

NURSING WITHOUT BORDERS

VALUES • WISDOM • SUCCESS MARKERS

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Global nursing impacts health-care delivery in every corner of the world and requires interventions from all sectors of society. *Nursing Without Borders: Values, Wisdom, Success Markers* offers a global perspective on education, process, and practice initiatives. It provides a forum for recognized nurse leaders and activists to share their stories and successes in defining nursing's past, present, and future. Success as a global leader requires a global mind-set, an appreciation of humanities and culture, a sensitivity to diverse human capital, a sense of shared leadership, and accountability.

The international nursing leaders contributing to this text are role models whose stories must be shared. We recognize their accomplishments and goals; we acknowledge their developments and successes; and we thank them for challenging the process, inspiring a shared vision, enabling others to act, and modeling the way for us to go. May they continue to build strategic partnerships in nursing—relationships that will evolve, last a lifetime, and ensure the continued growth of our profession.

With this book, here and now, we invite you to begin the journey to *Nursing Without Borders*.

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FOREWORD

The nursing profession is much like a kaleidoscope—multifaceted, colorful, and constantly taking on different forms and shapes. Like the diversity and creativity seen through a kaleidoscope as one twists and turns it, the nursing career also produces different forms, opportunities, and experiences based on the path that is chosen. The nurse leaders who have contributed to *Nursing Without Borders: Values, Wisdom, Success Markers* have each brought their career kaleidoscope into individual view. Some have chosen to focus their view on administration, education, or research. Others have focused on clinical practice, policy, and system delivery. All, however, have found common ground in their belief in nurses' contributions to global health.

Globalization, international, multinational; collaboration, partnership, alliance—these are all terms that every profession, including nursing, is defining. People in all professions believe these concepts are inherently good and noble, but frequently are unsure about implementation and best practices. *Nursing Without Borders* provides these practices and exemplars.

This masterfully written book allows the reader to look through the kaleidoscopic perspectives of these nurse leaders from diverse cultures around the globe, all working toward diverse outcomes for global health. It is a rare opportunity for readers to learn what each did and share the experience of these leaders in their journey to success. It is an opportunity to see leadership in action. The stories are those of values and wisdom, of trust and community, of methods and practices, and of enrichment and growth. Most of all, the stories are of successes—of impact on institutions, countries, and governments—and of the influence of nurses in making this a healthier world.

There is a remarkable camaraderie in nursing that has no borders. It is formed out of the central desire to make a difference. This book illustrates how nursing leadership has made that difference, has improved the profession, and has impacted the health of people worldwide.

Enjoy these success stories and the glimpses into professional kaleidoscopes. Consider turning and twisting your kaleidoscope to make a similar difference.

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INTRODUCTION

Nursing Without Borders: Values, Wisdom, Success Markers reflects the international nursing experiences of a host of nurse leaders representing diverse cultures.

In Part I, several renowned authors address *Values*. They share their experiences and their expertise, setting the tone for learning. The first chapter, written by Sharon M. Weinstein, traces the paths of legendary nursing leaders. We learn that the first nursing license in the world was issued in New Zealand and that leaders from Australia to Ireland and from Jamaica to Italy set the standard by which we now practice, educate, and collaborate. Weinstein effectively transitions us from a proud past to those who are creating nursing's future—the contributors to *Nursing Without Borders*. Barbara M. Dossey, Deva-Marie Beck, and Cynda H. Rushton, leaders of the Nightingale Initiative for Global Health, introduce us to “Nightingale's Vision for Collaboration” in Chapter 2. And, Jane Salvage, visiting professor at the Florence Nightingale School of Nursing and Midwifery, King's College, and former nursing director of the European Bureau for the World Health Organization (WHO), addresses the pleasure and pain of international collaboration. In Chapter 3, she offers sound advice for collaboration and a model for nurses planning to expand their work into the international arena.

