

Society for the Advancement of Modeling and Role Modeling



Fall Newsletter



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Special points of interest:

- * **The Spring 2011 MRM retreat is being held May 20– 21, 2011**



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Message from the President

By Ellen Schultz, President, SAMRM

Retreat and Conference

The work of Modeling and Role-Modeling is moving forward, in some cases, quietly behind the scenes. Planning is progressing for both the 2011 retreat and the 2012 conference. Additional details on the dates and themes are printed in this newsletter. Please save the dates on your calendars now. Those of us who have been involved in the activities of organization continue to express how the learning and networking that occurs in SAMRM activities has been inspiring and renewing. Join us!

Promoting the Work of MRM

While the “behind the scenes” work of MRM enthusiasts is important, I believe that we need to share the great work

that we are doing as we teach, practice, integrate, and conduct research using Modeling and Role-Modeling theory. The newsletter is one mechanism to share ideas. Please send your newsletter contributions to Judith Graziano or Ellen Schultz for inclusion in the newsletter. Our addresses are on the last page of the newsletter.



Self-Care Challenge

Have you noticed how popular the idea of self-care has become? Nursing and other publications are featuring arti-

cles and research that support the importance of caring for ourselves. Because self-care has been a central concept in Modeling and Role-Modeling theory it is not a new idea for us. We know about self-care, but to what degree are we practicing it? At Metropolitan State University we have been integrating the concept into the curriculum and into our lives. We began teaching about self-care to students as part of the MRM theory, focusing more on its application to clients. As we learned more about the stressors and distressors that our RN-BSN students were experiencing in their busy lives as students and nurses in stress-filled work environments, we incorporated student self-care plans into the curriculum. Students reported the benefits they were

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Culture Change Based on Modeling and Role-Modeling Theory

By Ellen Schultz

Culture change in an assisted-living facility was the focus of a nurse-led project that incorporated Modeling and Role-Modeling theory and evidenced-based practice to change the organizational culture in an assisted

living facility in Minnesota. The project was initiated by Ruth Staus as part of her Doctor of Nursing Practice clinical project.

Planning for the project started in 2007 when Dr. Helen Erickson consulted with the nurse leaders and

project leader at Homestead assisted living. The consultation focused on ways in which to introduce Modeling and Role-Modeling theory to the assisted-living staff. As the project developed, Kotter's Eight-Stage Process of Creating Major Change was the *continued on page 2*

Culture Change Continued....

change theory used and Modeling and Role-Modeling was the nursing theory implemented clinically. The theory served as the foundation for the "I" care plan format. This is a person-centered plan in which the care plan is written in the first person by the resident, or family, expressing the resident's model of the world. Overall, the change centered on resident choice and control, decentralization of management, and resident community engagement. Integrative therapies were also introduced. CMS Artifacts of Culture Change tool and Quality-of-

Life (QOL) survey were used to measure outcomes. Surveys completed by residents indicated marked increases in most measures of quality of life. The "strongly agree" response to the item "I am happy here" increased by 66.7%. This culture change project, based on MRM theory, won first place in the Evidence-Based Practice category at the Midwest Nursing Research Society Annual Conference and a national award "Promoting Excellence in Assisted-Living Person-Centered Care Award" from the Center for Excellence in Assisted Living. For

additional information contact Dr. Ruth Staus at Metropolitan State University, ruth.staus@metrostate.edu.



Dr. Staus at the awards ceremony at the Center for Excellence in Assisted Living in Washington, DC, Oct 27, 2009.

"MRM theory served as the foundation for the "I" care plan in which the care plan is written in the first person by the resident or family expressing the resident's model of the world..."

MRM 2011 Spring Retreat Update



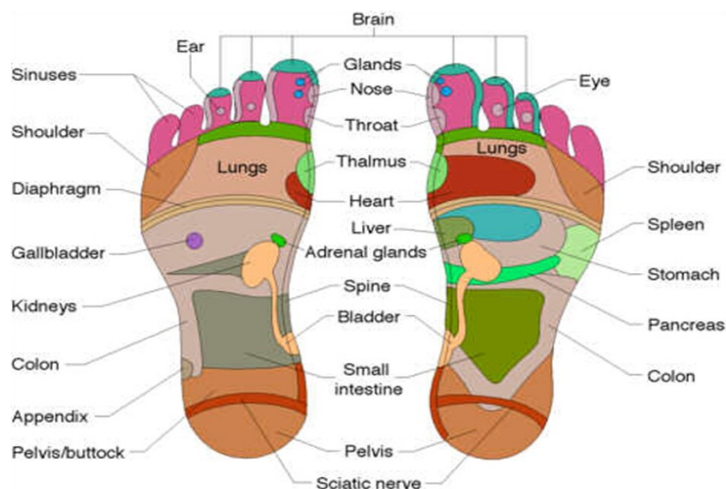
The date for the MRM retreat has been changed from that announced in the previous newsletter in order to reserve lodging at a preferred site. The retreat will be held May 20-21, 2011. We will be staying at Casa de Suenos in Albuquerque, NM. You may view this B & B at www.casadesuenos.com While in NM we will be visiting Sky City and the Native American Health Ser-

vices. If you plan to attend, please make your reservation for lodging on your own. Space is limited at Casa de Suenos.

