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Holiday Greetings

from the PNAA President

Leticia C. Hermosa, RN, Esq.

Merry Christmas and Happy New Year to All!

It is time, once again, to say goodbye to the Year 2015, and greet the New Year 2016 with joy and enthusiasm.

During the past year as President, I had the privilege and opportunity to bring PNAA to a professional level and collaborate with many professional nursing organizations throughout the United States. PNAA joined forces and coalitions to transform healthcare and shape the future of nursing, so that all of us and the next generations will have a better place to live. PNAA is blessed with having leaders and members who are committed, talented, supportive, and share common visions of leadership, empowerment and transformation.

Through the efforts of the PNAA Executive Board, Committees and Chapter leaders, and the encouragement and support from numerous Past Presidents, PNAA is on its way to a great future in leading the pathway to excellence, in increasing leadership diversity in healthcare, and in lifestyle changes for a healthy PNAA. We have set the structure and platform to align PNAA with many professional organizations and included health and wellness as a priority. PNAA has begun to lead change and recognized as a partner in transforming healthcare!

Thank you to all of you for your valuable contributions of time, energy, talents and resources. Your genuine support and generosity add strength to PNAA and our Chapters.

During this holiday season, let us continue to enjoy our blessings and the love of our families and friends. Maligayang Pasko sa inyong lahat!

Letty C. Hermosa, RN, Esq.

Report on Ohio Action Coalition (OAC): Minority Nursing Organization Think Tank on Diversity

By: Bessie E. Schiroky, BSN, RN, NCR RVP

MINORITY NURSING ORGANIZATION THINK TANK ON DIVERSITY

Wednesday, October 14, 2015, Columbus, Ohio

PNAA Representatives: Bessie E. Schiroky, Erlinda Gonzalez (PNAO Pres.), Evelyn Sugiyama (PNACOH Pres.)
& Cora Munoz (PNACOH Founder/Adviser)

Goal of Meeting:

- Generate discussions related to diversity in the OH nursing workforce.
 - Develop a list of strategies/recommendations for increasing the diversity in nursing for Ohio.
- I. Jane Mahowald, Pres. of OH League for Nursing (OLN) and Co-Lead for the OAC gave the welcome remark. Each participant introduced themselves and identified which minority organization they were representing.
- II. Carol Drennen, Co-Lead for the OAC, provided a PPP addressing the importance of increasing diversity in Ohio's nursing workforce. An overview of the 2010 Institute of Medicine Report: *The Future of Nursing; Leading Change, Advancing Health* was presented. National and state actions to address the IOM recommendations were reviewed. Projections and statistics on diversity for the U.S. and OH were provided including:
- Five states have minority majorities: TX, NM, CA, FL and HI.
 - Five states have 40% non-white population: GA, MD, MS, NY and AZ.
 - People of color are a majority in 48 of the nation's largest cities.
 - Hispanics are the largest ethnic minority.
- Positive trends noted for Ohio were:
- Men and non-white nurses have less experience and are younger suggesting more diversity over time.
 - Higher % of African American & Hispanic RNs have BSN or MSN and are more likely to obtain BSN.
 - Men and women equal with BSN, more men than women say they're going for BSN.
- III. Each minority organization provided their perspectives on diversity in nursing, including the challenges for their membership and ideas for addressing diversity issues.

Assembly of Men in Nursing

- IOM strategic goals: double the number men with doctorate degrees by 2020, double the number of men in nursing faculty.
- Issues with sexual connotation of men touching patients especially in pediatrics. Must be caring while maintaining masculinity. Doctors seen as "healers" while nurses as caregivers.
- Role model provision – 3 strategies:
 - Preceptor match with another male in education programs
 - 2 or more men/clinical group (avoid assigning 1 man/per group unless only 1 man is available)
 - Mentorship program
- Lack of male nursing faculty as well as other minorities.
- Dispel myths – "Men are on glass escalator or concrete ceiling" exists for men (Porter-O'Grady).

Association of Hispanic Nurses

- Hispanic men are minority of male nurses.
- "Machismo" in the culture makes it more difficult to get men to study nursing.
- 355,000 Hispanic in OH (lower than other states) - many of Mexican or Puerto Rican descent
- Secondary education not high priority.
- Language, financial and cultural barriers exist
- Nursing not considered a prestigious profession.

- Ideas for increasing Hispanic nurses:
 - Mentoring in both education and orientation programs. Education needs to nurture their unique needs. Orientation needs involvement from minority group as part of on-boarding process.
 - “Careers in Nursing with Johnson & Johnson” written in English and Spanish.

