



NEWSLETTER

Society for the Advancement of Modeling and Role-Modeling

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COME CELEBRATE 20 YEARS OF MODELING AND ROLE-MODELING!

The 11th biennial conference of the Society for the Advancement of Modeling and Role-Modeling will be held in Portland Oregon May 25 – 28, 2006. The conference will be held at the Holiday Inn Portland Downtown/Convention Center. You can check out the facilities at www.holiday-inn.com/hiprtdwtn. Rooms are available for \$95.00 /night for 1 – 4 people. The rate is the same whether you reserve a room with one king bed or 2 queens. You must call the Holiday Inn direct to receive this rate – it is not available on-line or through the national toll-free number. Please call 503-233-2401 and request reservations for “SAMRM”. If you have any difficulty making these reservations, please contact the conference coordinator, Susan Bowman at sgbowman@earthlink.net or by phone at 541-421-3930.

The OHSU hospital in Portland is in the process of adopting MRM as the agency-wide theory for nursing practice. There will be many interesting presentations and conference attendees to discuss the process of implementing MRM as the theory for practice at a large health care agency. The keynote speaker for the conference will be Noreen Frisch, Ph.D., RN, FAAN, APHN. Noreen is currently professor and chair of the School of Nursing at Cleveland State University. She is past president of the Holistic Nurses Association and past editor of the NANDA journal. The 3rd edition of her textbook, *Psychiatric Mental Health Nursing: Understanding the client as well as the condition* has just been released and is a text based on the theory of Modeling and Role-Modeling. Noreen Frisch has always been a supporter of theory-based nursing practice and was chair of the Department of Nursing at Humboldt State University when the entire undergraduate curriculum was developed on the basis of Modeling and Role-Modeling.

The dinner speaker for the conference will be Helen Erickson who is the first author of the theory and currently working on writing and editing three books that will revisit the theory. The endnote speaker for the conference will be Jenny James, who is the Chief Nursing Executive and Associate Dean of Clinical Affairs at Oregon Health & Science University in Portland.

The conference brochure will be mailed in early February. Conference program and registration information will be available on the website in early February also.

Modeling and Role-Modeling Theory: from Education to Practice

By Marci Maple RN, BS, PHN

Marci graduated from Bemidji State University in 2005 after completing the ADN to BS program. She is currently employed at MeritCare Clinic in Bemidji Internal Medicine Dept working with a physician 3 days/wk and in a nurse managed clinic 2 days/wk.

Modeling and Role-Modeling is the theory of understanding; it takes us beyond the depth of our perceptions into the life of another. It is an evolving skill that can foster the nurse/client relationship and take us, as professionals, beyond our judgments and perceptions. In this day and age of cultural diversity we need a tool to enhance and validate our assessments. Nursing is unique in having the opportunity to be involved in the intimate care of individuals cross culturally. We must understand their position in life along with their beliefs to provide optimal care and to develop a nurse/patient bond. I have found the MRM theory to be that tool or "the link" to that bond development.

I have worked as registered nurse in an internal medicine department at a rural clinic for 8.5 years, recently finishing an associate degree to baccalaureate program from Bemidji State University in May 2005. I chose to use Helen Erickson's Modeling and Role-Modeling Theory as the foundation of my practicum experience. The MRM theory provided a holistic tool that I felt brought me back to the basics of understanding where the patient was in life, not where I perceived him/her to be. My goal as a nurse is to optimize patient care and facilitate self-healing through education and resources. The Modeling and Role-Modeling Theory helps me strive to meet my own professional goals of patient care instead of just completing the technical skills ordered by a physician.

The MRM theory introduced me to the awareness of emotions, fears, needs (met and unmet), and goals the client was anticipating. I was able to empathize with the client and what he/she was experiencing without being entangled in my own emotions of thinking what it would be like for me to be diagnosed or affected. The MRM theory has helped me enhance my skills of listening and observing non-verbal communication and then clarify what I am interpreting. As a patient, I would want a nurse who was trying to understand my situation rather than judge me on my past behaviors or act on her expectations of where she felt I should be.

