

Critical Issues

Distance Education:

ONE ANSWER TO THE NURSING SHORTAGE

Congratulations!

CarePlan clients who have recently passed the CPNE

ALBANY

Cathy Eagle
Victoria Nanguang
Donald Numa
Homa Wardak
Lori Yaniz

AMARILLO

Cynthia Smathers
Ada Thomas
Marge White

ATLANTA

Dorothy Shallua

COLUMBUS

Patrick Cotter
Dora Davis
Amy Dowell
Brenda Foster
Charmaine Holtscaw
Rosa Poole
Angela Sain
Stephanie Shampel
Barbara Shelton
Christy Staggs
Scott Summars

DALLAS

Karen Ainsworth

LONG BEACH

Mariaelizabeth Katusic
Steve Schott
Ken Waters
Vina Wilson

MADISON

Carol Christy
James Dalebout
Peggy Haynes
Jennifer Hedlund
Eunah Henning
Kimberly Johnson
George McBride
Chris McClanahan
Ron Pascual
Annmarie Robinson
Brenda Rosenberg
Shannon Schnitzler

PLANO

Brian Fawns
Nancy Painter
Dennis Williams
Dee Wilson

RACINE

Claudia Burrows
Margie Carter
Leah Feltman
Tonya Martin
Becky Rademacher
Marian Ramirez
Claire St.George

SCHENECTADY

Susan Scott

SOUTHERN REGIONAL MEDICAL CENTER

Cristi Adkins
Chris Bryan
Pauline Fraser

CarePlan Lab Quotes

“When there were questions the instructors were very good at clearing up the gray areas.”

“Kind environment to learn in. Great instructors who did a great job at stress reduction.”

“All the instructors were patient and went over the material until everyone understood.”

“The practice PCS at the end of the week put everything that we had learned this week together in its place.”

“The lab evaluators were all great, extremely knowledgeable, and fun!”

You've already heard the news: There is a nursing shortage. But do you know the extent of it? Over 75% of all vacancies in hospitals are for nurses. There are over 126,000 openings! By the year 2020, the increase in demand for nurses will grow by 40%, and the supply will only grow by 6%. What is causing this high demand? Population growth, aging baby boomers, medical advances that require RN skills, and better medical care that increases life expectancy. The elderly are now the fastest growing proportion of our population, and facilities that take care of the elderly will require the services of more and more RNs.

Why isn't the supply of RNs keeping up with the demands? The major reason is simple: more nurses are retiring from the profession than are entering it. This again is related to the largest segment of our population right now: the baby boomers.

This trend already threatens the ability of healthcare facilities to provide quality care for the community. Without intervention, the problem will only become worse. What can employers do? How can healthcare facilities improve recruitment and retention of their valuable employees? Provide incentives for higher education and enhancement of professional growth. However, nursing schools have long, long waiting lists. There are just not enough nursing educators to train those who want to pursue their nursing degrees in a timely manner.

The regional director of operations for a healthcare organization in the Midwest wanted an overall increase in RN coverage for all of her facilities. A human resources director at one of these facilities had to create a proposal to increase RN coverage in her facility. This was no easy task, as it is difficult to keep RNs in long term care facilities. Her solution is to help her LPNs achieve their

ASN degrees through distance learning and Chancellor's Learning Systems.

The HR director's philosophy: "It's better to promote from within, and this is the best way to increase our RN coverage." Helping her LPNs through a distance learning program has built teamwork throughout her nursing staff. Her future RNs have created study groups and are continually motivating each other. It has boosted morale because her employees feel better about themselves for advancing their careers, and this was just the push that some of them needed. Finally, putting her employees through this program will ultimately help with employee retention.

The nurses know that thanks to their company's tuition loan program, they will not have to pay for their education so long as they are working for the company.

An Associate Degree in nursing gets you into the RN workforce in half the time that a bachelor's degree does, and you can still go on to earn your bachelor's degree once you are practicing as an RN. Distance education is convenient for you, but it also fits very well with your employer's needs. The hours are flexible, and the cost is way less than traditional education. If you have not already asked your employer about tuition reimbursement, you should. Many will cover the cost of your books, your exams, and your Excelsior fees. Your RN licensure is not only a great benefit to you, but you

are very important to your employer. ■

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CHANCELLOR'S
WELCOMES A
NEW
PRESIDENT



Introducing David Rose, the new President and COO of Chancellor's Learning Systems, Inc. David has over ten years of experience in higher education, which makes him a perfect fit for our company. He comes to us from the Apollo Group of Phoenix, Arizona, the largest educational provider in the world, where he was Regional Vice President of the Institute for Professional Development. David worked with eleven different universities in areas of program development, curriculum design, marketing and enrollment, and new learning center start ups. He is also experienced in strategic planning, academic administration, marketing and recruitment, technology, fiscal administration, construction, human resources and regulatory compliance. Prior to that, he had over ten years experience in health care administration.

David will apply his experience and vision to the growth of Chancellor's Learning Systems. In the coming months, expect to see information about the development of new product offerings; relationships with universities and colleges; and electronic methods of marketing, product delivery and client support. Chancellor's has always been dedicated to making it easier and more economical for you to achieve your dreams, and we will continue to look for new ways achieve that.

Look out for CDs!

Chancellor's is making the transition from audio cassettes to CDs. You will see them arriving in future shipments. If you would like to purchase CDs for guides you have already received, please call client support at **1-888-837-8688**. The price will be \$30.00 per set.

In addition, your study guides have gotten a complete makeover! You will still receive the same great study material, but it will have a whole new look. We guarantee the new design will make the grade...just like you will when you use our study guides!