Black Nurses Association

- Attrition rates from nursing education programs and NCLEX failures higher for minority students.
- Partnership with Ohio Job Corp for STNA track. Mentor students and encourage them to continue for nursing degree. Assist them to get a job as PCA.
- NBNA membership includes STNA and LPNS, not just RNs. Encourage them to further education to become a nurse.
- Match minority nursing organization with employer need.
- Black men in nursing are important for NBNA.
- Mentoring programs need to address other issues in addition to academics such as transportation, child-care, help with scholarship applications, etc.

Philippine Nurses Association

- Need to add Asian Association and Native Alaskan chapters in OH statistical studies.
- Ohio’s statistics do not breakdown to the level that accurately identifies the number of Philippine nurses in the state.
- One year mentorship program for MSN and Doctoral students.
- Scholarship opportunities for Philippine nurses.
- Low faculty pay deters entering academia which needs to be addressed and incentives given.
- Adjust work schedules to accommodate grad school needs.
- STNA pathway alignment. Minorities often start as STNA. Mentor and foster career development.

Common Issues for Minority Nurses:

- Cultural competency should be included in all nursing education programs. Content on culture is currently required by OBN and accrediting agencies but should there be a required course or CEU requirement? **SB33** (OH Senate Bill to be voted on) would require cultural competency training for renewal of licensures of health professionals.
- Second-degree nursing students are more diverse than traditional nursing students. Encourage adults with other degrees to obtain a BSN.
- LPN workforce is overlooked. Develop career paths from STNA-LPN-ADN-BSN-MSN-DNP/PhD.
- Of those who are 16-24 years old who enter nursing without experience as an STNA or second degree, 1/3 leave the profession.
- Associate of Technical Studies (ATS) is an option - requires 30 technical credits.
- Movement in nursing away from the bedside.
- For millennials, focus should be on hiring, not retention.

IV. Strategies/Recommendations for Success

- Construct an OAC diversity statement that indicates intentionality and strategic importance.
- Develop Mentoring Program Models for:
 - Men in nursing
 - Racial/ethnic minorities – address academic and societal issues of minority students such as transportation, childcare, etc.
- Create Career Pathways or Pipelines that foster Diverse Academic Progression in Nursing - STNA – LPN – ADN – BSN – MSN - DNP/PhD.
- Identify strategies to improve the recruitment and retention of underrepresented student populations

(men, minorities) for Nursing Education Programs in OH.

- Identify specific strategies for OH Employer Nurse Orientation Programs that are gender and racially inclusive and promote a culture of diversity retention.
- Form partnerships between minority nursing organizations and employers.
- Contact the following National Nursing Associations without Chapters in Ohio:
 - AAPINA: <http://www.memberarea.aapina.org/>
 - Native American, Native Alaskan Nurses Association: <http://nanainurses.org/>
- Encourage OH minority nursing organizations to work collaboratively on a regional/statewide basis.
- Consider developing a Consortium of Minority Nursing Organizations in OH.
- Map Cultural Competency Content in Nursing Educational Curricula in OH and explore the feasibility of a Continuing Education requirement for nurses.
- Promote enrollment in second degree nursing programs - students in these programs are more diverse.
- Create favorable media images of gender, racial, and ethnic minorities among OH nurses.

V. Next Steps

- Follow-up meeting – Thursday, December 3, 2015 from 10:30AM – 1:30PM
- Agenda items for next meeting:
 - Prioritize identified strategies
 - Develop action steps
 - Assign responsibility for actions
 - Explore partnerships with other organizations

Haiyan Outreach

By: Victoria Navarro, RN Immediate Past President PNAA 2014-2016

A huge achievement: big congratulations to the PNAA Foundation and its Research Committee Chair Rebecca Graboso, advisor, Dula Pacquiao, and members, Rose Estrada, Joy Duarte with Jean Doria. More than a year ago, the Philippine Humanitarian Coalition, which was the brainchild of Ambassador and Mrs. Jose Cuisia, Jr. collaborated with the US Philippine Society and held the After the Storm Concert at the Kennedy Center to raise funds for the restoration and rebuilding of the Haiyan devastated areas.

PNAAF through the efforts of Drs. Pacquiao and Graboso submitted a proposal to hold a Buntis Congress in the forgotten towns of Salcedo, Marabut, and Basey in Samar. This was done in collaboration with the Zuellig Foundation. This was in conjunction with the 2020 WHO Millennium Development Goal to improve maternal health and reduce infant mortality. There is a phenomenon that in the event of a big disaster there is an corresponding increase of teenage pregnancy due to the crowded sleeping quarters in evacuation centers and also because of rape. The proposal submitted by PNAAF received the highest grant among the eight community organizations. A Philanthropist and a Physician NIH grant reviewer performed a point system, blinded evaluation of the proposals. Joy Duarte will do the presentation at the Philippine Embassy; NEDA Deputy Director General M. Songco planned a live presentation on the current state of the Visayan peninsula devastated by Haiyan. A representative from Commission on Filipinos Overseas also attend the event.