I work with hepatitis C patients undergoing difficult treatments. One of my clients was a 28 year old female who was in week 13 (out of potentially 24 weeks) of treatment and it was clear she was not responding to the

treatment. I worked closely with her throughout these 13 weeks and accompanied her to the doctor's visit where I knew she would be getting the disappointing news. The physician stated in a matter-of-fact manner that she was a non-responder and treatment would have to be stopped. She was devastated. The physician voiced medical options available, relayed the potential for an optimistic medical future, patted her on the knee, and moved on to his next patient. At that moment, I placed myself in her shoes. Here she was alone, she did not have a close social support network, the relationship with her mother was strained, she did not know what this would mean for her future, and she did not even know how long she'd had the illness. I was scared for her. I sat with her and listened to her deepest fears; the desire for a successful treatment; the regrets of risky behaviors; and the concerns of the unknown. There were so many psychosocial needs beyond the physical needs being addressed. The treatment of patients with hepatitis C involves a collaborative approach from many disciplines. The importance of collaboration and developing resources was established in the baccalaureate program. I was introduced to 'experts' within the hepatitis field that I contacted in regards to this client. That resource may have influenced the care and potentially the outcome for this client.

The Modeling and Role-Modeling Theory has not only benefited me in providing patient care with holistic assessment, planning, implementation, and evaluation, but it has helped me to value each individual life and each persons experiences and interpretations. I feel blessed to work in a profession that provides opportunity to learn from another in such fragile times of sorrow and happiness, to help heal, and to help foster growth. It is within the interpersonal rewards that we are called into the profession of nursing.

The MRM theory is still a work in progress for me. This theory brings me from a focused, medical model of thought to the real reason I am in nursing. That reason is to see each individual life for the special and valuable gift that it is and it is within these lives that I find my passion in the Art of Caring. The Modeling and Role-Modeling Theory is a simple process that is complex in mastering. It is not only a theory, but a skill to be enhanced

Respect and it's use in the Adaptive Potential Model

By Pam Snyder, RN, MN

Pam Snyder is a 2005 graduate from Bethel University's (St. Paul) Master of Arts in Nursing. She is a nurse recruiter at the Veterans Affairs Medical Center in Minneapolis."

Every health care organization aspires to be an employer of choice. But what actually determines whether an organization is influential in its promotion of quality values like respect, trust, and honor? *The Code of Ethics for Nurses* states repeatedly that respect is a fundamental principle that underlies all of nursing practice (ANA, 2001, p. 7). Studies show that nurses value respectful professional relationships and yet patterns of disrespect are present in far too many organizations. There is evidence that nursing leadership may be key to the Modeling and Role-Modeling of workplace relationships that make organizations great.

A 2005 Master's Thesis study examined perceptions of respect from nurse managers. Two groups, nurse managers and staff nurses, at the Minneapolis VA Medical Center were surveyed. A values clarification exercise was completed by 13 nurse managers to identify values that were most important in their work experience. Respect ranked high for values needed to correct problems. A second instrument, the Justice Scale, by Niehoff and Moorman (1999) was used with both staff nurses and managers. It produced congruent scores with regards to displays of respect and dignity.

The Modeling and Role-Modeling Theory was adapted for use in a theoretical application. The aims used respect as an objective as well as an initiator of trust, positive orientation, strength, control, and goals. A list of interventions mutually relate in a path of respectful communication under the five aims. It serves as a useful pattern for nurse managers and staff nurses, alike. The interventions also affirm that the value of respect is a fundamental principle that should be upheld by every health care organization

Using the Adaptive Potential Model, a visual was designed that describes the four possible relationships that might exist between a staff nurse and a nurse manager.

1. Is the staff nurse comfortable with a distance relationship?

This would seem highly unlikely because of the arousal, or stress induced state that lack of communication would produce. This type of relationship probably represents limited or depleted resources for the staff nurse that result in impoverishment. A relationship grounded in mutual respect but independent of the other could possibly maintain a distant affiliation, however, it is not preferable.

2. Does the staff nurse need a nurturing relationship with the manager?

The stress state of impoverishment is indicative of lack of resources and unmet requirements. The situation suggests that an investigative approach by the manager should be initiated. Shared respect and visible support are often helpful in showing the staff nurse that a therapeutic relationship with the manager would be attainable

3. Does the staff nurse desire a nurturing relationship with the manager?

Initially, a state of arousal exists in which the staff nurse senses the need for the relationship. An emotional partnership is formed through mutual exchange or affiliation. A state of maladaptation may exist where there are value differences, but open communication provides stability to the relationship.

4. Does the staff nurse have a nurturing relationship with the nurse manager?

If so, a state of equilibrium exists in which there are most likely similarities in values (adaptive). This is a relationship in which there is honest communication and acceptance of expectations from both roles.

The Modeling and Role-Modeling theory lends flexibility and accommodation to provide nursing leadership with tools to promote respectful relationships with staff nurses. When health care organizations encourage values like respect, those moral environments encourage therapeutic interactions among colleagues.

Membership Dues

Next Newsletter

SAMRM dues are paid for each calendar year – it is time to pay your 2006 dues! The mailing label on this newsletter will indicate the year through which your dues are paid. For example, if the label says 2005, dues were paid through December of 2005.