In Part II, the authors address *Wisdom*. The wisdom gleaned by nurses from the new independent states of the former Soviet Union (NIS) and Central and Eastern European countries (CEE) is shared through the International Nursing Leadership Institute (INLI) in Chapter 4. Authors Sharon M. Weinstein, Elena Stempovskaia, and K. Jane Younger relate INLI successes and the changes that have been implemented by NIS/CEE nurse leaders. The Honor Society of Nursing, Sigma Theta Tau International played a strong role in inducting INLI graduates into honor society chapters as community leaders. In Chapter 5, Ramón Lavandero, director of development and strategic alliances for the American Association of Critical-Care Nurses (AACN), takes us along the journey to developing standards for establishing and sustaining healthy work environments. And Reverend Tom Keighley, a well-known nurse advocate and lecturer, discusses mutual recognition agreements in Chapter 6.

Part III, focused on *Success Markers*, brings the successes of co-authors Sheila A. Ryan and Majeda Mohammed El-Banna to the forefront in Chapter 7, “Leadership Alliances and Diverse Relationships.” The Nebraska-Jordan connection enhances our learning process.

In Chapter 8, Ellen Fineout-Overholt and Bernadette Mazurek Melnyk present “Advancing Evidence-Based Practice in the United States and Across the Globe.” They share a 20-year journey that has enabled them to make a difference in outcomes, both at the point of care and in academia. And in Chapter 9, Ann Marie T. Brooks discusses “Creating Communities of International Collaboration,” highlighting the work of renowned international nursing leaders and the World Health Organization Collaborating Centers (WHOCC). Brooks skillfully addresses communities of collaboration created through building trust, communicating respect, valuing and celebrating similarities and differences, and sharing knowledge to advance nursing education, practice, and research.

Part IV turns attention to success stories in international nursing. Here we learn about collaborative success from Marjorie Beyers, a nursing consultant who worked with the All-Ukrainian Nursing Association to create a federation model.

Carole Kenner and Anita Finkelman share an effort aimed at “Collaborating for the World’s Children: Council of International Neonatal Nurses.” Our children are our future, regardless of where we live and work.

Leah Curtin, well-known author and publisher, shares her approach in “War Is Nothing Like You Think. It’s Much More!” She relates her experiences in Croatia and shares the creation of the children’s book that has garnered international attention.

Pamela Austin Thompson, chief executive officer of the American Organization of Nurse Executives, relates “Process Improvements in Global Health,” building on her experience with the American International Health Alliance’s partnership program.

Kathleen A. Bower, principal and co-owner of the Center for Case Management, addresses “Nursing as an International Relationship.” She highlights her experiences in Barcelona, Spain, and in Singapore. Bower encourages us not to hesitate to accept the opportunity to work with colleagues in other countries, stating that it is an enriching experience that provides many positive memories, even if it is not highly rewarding financially.

“The China Experience” is covered by Beverly J. McElmurry, assistant dean for global affairs and professor and director of the WHO Collaborating Center for International Development of Primary Healthcare at the University of Illinois College of Nursing. Lessons learned through the China Nurses’ Leadership Initiative for HIV/AIDS Care and Prevention may be applicable to other international work.

Larry Purnell of the University of Delaware leads us through the Purnell Model for Cultural Competence, and finally, Dianne Richmond, with colleagues Maria Helena Larcher Caliri and Lyn Middleton, share their success with a multinational writing collaborative.

Part V continues our success-story journey with practice experiences. Marianne E. Hess, hospital education coordinator at George Washington University Hospital, shares her experiences in Yerevan, Armenia, following the earthquake and the dissolution of the former Soviet Union. Using adult learning principles, she created an educational model designed to withstand the test of time.

Christine O. Newman, director of neonatal nursing and international partnerships at Henry Ford Health System, writes that “Little Things Really Do Matter.” Newman, with colleagues from Lviv, transformed a neonatal unit into a first-class neonatal intensive care unit and offered train-the-trainer programs to support the practice.

Jennifer Andrews and Jeanne M. Floyd, in collaboration with the American Nurses Credentialing Center, share highlights from Princess Alexandra Hospital Health Service District’s Magnet journey. Based in Brisbane, Queensland, the hospital achieved Magnet recognition in 2005.

Tim Porter-O’Grady, a renowned consultant and scholar, discusses the transformation of a New Zealand health system and the need to build strong strategic foundations. He shows how strengthening the infrastructure of shared leadership and shared governance helped create a format as well as specific forums for decision-making and accountability.