PNA San Diego Supports a Sea of Pink

By: Vivian Sanderlin, PNASD President-elect



Most of us are aware that October is Breast Cancer Awareness Month. The Making Strides Against Breast Cancer's annual 5K walk was held Sunday, Oct 18, 2015 at Balboa Park in San Diego, California. More than 6,000 people mostly dressed in their pink garb, wearing costumes as angels or Superheroes, in their pink tutu's and pink outfits laced up their walking shoes for this event. Dogs were allowed to wear pink outfit/bandanas and walked alongside with their owners.

The Philippine Nurses Association of San Diego (PNASD) members with team leaders Derek Velasquez and Jemimah Olivar met at the park at 7AM for registration and distribution of pink shirts. Among PNASD members present were: President Dr. Merlie Ramira, Vivian Sanderlin, Rolly and Cece Echon, Tessie



PNASD Members, family and friends



PNASD officers & members, all smiles and ready to go



PNASD Members selfie moments



Porciuncula, Ludy Deperio, Helen Schmied, Trishia Carinio, Merly Ferrer and her grand children Lucas and Alyssia, Jessie Delmundo, Dinah Didulo, Amie de Jesus, Rosemarie Ferrer and her family, Sandra Cid, Gina Cascolan with her children Krysta, Kyra, and Kacey, Grace Ramirez, Rollie and Millie Mamaril, Lynette Bautista, Norie Gabriel, Arianna Vargas, Daisy Lopez, Christie Eser, Amie Boulanger, Quintin Mabanta, Jr and his wife Patty, Luz Jones and son Jaiber. This walk raised over a thousand dollars for PNASD's efforts toward reduction of breast cancer to which PNASD received a Blue ribbon and the organization has been announced in the program. The largest donation was given by PNASD member Fe de los Reyes who gave \$500.

Nearly everyone has a story to tell regarding the loss of someone to breast cancer, I take particular interest in this walk because my niece died of breast cancer twelve years ago and presently, a dear friend of mine is in the final stages of her struggle with this disease. Investing in breast cancer research helps understand, prevent and find ways to fight this disease at an early stage when it is most treatable.



PNASD Members and friends



PNASD GenX Members, nursing students from Southwestern College – Derek Velasquez, Jemimah Olivar, Grace Ramirez and daughter, Arianna Vargas, Pauline Orbeta, Monica Palanca

The 5K route began at 8 am beneath a huge pink arch on the approach to Cabrillo Bridge overpass. Through El Prado and past the Organ Pavilion, we turned left at Presidents Way and south on Park Boulevard. The route then turned right on Highway 163 North and exited on Robinson Avenue where it turned left onto 6th avenue and reentered the park through Balboa Park Drive toward the finish line. PNASD sign banners were held by Mr. Rolly Echon, Lucas (grandson of Merly Ferrer), Trishia Carinio and other members. There were lots of photo opportunities along the way; one group photo was taken at the Robinson Avenue exit sign when we all climbed up a little hill on top of ice plants. We began in high spirits with much laughing and talk-



PNASD members, almost there!!

ing...as the route went on, the efforts began to take their toll. The talk became complaints of knee pain, foot pain and general weariness. We all labored through because it was WORTH the effort.

I want to thank the team leaders, all the PNASD members and friends for helping make a difference while we made strides wearing pink and walking our hearts out at this event. We thank the people who made cash donations on behalf of our organization but even more important than raising money was creating a sense of PNASD spirit and pride. I really do think everyone stands a little taller and feels a little better that we can come together and participate in an event like this. It is an amazing organization and community to be a part of. Thank you.



PNASD won blue ribbon, with Susan from Channel 7.

What's Going On at South Central Region



South Central Region has a new chapter to boast of and that is PNA Central Texas. PNACTX under the leadership of Mr. Danny Motas became the 15th chapter of the South Central Region and the 45th chapter of PNA. It all started when 5 nurses attended the PNASA CE offering last October 2014. They decided to join thereafter. They brought the idea to the attention of Mr. Danny Motas who had hopes of organizing nurses and forming a chapter since then way back in 2000. The collaboration with PNASA helped fuel the energy from within and by January 2, 2015 the first organizational meeting was held with the attendance of PNASA officers. The election of officers was held and they vowed to continue to recruit nurses to meet the minimum number required of the formation of a chapter.

Plaque of recognition as the new chapter.

