.org/government/Advocacy/Mitigating/Pages/Default.aspx>

For questions or to share your experiences about violence in the workplace, contact Mary at littlemommanurse@aol.com

By: Mary Leblond, MSN, RN, CEN, CA-CP SANE, Chair Government Affairs

Special points of interest:

- ◆ Elections
- ◆ Hyperglycemic Crisis
- ◆ Military Nursing
- ◆ Meetings
- ◆ Legislation
- ◆ By-Law Revisions

Happy Holidays from the SA ENA
Board of Directors and Members. May your
holidays be blessed and safe!!

SA ENA Upcoming Meetings

November 14th, 2011 @ 1930

Topic: Pain Management in the Emergency Room

Speakers: Brenda Perry, BSN, RN-BC, CHPN

Peggy Bartholomew, RN-BC

University Health Center—Northwest

7726 Louis Pasteur

San Antonio, Texas 78230

Dinner will be Provided

SA ENA Board of Directors Elections

At our last meeting in October the SA ENA elected a new Board of Directors. They will be assuming their responsibilities in January 2012.

President

Jan Elliott, RN, CPEN
jelliott@kaplan.edu

President-Elect

Steven J Jewell, RN
sjjewell@baptisthealthsystem.com

Treasurer

Yvonne Moseley, RN, CEN
ymoseley99@yahoo.com

Secretary

Teresa Ryan, RN, CEN
maxprinnip@hotmail.com

Past-President

Susan Douglass, RN, MSN, CEN
Susan.douglass@uhs-sa.com

2012 Committee Membership

With the election of new officers, come new committee assignments. Our new President, Jan Elliott will be assigning new committee Chairpersons and committee members within the next couple of months. If you are interested in serving as a Committee Chairperson or being a Committee Member, please contact Jan Elliott at jelliott@kaplan.edu before December 10th, 2011.

Active Committee membership is a vital component of any Clinical Ladder and provides you with an invaluable experience that not only enhances your bedside care or the delegation of leadership, but it provides an opportunity for personal growth.

Military Nursing

San Antonio has strong roots in having military forces encamp within our county and city. San Antonio has, for more than 150 years been home to service men and women in all branches of our Armed forces. We can trace our military roots back before the civil war. During World War I Kelly Air Field, Randolph Air Field, as well as Fort Sam Houston was the training ground for thousands of fighting men going overseas to protect American interests. World War II was not much different, we trained and outfitted many more brave servicemen and women who provided support overseas on two war fronts. The Korean war and Vietnam allowed San Antonio to continue its military mission in training and supporting our military forces. We can count on the US Air Force to continue their mission of education as they continue to provide recruit training to every one of their new service members. I can estimate that over the course of the past 150 years there have been more than 1,000,000 service members coming to San Antonio to be educated in various professions and recruit training.

Today, the US Military has increased their occupation of San Antonio with the increase in education & training of our service members with new commands at Lackland AFB, Randolph AFB, Camp Bullis, Fort Sam Houston, and at the newly formed SAMMC. What impresses me about this new opportunity in military education is the influx of Military Nurses moving to San Antonio. This provides the SA ENA with a new opportunity to provide continued civilian education to our military counterparts and vice versa. Having the new SAMMC, its increased military presence, and new emergency care opportunities provides members of the SA ENA with many new opportunities.

The SA ENA, with more than 350 members, has approximately 10% military membership. We need to show our support for these nurses and their families as they provide an invaluable service to our military members and the citizens of San Antonio. I ask that each of our members send a holiday card to the Nurses in care of the ER at SAMMC thanking them for their service and continued support of our citizens.

!!!! Happy Holidays !!!!

CEN Review Course

Are you interested in getting your certification as an Emergency Nurse? The ENA offers a Certification Exam for nurses' specializing in Emergency Care. Do you know when the certification dates are? Many facilities offer pay incentives for those specialized in their nursing specialty. Would you be interested in attending a Certification course to help better prepare you to sit for the exam? Please contact Steven J Jewell, RN at jst4jstn@gmail.com if you are interested.