Self-Care Tips

By Ellen Schultz

Take a relaxing break, put your feet up, and experience foot reflexology. Reflexology is an intervention that decreases the effects of stress, increases circulation, and promotes well-being through application of pressure on specific zones or reflexes in the feet. To view a video that describes reflexology and provides a demonstration of foot reflexology, check www.youtube.com/watch?v=hy-zUcmGMMo. Interested in research related to reflexology? www.reflexology-research.com.



Presidents Message Continued...

experiencing as they identified their needs and set self-determined courses to incorporate self-care activities into their lives.

After hearing about students' successes, a small group of faculty discussed the idea of faculty self-care plans. We thought it might be a good idea to abandon the "do as I say" approach and start reaping the benefits of self-care. We brought the idea to the Department of Nursing faculty. The self-care movement has been embraced by our staff as well. We now have undergraduate students, faculty, and staff implementing self-care plans. For students, self-care is an

assignment every semester. As they leave the program they develop a post-graduation plan. We have started presenting the idea of self-care to the broader university community.

The self-care plan development is easy. We use a form that asks us to identify our self-care knowledge, resources, and actions. Some of us have them posted in a prominent place in our offices. Following through on the actions may be a bit more challenging. I have activities on my plan that I truly enjoy so I can look forward to "living out" my plan. I have been amazed at the variety of activities that our staff and faculty have

included in their plans. A few of the self-care actions are meditation, ballet, acupuncture, journaling, de-stressing in a women's group, eating a serotonin-boosting diet, walking during the lunch hour, reading, journaling, walking the labyrinth, and receiving energy treatments.

Here is the challenge. Promote self-care for yourself, with your family, or with your work colleagues. Develop self-care plans and monitor your progress. Then share your successes with us in the newsletter. What if the entire SAMRM membership had self-care plans?

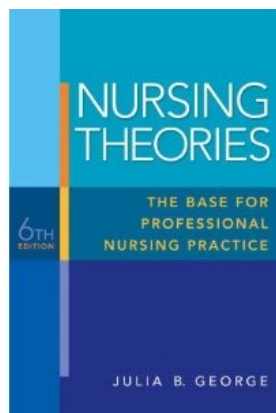
"...I have become clear about at least one thing: self-care is never a self-ish act – it is simply good stewardship of the only gift I have, the gift I was put on this earth of offer others. Anytime we can listen to true self and give it the care it requires, we do so not only for ourselves but for the many others whose lives we touch." Excerpt from *Let Your Life Speak* by Parker Palmer (2000).

Member Highlights

By Susan Bowman

The 6th edition of *Nursing Theories: The Base for Professional Nursing Practice* edited by Julia George, includes a chapter on Modeling and Role Modeling authored by Susan Bowman and Noreen Frisch. The book explores 29 nursing theories and is a good textbook for undergraduate or graduate nursing theory classes as well as

a resource for practicing nurses. The 26 page chapter presents a broad overview of and introduction to MRM theory followed by a critique answering the same questions asked of other theories in the book, discussion of strengths and limitations, thought questions, references, bibliography, and annotated bibliography.



"Delicious autumn! My very soul is wedded to it, and if I were a bird I would fly about the earth seeking the successive autumns."

- George Eliot

2012 SAMRM Conference



Minneapolis: Autumn walk near Mississippi River

The 2012 SAMRM conference will be held October 4-7 in the Twin Cities of Minneapolis/ St. Paul, MN. The theme for the conference is Facilitating Holistic Nursing: Communicating and Connecting. The conference committee will be developing objectives that will emphasize holistic nursing and appeal to participants who may be new to the theory. Save the date. Consider ways that you may be interested in participating in the conference.



Membership Application

Please Print

Name _____

Address _____

Phone (home) _____ (Cell) _____ (Work) _____

Fax _____ Email _____

Profession _____ Highest Degree _____

Employee/Agency Affiliation _____

Field of Employment/Position _____

Area of Specialization _____

How do you want to be involved as a member? _____

Please indicate your area(s) of interest

- Clinical practice
 Teaching MRM
 MRM related research
 Other

Membership Desired
 _____ General (\$25/year)
 _____ (\$50/2 years)

 _____ Student (\$15/year)
 _____ (\$30/2 years)

 _____ Scholarship Donation
 _____ TOTAL

Please make checks payable to SAMRM

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