Central Texas proved to be the mission for everyone. They worked on the bylaws adapting that of PNASA and rewriting it to fit the chapter and to fit the PNA requirements. Afterwards a teleconference call with Mr. Romy Devera SCR, RVP and President PNASA Mr. Nelson Tuazon was set up for discussion of PNA chapter application. By June 2015, all the requirements were submitted and approved. By July 2015, the announcement of the addition of the new chapter was approved at the PNA convention in Hawaii. As a chapter numerous events are planned such as involvement of PNACTX in community service such as Greater Killeen Kidsfest, an annual outreach service to the underprivileged and coordinating with serving on underserved clinics. Mr. Danny Motas is working on their 501(3)c application to be able to generate funds for the chapter through fundraising. The success of the formation of the new chapter is made possible by the assistance of PNASA President Mr. Nelson Tuazon, and RVP Mr. Romy Devera and the persistence and commitment from the executive board of PNACTX. The chapter plans for the first inaugural ball on January 2, 2016. More details to follow. Good luck to PNACTX and more power.



PNA CENTRAL TEXAS (PNACTX) with the Executive Board and members.



PNA CENTRAL TEXAS logo.

PNA Central Florida Hosts a Leadership Retreat

PNA Central Florida (PNA CF) held their successful 5th leadership retreat with the theme "Unlocking the keys to leadership". Some of the topics were "Unlocking Your True Colors: the Keys to Effective Communication and Collaboration" by President Elect Mr. Manny Ramos. The topic on "The Changing Health Care Models in the Patient Protection and Affordable Care Act" was also presented by Alice Tullo MSN, RN, CPC, CMSR. It was a successful leadership retreat with a networking night, team building activities and lots of fun. In attendance among the 27 delegates were PNA Gulf Coast, PNA Tampa Bay, PNA Miami and South East Florida, Ariel Zabala (BOD) and Mr. Romy Devera to represent the PNAA. Attendees earned 6.5 nursing contact hours.



Leadership Participants



Leaders in action

PNA Tampa Bay Chapter Members in Action

PNA Tampa Bay had a couple of community outreach events: Feeding America and ANCOP Walk.



PNA TAMPA BAY IN ACTION HELPING FEED AMERICA



PNA TAMPA BAY SUPPORTS ANCOP FOUNDATION USA

PNA North Houston Gives Back to the Houston Food Bank



Last August 8, 2015, PNA North Houston had a successful community outreach by serving as volunteers in the Houston Food Bank. It was attended by almost 30 volunteers. Participants share that they not only packed food, prepare meals but the feeling of "able to give back" is the best when it is done from the heart.



PNA NORTH HOUSTON IN ACTION! Feed the Hungry outreach!

PNA TGT Did It Again! Another Successful Seminar

PNA TGT held their 5th Annual nursing summer seminar on September 12, 2015. The theme was "Exploring Breakthroughs...Creating Visions...Transforming Care". This year's theme proved to be timely to the dynamic world of nursing and healthcare. The theme encompassed all of nursing because nurses are at the forefront of care delivery. Nurses create visions through best practices by utilizing innovations and breakthroughs to transform patient care, ease suffering and enhance recovery into a personalized health care experience. These relevant topics were presented: TAVR (transcatheter aortic valve replacement), current burn trauma resuscitation practices, future of palliative care, management of anticoagulation in atrial fibrillation and nursing jurisprudence and nursing ethics. This year's theme was relevant to nurses. The conference was held at Holiday Inn Hotel & Suites in Beaumont, Texas and there were 128 conference registrants. The success of the seminar was attributed to the hardworking EB, Advisory Council and the leadership of Mr. Renato Peregrino.



PNA TGT executive Board & Planning Committee



Successful PNA TGT Summer conference

PNAWI Annual Holiday Party and Induction of Executive Board 2016-2018

By: Gem Cubos, PNAWI President 2014-2016



The Philippine Nurses Association of Wisconsin is pleased to announce the oath taking ceremony of the Executive Board 2016-2018 during their Annual Holiday party on December 5, 2015 at the Clinical Cancer Center Conference Hall, Froedtert Hospital, Milwaukee, Wisconsin. The newly inducted board are: Marilyn Mallari, president elect and members: Sarah Austria, Nieves Soriano, Shelardino Capitan, Pam Marcelino, Maria Tilistyak, Virna Daquioag, Jackie Tulod, Minnie Parbs, Rowena Poticar and Abigail Mira. Distinguished guest speaker and inducting officer was Bessie Schiroky, PNAA Regional Vice president for the North Central Region. In her inspiring address, she shared her PNAA experiences and

talked about the achievements and projects of NCR during her term. She emphasized the importance of PNAWI as a strategic PNAA presence on the north near non-represented northern states like the Dakotas, Nebraska, Iowa and Minnesota. Gem Cubos, current PNAWI president who ends her term on January 2016 was awarded a PNAA Certificate of Appreciation along with the officers and board of 2014-2016. Other PNAA NCR guests in attendance were: Bryan Ranchero, PNA Illinois president-elect and Manelita Dayon of PNA Northwestern Indiana. Bessie Schiroky and Manelita Dayon entertained the crowd with a beautiful rendition of Christmas carols during the Holiday party.