Possible dates for the certification class would be in March or April with the Exam to follow within two-weeks after the class. Currently 1/3 of the San Antonio ENA members are certified. Let's improve the care of our citizens by improving our educational standards of our bedside nurses.

HIGHLIGHTS

Managing Hyperglycemic Crisis'
Michael D Moon, RN, CNS-CC, CEN, FAEN
 University of the Incarnate Word, San Antonio, Texas

Common Signs and Symptoms of Hyperglycemic Crisis		
Metabolic	Neurological	Cardiovascular
Elevated Glucose DKA (300-800 mg/dL) HHNS (600-2000 mg/dL)	Blurred Vision Decreased LOC Depression of CNS Decreased or normal temperature (Elevated temperature = infection)	Hypovolemia Tachycardia Hypotension Cardiac Arrhythmias Decreased Skin Turgor
3 P's	Respiratory	Renal
Polydipsia Polyuria Polyphagia	Tachypnea (Rapid rate only)	Glycosuria

Differentiating Signs and Symptoms Diabetic Ketoacidosis versus Hyperosmolar Hyperglycemic Non-Ketotic Syndrome			
DKA			HHNS
Respiratory	GI (Secondary to Acidosis)		Neurological
Kussmaul's respirations Acetone breath	Nausea and Vomiting Abdominal Pain		Seizures
Metabolic	Renal		Cardiovascular
Metabolic Acidosis Ketonemia	Ketonuria		Thrombosis

[San Antonio ENA's Facebook Page](#)

We have 113 current "friends." let's add you. Keep up to date with the San Antonio Emergency Nurses' Association. May find people, ideas, and opportunities you didn't know you had!!!

What if you don't have a Happy Holidays??!!

There are more than 150,000 individuals receiving state assistance in the City of San Antonio. This equates to more than 200,000 people finding it difficult to provide adequate clothing and food for themselves and their children. This holiday season, remember the less fortunate: donate your unused clothing and jackets/coats. Donate money and/or time to the San Antonio Food Bank. As you look at the fortunes you have in your life: a great career, an awesome family, and a brighter future, remember those that haven't been able to follow the same path you chose. Imagine yourself in their shoes. Give a little extra this year to the less fortunate as these financial times are harder than usual. Teach your children something not taught in school—compassion. If you need assistance in finding a qualified agency, you can contact Steven J Jewell at jst4jstn@gmail.com.

Treatment for Hyperglycemic Crisis		
Airway/Breathing	Circulation	Insulin Therapy
100% Oxygen Supplement Consider Intubation if Needed	Initial Fluid Resuscitation DKA 1L NS 0.9% over 1 hr HHNS 2L NS 0.9% over 1 hr	Initial Bolus: Humulin-R 0.15 – 0.3 units/kg IVP Drip: Humulin-R @ 0.1 unit/kg/hr Note: Glucose should drop by 50-70 mg/dL per hour. If it does not double the drip rate
Potassium Replacement	Gastrointestinal	Fluid Replacement
Start KCL replacement before insulin administration if K+ <3.3 mEq Otherwise administer KCL replacement as needed at a rate not to exceed 40 mEq/hr	Consider Gastric Decompression	May continue to use NS 0.9% if Na level ≤ 140 mEq/L Otherwise change fluids to ½ NS @ 300-500 mL/hr Administer fluids with dextrose when glucose 250-300 mg/dl in order to avoid cerebral edema D ₅ ½ NS or D ₅ ¼NS
Correct Acidosis	Monitor	Diagnostics
Administer NaHCO ₃ if pH <7.0 with rehydration therapy, discontinue when pH reaches 7.2	Cardiac monitor Neuro checks q 1 hr I&O q 1 hr	Accu-check q 30-60 min Electrolytes q 4 hrs (Na and K essential) ABG q 4 hr Urine specific gravity q 2 hrs
Preventative Nursing Care for ED	References	
Turn q 1 hr Oral care q 4 hr Strict aseptic technique	American Diabetes Association (2001). Hyperglycemic crises in patients with diabetes mellitus. <i>Diabetes Care</i> , 24(1), pp. 154-161. Chiasson, J.L., Aris-Jilwan, N., Bélanger, R., Bertrand, S., Beauregard, H., Ekoé, J.M., Fournier, H., and Havrankova, J. (2003). Diagnosis and Treatment of Diabetic Ketoacidosis and the Hyperglycemic Hyperosmolar State. <i>Canadian Medical Association Journal</i> , 168(7), pp. 859-866. Kitabchi, A.E., Umpierrez, G.E., Murphy, M.B., and Barrett, E.J. (2001). Management of Hyperglycemic Crises in Patients with Diabetes. <i>Diabetes Care</i> , 24(1), pp. 131-153. Kreisberg, R.A., Malone, J.I., Wall, B.M., and Quinn, L. (2001) Diabetes Emergencies in the Patient with Type 2 Diabetes. <i>Nursing Clinics of North America</i> , 36(2), pp. 341-360 Urden, L.D., Stacy, K.M., and Lough, M.E. (2004). <i>Priorities in Critical Care Nursing</i> (4th ed.). St. Louis: Mosby.	
Developed by Michael D. Moon, MSN, RN, CNS-CC, CEN, FAEN for a presentation to the Texas ENA (2011)		