There is a renewal form at the back of this newsletter. Please use it to renew your membership for 2006.

The conference brochure will be mailed in early February with complete information about the program and registration for the upcoming biennial conference in Portland Oregon, May 25-28, 2006.

The next newsletter will be mailed in early April and contain the ballot for election of officers and nominating committee as well as notice of any proposed bylaw changes to be acted on at the membership meeting in Portland in May. Please submit any articles or announcements that you wish to have included in that newsletter to Susan Bowman, sgbowman@earthlink.net ; phone 541-421-3930 or fax: 541-421-3000.

Nominations Needed for Officers for 2006 – 2008

Nominations are needed for officers and nominating committee members to serve the organization for the 2006-2008 biennium. Elections will be held early in 2006 to elect President-Elect, Secretary, Treasurer, and three members of the nominating committee. Self-nominations and nominations of others are welcomed by the nominating committee. If you would like to put your own or someone else's name in nomination, please contact one of the members of the nominating committee: Bobbi Hopkins, chair, 512 556-8054, bahopkins@directway.com; Micky Erickson, ahncc@flash.net; Diane Benson, dsbrn@cox.net.

SAMRM EXECUTIVE COMMITTEE (2004 - 2006)

Gayle Acton, President

(gayle.acton@mail.utexas.edu)

Susan Bowman, President-Elect & Program Chair

(gsbowman@oregontrail.net)

Judi Hertz, Secretary

(jhertz@niu.edu)

Betty Jensen, Treasurer & Immediate Past President

(drbjensen@earthlink.net)

Bobbi Hopkins, Nominating Comm Chair

(bahopkins@directway.com)

Ellen Schultz, Newsletter Editor:

(ellen.schultz@metrostate.edu)

SAMRM Awards

Call for Nominations

SAMRM will be presenting two awards at the 2006 Conference.

The awards categories are:

- Contribution to the Society, and
- Utilization/dissemination of theory.

Criteria:

Contribution to Society

Contribution to the Society may be any work that has enhanced the society, including (but not limited to) work on committees, service as an officer, or contributions to web page. The Awards Committee will review evidence on the nominees' contributions, and will make recommendation based on the quality and quantity of the contributions to the society.

Utilization/dissemination of theory

This includes research and publication, education, and practice. Evidence may include publications and presentations, but should not be limited to those.

To Nominate:

Nominators for both awards need to provide a narrative description of the contributions of the nominee. Letters of support will be welcome and may be used by the committee in making a decision.

Submit the form on the reverse side of this page

Society for the Advancement of Modeling and Role Modeling

Nomination for Award

I nominate _____ for the following award (circle one):

- Contribution to the Society
- Utilization/Dissemination of Theory

Nominee's Address _____

Nominee's Phone _____

Nominee's Email _____

Attach a narrative description of the contributions made by the nominee.
Letters of support are welcome and may be used by the committee in making a decision.

Your name _____

Address _____

Phone _____

Email _____

Send to:

Dr. Betty Jensen, Awards Committee Chair
SAMRM
10620 Thoroughbred Drive
Austin, TX 78748

STAY IN TOUCH!!

Have you checked the MRM website lately?? <http://www.mrmnursingtheory.org>

Do you subscribe to the MRM listserv?

(Do you receive listserv messages at two addresses?)

To subscribe or unsubscribe:

Send an email to <listserv@lists.ufl.edu>.

Leave the subject line BLANK.

In the body of the message, write: "subscribe (or "unsubscribe") mrm-L"

Type your name.

IS YOUR MEMBERSHIP CURRENT?

Look at the address label on this newsletter. If there is a date written above your name on the address label, that date indicates the year through which your dues are paid. If there is no date written, this is a complementary copy of the newsletter. If you need to pay your dues, please use the membership renewal below. You can print a New Member Application from the website.

SAMRM Membership Renewal

Name: _____
(Last, First, Middle/Maiden)

Address: _____

City _____ State _____ Zip Code _____ Country _____

Phone: Home _____ Business _____

Fax: _____ Email Address: _____

Profession _____ Highest Degree: _____

Employing Agency/Affiliation _____

Field of Employment/Position _____ Area(s) of Specialization _____

Dues: (Check dues enclosed)

General membership: _____ \$25.00/year _____ \$50.00/2 years

Student membership: _____ \$15.00/year _____ \$30.00/2 years

Make checks payable to "SAMRM" and mail to: Betty Jensen, Treasurer, SAMRM,
10620 Thoroughbred Drive, Austin, TX 78748