A special PNAWI meeting and welcome night was held on December 4, 2015 with guests, PNAA president elect Dino Doliente III, Miss Bessie Schiroky and Bryan Ranchero. Dino Doliente was unable to join the oath taking ceremony the next day due to a previous commitment that weekend. The election of PNAWI officers will be held on the first nurses meeting on January 16, 2016. PNAWI is looking forward to 2016 as they continue to reach new endeavors and gain more success in the NCR.



PNAA Launches Healthy Heart Healthy Family Program 2016

By: Beth Rosas, RN

PNA America is implementing a program for 2016 to improve wellness. The vision is “Together we can build a healthier PNAA”.

- Let us help our members stay well – physically, financially and emotionally.
- Get our members actively engaged in their own healthcare journey.
- Let us help members achieve better health and help our patients and community achieve a healthier bottom line. We must walk the talk.
- Together, we can accomplish the health goals that are most important to us and our members.



JOIN THE PNAA HEALTHY HEART HEALTHY FAMILY PROGRAM 2016

Let us START and PLAN in our minds (it all starts here) for developing habits related to making healthy lifestyle changes that will help us reach our end goal of leading a healthier life:

- Stage I: Pre-contemplation: You don't exercise, nor do you have any plans to exercise in the near future. You are making all kinds of excuses i. e busy at work, it is in my genes, “I work night shifts”, “my thyroid is mess up”, “ my husband cooks all the time” etc.
- Stage II: Contemplation: You're thinking about starting to exercise.
- Stage III: Preparation: You've made plans to exercise in the next 30 days.
- Stage IV: Action: You've begun to exercise regularly but have been subscribing to the routine for less than six months.
- Stage V: Maintenance: You've been exercising regularly for more than six months, and it has become a part of your daily routine.

The goal is to reach the “maintenance” phase. The way to do that is to begin making small and sometimes seemingly insignificant choices over and over until they become habits. Start with small achievable goals-- want to lose weight, have more energy, decrease your medications or simply improve the quality of your life.

WHAT STAGE ARE YOU IN? For the year 2016, let us all challenge ourselves and be a healthier PNAA. In the meantime, enjoy the holidays but let's start conditioning our minds wherever you may be.

Take the Challenge. Let's Do It!

Filipino Nurses Make a Impact

A few years ago, a training video on Service Excellence produced by CRM Learning called, It's a Dog's World portrayed two Filipinas talking in Tagalog, which was offensive to Filipino nurses. After an outcry from Filipino nurses such as Karen Michelle Cendena, President of Texas Cameron County, Tenet Health System withdrew the video. Along with immediate past president, Victoria Navarro, CRM Learning was asked to correct the service excellence video and to withdraw from sales, inventory and communicate replacement to buyers. Jose L. Cuisia, Jr, Ambassador of the Republic of the Philippines to the United States of America "went to the mat with PNAA", which was crucial to the success of this unprecedented effort.

Ambassador Cuisia had initiated the Congressional US Phil Friendship Caucus, similar to the Congressional Black Caucus to support legislation affecting the Philippines like the trade agreement. As a thank you, Karen Michelle Cendana with the assistance of Pat Niduaza, Chair of the Cameron County Phil Community Board and Commissioner Ric Longoria worked diligently to have Congressman Filemon Vela (D-Texas) join the US Phil Friendship Caucus, more than a year's worth of effort. Vicky Navarro was working mainly in the background facilitating for Michelle Cendana since the caucus protocol required a formal invitation from Congressman Bobby Scott, D-VA, Chair of the US Phil Friendship Caucus. Michelle Cendana and RVP, Romy De Vera will follow-up this email on the celebration they are planning for the visit of Ambassador Cuisia to Cameron County and the meeting of Ambassador Cuisia with Congressman Filemon Vela.

Ambassador Cuisia shared a letter that he had sent to Peter Jordan, President and CEO of CRM Learning to the leadership of PNA America, Leticia C. Hermosa, Victoria B. Navarro and Atty. Arnedo S. Valera, Executive Director, Migrant Heritage Commission.

The letter expressed the following:

"Dear Mr. Jordan,

The Embassy of the Philippines joins all the hardworking Filipino health workers and medical professionals here in the United States in thanking CRM Associates for the positive and resolute steps it has taken with regard to the training video "It's a Dog's World".

I was informed by the vigilant members of the Philippine Nurses Association of America, Inc. (PNAA) that CRM has withdrawn the original version of the video from its inventory and that previous buyers of the video may exchange their original versions for the revised one at no charge. A PNAA member recently attended a new employee orientation at Providence Saint John's where the revised version of the training video was shown. His relieved reaction and the appreciation that he now holds for your organization are shared not only by his fellow Filipino medical professionals but also by members of the Filipino-American community.