“A Portuguese Experience With ICNP” is addressed by Abel Paiva of Portugal and co-authors Amy Coenen and Claudia Bartz of the University of Wisconsin, Milwaukee. A standardized model was developed to facilitate pre-coordination of terms, pre-association of nursing diagnoses and nursing interventions, and articulation between the natural language and the standardized language.

Standards determine professional practice, and certification validates expertise in a specific body of knowledge. Mary Alexander, chief executive officer of the Infusion Nurses Society (INS) and the Infusion Nurses Certification Corporation (INCC), is uniquely qualified to address Global Standards and Certification. She discusses her experience at Grupo Angeles’ School of Health, supported by the University of Mexico, which is recognized by Mexico’s

Ministry of Education. Alexander helped to develop an infusion program for nurses that would provide the knowledge and skills needed to deliver safe, standardized infusion care.

Daniel J. Pesut, with Ruth Anne Kuiper and Carme Espinosa I. Fesnedo, take us along a Network Weaving journey. The authors address the Outcome Present State Test (OPT) Model of reflective clinical reasoning, building on the heritage of the nursing process and the correlation with contemporary needs for outcome specification and attention to clinical judgment.

This part of the book closes with a discussion of migration by Clarita D. Curato and Ma. Katherine O. Jiongco of the Philippines and their U.S. colleague, Jo Ellen Koerner of Adventist Health System. The authors describe a unique model of foreign recruitment and retention that has served both partners well.

We now transition from practice to education and the final series of success stories within Part VI. Rita M. Carty of George Mason University opens this session with “Building a Community of New Scholars.” Her story addresses the process and outcomes of 10 years of collaboration, knowledge, and resources incorporated into this international education program in nursing in Saudi Arabia.

Linda Luna and Sawsan Abdul Salam Majali continue the educational partnership series with “A Unique Service-Education Partnership to Advance Nursing in Saudi Arabia.” They discuss a collaborative effort between Dar Al-Hekma College and the King Faisal Specialist Hospital and Research Center in Jeddah, Saudi Arabia, aimed at developing and launching a new school of nursing in the western region of the country.

Joyce J. Fitzpatrick of Case Western Reserve University discusses “Success in Preparation of Future Nurse Scientists and Nurse Leaders: A Global Perspective.” Through a WHO Collaborating Center, Fitzpatrick impacted thousands of nurses and nursing education in Uganda, Zimbabwe, Ireland, Thailand, and Korea.

Shaké Ketefian of the University of Michigan School of Nursing discusses the International Network for Doctoral Education in Nursing (INDEN) and the creation and subsequent development of the program from its inception to the present.

Global nursing experiences and the opportunity to serve vulnerable communities are the topics of discussion for Maureen Kelley and Marla E. Salmon of Nell Hodgson Woodruff

School of Nursing at Emory University. Theirs is a faith-based initiative, and they worked with the Regional Nursing Body of the Caribbean Community (CARICOM), leading them to the Missionaries of the Poor (MOP) in inner-city Kingston, Jamaica.

Next, Mary Paterson and Patricia C. McMullen of The Catholic University of America share their experiences in Kosovo and Egypt in “International Collaborative Initiatives for Nurses.” Through the Hope Fellowship, the authors enhanced educational initiatives and were instrumental in the appointment of the first chief nurse of the Ministry of Health in Kosovo.

The US-Russian Nursing Conference Cruise is an educational model that has received international recognition. Leading this program are authors Marie J. Driever of Portland, Oregon, and Rachel DiFazio of Children’s Hospital in Boston. They discuss the US-Russian Nursing Conference Cruise as a catalyst for collaborative professional development.

Finally, we summarize 45-plus years of international nursing leadership in a success story written by Anne J. Davis of the University of California, San Francisco, School of Nursing. Davis takes us through her journey from Ethiopia to India and around the globe, impacting lives along the way. She states that a remarkable camaraderie exists in nursing that is unseen in other professional groups and that there are always those who are willing to help.

And help is precisely what these nurse scholars, educators, researchers, and clinicians have done. As pioneers, they have paved a path of international partnerships and documented their stories for those considering international work.