HIGHLIGHTS

Approved Bylaw's Amendments—2011

Over the last two Newsletters (4 months), we have been publishing proposed By-Law changes that have been requested from members as well requirements from the Texas ENA and National ENA By-Laws. At our last meeting held in October, those By-Laws were discussed, voted upon, and approved. Below are the approved By-Laws. They will be added to the current standing San Antonio ENA By-Laws this month. If you have any questions or need a copy of the current By-Laws please contact Michael Moon or Mary Leblond.

B. The SAENA is affiliated with the national Emergency Nurses Association (ENA) to implement its philosophy, objectives, and leadership on the local level, promoting education, as well as coordinating the professional activities of members with the local chapter in liaison with the Texas ENA (TENA) and the National ENA. The SAENA shall act in accord with the Bylaws and Procedures established by the ENA.

1. President

- a. Serves as Chief Executive Officer of the SAENA.
- b. Coordinates all SAENA administrative activities.
- c. Presides at meetings of the membership.
- d. Appoints committee chairpersons and committee members as circumstances warrant, including vacancies. Appointments are then ratified by majority vote of the SAENA Board of Directors.
- e. Ensures delegate applications for the National ENA General Assembly are complete and sent to the TENA by deadline.
- f. Serves as a non-voting ex-officio member of all committees except for the elections process committee.
- g. Appoints ad-hoc committees. Appointments are then ratified by majority vote of the SAENA Board of Directors.

2. President-Elect

- a. Maintains and updates membership lists.
- b. Succeeds to the office of President at the expiration of the President's term. In the event the position of President becomes vacant, the President-Elect shall serve for the remainder of the unexpired term and the term for which (s)he was elected.
- c. Assumes such responsibilities as assigned by the President and board of directors.

3. Secretary

- a. Records and maintains minutes of all meetings of the SAENA Chapter and Board of Directors.
- b. Provides a monthly report of the previous meetings' minutes and distributes communication as directed by the SAENA.
- c. Assumes such responsibilities as assigned by the President and board of directors.

4. Treasurer

- a. Maintains SAENA financial records, receipts, and paperwork in accord with generally accepted accounting procedures.
- b. Presents a SAENA budget proposal annually.
- c. Maintains SAENA banking accounts.
- d. Present a complete written report of the finances of SAENA at each business meeting of the SAENA.
- e. Be familiar with Internal Revenue Service (IRS) regulations and duties and requirements as outlined in common law.
- f. If applicable, maintain tax-exempt status according to common law.
- g. Assumes such responsibilities as assigned by the President and board of directors.

5. Immediate Past President

- a. Serves for one year immediately following the term of President with full voting privileges
- b. Arranges for suitable officers candidates to be placed on the ballot for the October election.
- c. Serves in an advisory capacity on SAENA matters.
- d. Assumes such responsibilities as assigned by the President and board of directors.

Section II: Responsibilities

A: The Board shall be subject to the direction of the SAENA. None of its actions shall conflict with requested action put forth by the SAENA unless such requested action is detrimental to the corporation or in conflict with ENA and TENA.