Again, thank you for your expeditious and sensitive handling of this matter."

PNA America continues to champion the rights of Filipino-American nurses. PNAA will uphold the positive image and welfare of its constituent members; promote professional excellence and contribute to significant outcomes to healthcare and society.

Simbang Gabi sa Konsulado 2015

On Friday, December 11, 2015, PNA America along with PNA New York and Masbate Association sponsored the fifth night of Simbang Gabi at the Philippine Consulate in New York City.



Looking to the Future of PNAA

By: Bessie E. Schiroky, BSN, RN, NCR RVP

Since PNAA's founding in 1979 with 5 initial chapters – PNAA had grown to have more than 40 chapters scattered throughout the country. At its peak – it had enjoyed having close to five thousand members. Now it's year 2015 and it's obvious that despite the increased number of chapters - the size of PNAA membership is also decreasing. With this disturbing trend – the leadership has to think how the organization could continue to survive and thrive at the same time. The challenges are enormous and focused, pro-active steps need to be done to prevent the continuous decline in PNAA's membership.

The NCR COPs tell me how it's getting tougher for them to recruit new, younger members - and older members, in significant numbers for one reason or another, are dropping their memberships. New recruits, young and old, sign on as members for a year or two then drop out completely. As days and months seem to go by faster these days - collecting renewal fees is always a difficult task. Some chapters start dreading the approach of January as they know it's time once again to pay the membership dues to PNAA. With the increased annual membership fee comes increased expectations. The question members always ask is "what do we get out of PNAA in return for the fees that we're paying annually". This is one question everyone in the PNAA leadership, from the national to chapter levels, should be able to answer readily and satisfactorily.

Since membership is truly the "lifeblood" of the organization – focusing on how we could engage our members at the chapter levels and maintain the passion and dedication of the chapter leaders cannot be understated. Being the NCR RVP for more than a year now – I've observed how each chapter's survival truly depends on a few "key" people. The "core groups" in each chapter are what "make or break" the organization. These core groups are comprised of, mostly, 10-20% of the chapter membership. This is quite a low number that when the group loses one or two members – the negative impact is easily felt within the chapters and the effect could be long term. For this reason - it is in the PNAA's interest to make sure that these core groups are identified, nurtured, listened to, and mentored/guided to succeed!

With most PNAA leaders aging and only a few younger ones stepping up to take on leadership positions at the chapter level – a "leadership crisis" is definitely looming. PNAA has to prove its relevance in the lives of the younger Filipino nurses as well as in the lives of the retirees or those close to retirement age. How could PNAA tell a young nurse that becoming a member will make a difference to her/his personal, professional and social development? How can PNAA tell a retiree or those nearing retirement that staying on as members will make a difference in their retirement days? What "added values" can PNAA give to the lives of these multi-generational nurses? Unless PNAA can provide "added significance" in their lives – most of these multi-generational nurses will have no motivation to join or stay on as members of the organization.

With expanding PNAA missions and the busyness of constant planning for the annual conferences/conventions which come with constant fund-raising – dealing with the chapter struggles hasn't been a top priority. There's lack of focus on the actual needs of our chapters and members. PNAA, to be referred to as the "mother" organization, has the responsibility to look after the welfare of each chapter with more attention given to those who are new and/or struggling to stay viable. We have to ask ourselves what kind of support we actually give to the new chapters or even older chapters experiencing upheavals and are struggling. Do we provide adequate mentorship and constant guidance? Do we willingly give them some financial assistance when needed until they get their feet well planted on the ground or do we collect the initial membership fees and let them be on their own? Do we create fresh strategies to increase our membership and increase the "branding" of PNAA to make it more attractive for others to join in? Do the national

leaders do enough to continuously inspire and motivate the Filipino nurses to stay united under the banner of PNAA? Should we make the organization more welcoming by considering accepting LPNs as associate members? These are just some of the many questions the PNAA leadership should seriously consider with the long term goal of increasing membership and ensuring its continued existence. PNAA has come a long way since 1979 and it's up to us to keep it strong with members committed to keeping it viable so it may continue to advocate for the welfare of the current and future Filipino nurses here in the US and abroad.

Season's Greetings Merry Christmas and Happy New Year



Maligayang Pasko at Manigong Bagong Taon!

Guidelines for Submitting Inside PNAA Articles

You are encouraged to submit an article for the PNAA Newsletter. Please submit your articles through your Regional Vice President. Here are some rules to follow when submitting your article.