\$200 for Referring a Friend

Throughout February and March, Chancellor's Learning Systems will pay you to find yourself a study buddy. Many of our clients sign up with friends. They are the greatest source of support and motivation you can find. Chancellor's will pay you \$200 for every qualified referral who signs up for five or more study guides. Help yourself and help a friend advance her career. Call Client Support for details.

Online Support

Are you looking for more study tips? Have you been studying but can't seem to stay focused and motivated? Well we have just the thing to help. To talk to other Chancellor's clients, log on to www.chancellorsonline.com and visit our web help board. There you can get tips from other clients along with motivation to help you successfully complete the program.

The web help board is an online discussion forum where you can post and receive messages. You can meet clients from different areas of the country that are studying to be RNs just like you. Individuals that have successfully completed the program post messages just to motivate others. Remember, you are all trying to achieve the same goal, which is to become an RN, so why not help each other?



Daily meditation can bring insight

When you're feeling at loose ends, it could be a good idea to participate in some type of meditation. According to the Web site Learningtomeditate.com, you don't have to think of meditation as an Eastern art, complicated to learn, where an old man under a tree comes up with all the answers to the mysteries of life. It can be a lot more practical than that.

Meditation often is no more than seeking out peacefulness and calmness during the stress and struggle of everyday living. Simple practices can work well. Find a quiet place, focus on your breathing and grow quiet. Eventually you will grow calm, and if you practice on a daily basis and learn how to empty your mind, you may find that you gain insight into matters that seemed to evade your understanding previously.

On mastery

Ah, mastery... what a profoundly satisfying feeling when one finally gets on top of a new set of skills ... and then sees the light under the new door those skills can open, even as another door is closing. — *Gail Sheehy*

HERE'S MY RECIPE:

Hire me

A registered nurse started getting a little bummed out by her job, so she decided to start looking for another one. She had enough experience, she thought. She didn't think she'd have much trouble finding a new one. She sent dozens of cover letters and resumes to every hospital that was looking for a nurse. But nobody ever responded. For two weeks, there was not a peep from a prospective employer. Then, one day she received a message from one of the hospital's personnel department. It said, "Your resume was not attached as stated. I do, however, want to thank you for the vegetable lasagna recipe."

— adapted from the *Reader's Digest*



Motivation Key to Success

Mindy Schuller of Ohio has quite a story to tell. After two false starts, she is going through the Excelsior program at an amazing pace. A serious illness and a near-fatal car crash delayed her studies, but after her accident, she was bed-ridden for six months, and "it was either go into depression or do something about it." She chose to do something about it. She has taken six exams since November and has earned all As and one B. She has only two more to go – the last is scheduled for February.

The hardest part about independent study, according to Mindy, is finding the motivation. Mindy got her boost from the accident. She was not an A student before, but she felt with this time she had to do well. When she took her first exam, she was on crutches because she had shattered her right leg. She could hardly see the screen because she had lost part of her vision. But when she finished her exam, and she saw the A on the screen, she thought, "Wow! That felt good." She went back and studied some more; she felt like she just couldn't get enough of that feeling of accomplishment.

A few study tips: 1) Use the web help board. It is wonderful! Independent study can be overwhelming. It helps to see others who are going through the same thing you are. 2) Take lots of notes. Writing things down will help you remember. 3) Don't overstress. People who panic will not do well. 4) Dress comfortably to take your exams.

Mindy works in general surgery now, and would like to continue working in surgery once she is an RN. She is concentrating now on her last two exams, the CPNE, and the NCLEX after that. She will be an RN this summer or fall, but she is hungry to do more. Guess what's next. Her BSN! ■

CarePlan Overview

The CarePlan Lab is a preparation laboratory for the Excelsior College clinical examination (the CPNE). It is a five-day learning experience designed to prepare clients to pass this rigorous 2-1/2 day clinical. Our instructors are experienced Registered Nurses who will take you step by step through all the things you need to know to pass the clinical exam (including stress management!) Clients travel to our facility in Fishers, Indiana, from all over the country. CarePlan class size is limited to four to six people for the optimal learning experience. Your time will be divided between lecture and hands-on practice. At the lab stations you will practice injections, sterile dressing change, IV piggyback, and IV push. You will also discuss the basics of writing care plans, and each client will have a mock patient care situation. You may practice on dummies, your instructors, or your fellow students! Everyone observes everyone else's work, which is good preparation for the actual exam.

Does it work? Approximately 90% of CarePlan clients pass their CPNE the first time. We have so much confidence in our program that we developed The CarePlan Promise: If you attend one complete week of preparation at the CarePlan Laboratory and subsequently do not pass the Excelsior College CPNE, you are entitled to one additional week of preparation at the CarePlan Lab for no additional fee. Clients say CarePlan provides them with much needed confidence. Half of the battle is knowing what to expect. At CarePlan, you will learn the necessary details to successfully pass the exam.

MANAGING STRESS Crucial to Passing CPNE

Congratulations to Mary Murray-Medin, who is on our recently passed list after two years in the program. We asked her for some tips and advice. Mary says studying and knowing the critical elements was important to her success, but the MOST important thing, and the hardest to learn, was managing stress. Mary says the skills tested on the CPNE are basic to a career in nursing, but learning how to manage stress, how to relax and breath is crucial. In fact, she brought a web help board friend with her to her CPNE weekend to help her stay relaxed. They watched stupid movies and kicked back on Saturday night. Mary says the web help board is a great source of support. "The people on it are going through exactly what you are." She met several great friends through the board. Her family was also very supportive. She has two teenage boys, and her intent was to "lead by example so they would go to college right after high school." Mary believes she would not have passed the CPNE without having gone to the CarePlan lab. "The nurses were wonderful, and I want to thank them sincerely." Study, relaxation, and support. Thanks for the advice, Mary!