Section III: Meetings

a: The board shall hold a minimum of four (4) business meetings per year.

ARTICLE VII

ELECTIONS

TERMS OF OFFICE AND VACANCIES

Section I: Elections Policies

A: Elections for the position of President-elect, Secretary, and Treasurer shall be held at the October business meeting.

G: A slate of officer candidates will be presented in the official SAENA publication at least thirty (30) days prior to the election.

D: A vacancy in the office of Secretary or Treasurer may be filled by a current member of the Board of Directors, SAENA Chapter member, or remain vacant as approved by a two-thirds (2/3) vote by the entire Board of Directors.

E: In the event that the office of President is vacated, the Immediate Past President may remain as Immediate Past President for a second term, or the office may remain vacant as approved by a two-thirds (2/3) vote of the entire Board of Directors.

Section I: Business Meetings and Special Meetings

A: The SAENA shall conduct at least four (4) business meetings per year. The meetings shall be called by the President.

D: Special meetings may be called by the President upon request of a majority vote of the board or upon the written request of five (5) SAENA members. At least five (5) days notice shall be given.

A: The SAENA shall have the following standing committees:

1. Bylaws and Standard Operating Procedures
2. Professional Education
3. Elections Process Committee

B: Ad hoc committees may be appointed by the president and ratified by the SAENA Board of Directors as circumstances warrant. Recommendations for dissolution of ad hoc committees shall be made by the president and ratified by the SAENA Board of Directors.

C: The SAENA President shall serve as a non-voting, ex-officio member of each committee except for the elections process committee.

ARTICLE XII

OFFICIAL PUBLICATION

SAENA shall publish an official publication four (4) times a year. Any requirement that notice be given to all members whether individually or otherwise shall be satisfied by publication of that notice in this official publication. This communication may be made by electronic means to any member with an active email address and posting to the SAENA website.

By Laws of the SA ENA can be viewed on our website: www.sanantonioena.org. Any questions regarding these By Law recommended changes can be sent to: Michael Moon, MSN, RN, CNS-CC, CEN, FAEN, Member Bylaw Ad hoc Committee.

Highlights

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San Antonio Emergency Nurses' Association, Chapter 197
P.O. Box 680103
San Antonio, Texas 78268
Sanantonioena.org

To submit articles, pictures, ideas for the SA ENA
Newsletter, please contact Steven J Jewell, RN at
sjjewell@baptisthealthsystem.com
Or jst4jstn@gmail.com
210-215-2414—Cell



Be apart of a large community sharing ideas, awards, and friendship—Join the **SA ENA Facebook page!!** We currently have 113 members exactly. Our goal is to double that by the next newsletter publication. You'll be surprised to see how many of your friends across Texas are members.

2011 SA ENA Leadership

President

Susan Douglass, RN, MSN, CEN
Susan.douglass@uhs-sa.com

President-Elect

Jan Elliott, RN
Txjansa@aol.com

Secretary

Peggy L Dubuque, RN
Pdubue1@yahoo.com

Treasurer

Yvonne Moseley, RN
ymoseley99@yahoo.com

Immediate Past-President

Mary LeBlond, RN, MSN, CEN,
Littlemommanurse@aol.com

Injury Prevention Chair

Susan Douglass, RN, MSN, CEN
Susan.douglass@uhs-sa.com

Newsletter Editor

Steven Jewell, RN
sjjewell@baptisthealthsystem.com

Membership Chair

Peggy Dubuque, RN
Pdubue1@yahoo.com

TNCC / Trauma Chair

Susan Douglass, RN, MSN, CEN
Susan.douglass@uhs-sa.com

Nursing Practice Chair

Mary LeBlond, RN, MSN, CEN
Littlemommanurse@aol.com

ENPC / Pediatric Chair

Diane Walcutt, RN
dianewalcutt@yahoo.com

Government Affairs Chair

Mary LeBlond, RN, MSN, CEN
Littlemommanurse@aol.com

EMS Liaison

Tom Culwell, RN, BSN, CEN, CCRN, CFRN

www.sanantonioena.org