ARTICLES

Articles must adhere to the following:

- Title of Article
- Author and Credentials i.e. BSN, RN, CCRN, CPHQ, etc.
- Written in the third person. If you strongly feel that it must be written from a first person perspective, please let the editor know the specific reason.
- First person articles are limited to the PNAA President and opinions.
- The article must be proofread for spelling and grammar.
- Please refrain from using idiomatic expressions
- No highlights or emphasis in the article
- Cite references as necessary

Acceptable formats for newsletter article submission:

- Microsoft Word (preferred) - .doc, .docx
- OpenOffice - .odt
- Apple Pages - .pages
- Text file - .txt

DO NOT submit .pdf file. Formatting cannot be guaranteed.

Note: Articles may be edited for content.

PHOTOS

Photos must be submitted in its original resolution and format. DO NOT embed photographs in the article. Photographs must be submitted separately and the article should be referenced in the subject line.

Acceptable image formats are the following:

- JPEG (preferred)
- BMP
- PNG
- TIFF

When submitting photos, please add a caption. If there are persons whom you need to identify, indicate the names of the persons. Also, please make certain that the persons in the photo have consented to the publication of their images.

CONTACT INFORMATION

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Promotion of Major Marlon Garzo Saria

By: Chona Lutap, PNASD Chair, Board of Directors and Dr. Merlie Ramira, PNASD President

The San Diego weather could not have been perfect at Ingraham Plaza, Liberty Station on Friday, October 2, 2015, when the United States Air Force military officers joined by family and friends witnessed the promotion of Captain Marlon Garzo Saria to Major, and a significant milestone in his military career. The opening remark of Lt. Col. Select, Marissa Marquez showed pride in honoring a colleague whom we all admire and respect as a professional nurse and for his service to the United States Air Force. The Parade of Colors by the SDSU Air Force ROTC open the event, followed by the US National Anthem sang beautifully by Alessja Morales.



Pinning Ceremony with Major Saria's parents



Major Saria with the US Air Force military officers



(L-R) Lt. Col. Doris Aceron, Mr. Mario Saria, Major Marlon Saria, Mrs. Marilyn Saria

pinned the Air Force Major insignia, on each side of his uniform.

Preceding the Oath of Office, Major Saria gave his remarks which began with "What is his Why" in entering the Air Force. He stated that he believed the core values of the Air Force which include integrity, service before self, and excellence on what they do. In closing, the Air Force anthem was sung by all the Air Force men and women in attendance. Reception was held at the Corky McMillin Event Center. Each table at the reception area was named after the Air Force bases in the U.S. After the ceremony, there was a photo opportunity of all the guests with the celebrant and with the American flag as the background that represents all the military stand for, swore to, and would die for.

The solemn invocation of Major Kimberly Cortes was followed by the narration of Lieutenant Colonel Doris Aceron, who presided the ceremony honoring Major Saria. She told us the story of how Major Saria became interested in signing up at the Air Force Nurse Corps. When she asked if Major Saria was willing to die for his country, he positively agreed and stated that "there was no turning back at that point." As Major Saria is taking an Oath of Office, he is proudly reaffirming his promise to the military and to his country. The proud parents, Mario and Marilyn Saria



Major M. Saria and Dinah Didulo



Major M. Saria and PNASD President,
Dr. Merlie Ramira

Jay Montenegro, Past-President of Filipino-American Community Empowerment, conferred the first toast and shared that Major Saria is one of his best friends as well as his Public Relation Officer. Following Jay, was Ms. Chona Lutap, PNASD Chair, Board of Directors and Past-President, who presented the crowd with her insight that as a young staff nurse, Marlon showed his remarkable leadership and only paled by his spiritual values. Margaret Barton Burke, President of Oncology Nursing Society, who flew from New York attended the event and talked about Marlon's great talents including his prestigious induction to the Fellow of American Academy of Nursing (FAAN), in which the reception was held at the Philippine Consulate in Washington D.C. Lt. Col. Glynn Cascolan concluded the ceremony who spoke highly of Major Saria regarding his strong work ethics.

Philippine Nurses Association of San Diego County, Inc. (PNASD) attendees included President, Dr. Merlie Ramira, with her husband Arlin Ramira, Lourdes Deperio, Elvie Magsarili, Vickie Berbano, Dorothy Brown with her husband Bob, Linda Mascardo, Maria Camilon and husband Manny,



PNASD members with Major Marlon Saria

Merly Ferrer, Cris Ramos, Lt. Col Select Marissa Marquez, Dinah Didulo, Major Amie Dejesus, and Elaine Soliven. Members of the PNASD subchapter, PNA South Riverside County, Lt. Cor. Glynn Cascolan and wife Gina Cascolan were also present. The presence of the Philippine Nurses Association of America (PNA) National President -Elect, Mr. Dino Doliente afforded recognition to Marlon as his nursing colleague who is going above and beyond career excellence as a nurse researcher extending his self-service to this country.



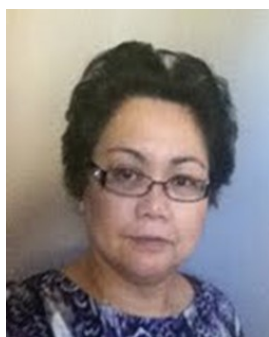
(L-R) Lourdes Deperio (BOD), Dr. Merlie Ramira (PNASD President, PNA Western Region Education Chair), Chona Lutap (Chair BODs), Merly Ferrer (BOD), Dino Doliente (PNA President-elect), Linda Mascardo, PNASD Vice-President, Elvie Magsarili (BOD), Vivian Sanderlin (PNASD President-elect), Dorothy Brown (PRO and PNASD Photographer)

Party time! The room was filled with Major Saria's family, co-workers from UCSD, colleagues, and friends. The music roared and the dancing began with the first dance led by Marlon and his mom, Marilyn Saria. It ended appropriately as a fun and delightful evening. Thank you Major Saria for having PNASD witness and enjoy your memorable evening with lots of celebrating. PNASD is blessed and honored to have a member who is quite accomplished not only as a leader, but also an expert in research, education, clinical practice and a well-respected military officer. Thank you for your contributions to PNASD in making our organization relevant and visible to the community, and our sincere gratitude in keeping our country safe and peaceful.

We wish you great success in your future endeavors!

Palakpakan Corner

Maria Luisa (Merlie) Ramira, DNP, APRN, FNP-BC, CEN, Director of MSN-FNP Program was the recipient of the Nurse Practitioner Excellence Award 2015 from the California Association for Nurse Practitioners San Diego-North Chapter is proud to announce that Dr. Maria Luisa Ramira has been chosen as the recipient of 2015 Nurse Practitioner Excellence Awards. Dr. Ramira has been selected according to the Criteria set by the organization. The award was presented last November 11, 2015 at Seasons 52 Restaurant in La Jolla, CA during the Nurse Practitioner week celebration.



On December 19, 2015, Flordelis Delacruz, DNP, a PNASD member has successfully defended her Capstone Project, "THE IMPACT OF A ONE-ON-ONE COACHING SESSION ON HEART FAILURE PATIENTS' KNOWLEDGE OF SELF-CARE DISEASE MANAGEMENT," Dr. Delacruz graduated from Azusa Pacific University with a Doctor in Nursing Practice (DNP). She currently works at National University as Clinical Assistant Professor, Department Course Lead Foundations of Nursing Practice. Dr. Delacruz has been the PNASD 2014 Scholarship recipient. Way to go, Dr. Delacruz, a job well-done! PNASD is so proud of you. She expressed her sincerest gratitude for the unconditional support that she received from family, friends, peers, students, and mentors: Dr. S. Pamela Shiao, Dr. Merlie Ramira, Dr. Lowell Renold, Dr. Aurelia Macabasco-O'Connell, Dr. Patricia Quinn, and Dr. Benjamin Camacho and his staff at Sweetwater Medical and Cardiovascular Institute.

Do you know someone whose accomplishment is worth sharing with others here on Palakpakan Corner? If so, please send a description of the accomplishment along with a headshot to ebalitaeditor@gmail.com.

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2016 Calendar of Events

Date	Event
January 27 to 29 2015	<p>Philippine Nurses Association of America Philippine Nurses Association Association of Deans of Philippine Colleges of Nursing, Inc.</p> <p>10th International Nursing Conference Lead. Empower. Transform.</p> <p>Diamond Hotel Manila, Philippines</p> <p>For Registration, click here.</p> <p>For Brochure, click here.</p> <p>For ONLINE Registration: www.mypnaa.wix.com/home</p> <p>Cancellation Policy: All cancellations must be made in writing with a \$50.00 processing fee charge. No refunds after January 4, 2016. All refunds will be processed after the conference minus processing fee.</p> <p>Hotel Reservations: Diamond Hotel, Roxas Boulevard corner Dr. J. Quintos Street, Malate, Manila, Philippines; Phone: +63 2 305 3000. Hotel reservation forms are available on the PNAA website.</p> <p>Contact Hours will be provided by PNAA Foundation, an approved provider of CE by the California Board of Registered Nurses, CEP#14143.</p> <p>For further information: please email May Mayor at PNAApres0608@aol.com.</p>

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Correction: The article, "PNA Cincinnati-Northern Kentucky: Our Commitment to Lifelong Learning" in Vol 3, No. 20 was written by Rita Gasapo, BSN, RN. It was incorrectly attributed to Abigail Pauline Batin-Villarroya, MSN, RN.

**For more information about the Philippine
Nurses Association of America, Inc.
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