

## Partners in **NURSE ADVANCEMENT**

**OUR MISSION** PharMerica and NADONA are teaming to provide new resources, education, and information along with additional insights from DONs and Pharmacy Consultants for improved outcomes, care excellence, and a bright future for nurses.

### What is your role at NADONA?

I am the Assistant Director of Education. I work with Cindy Fronning, NADONA's Director of Education, to develop opportunities that further the education of our members through courses we offer as live or recorded webinars.

### What brought you to NADONA?

My nursing career started in critical care. Then I happened to move to a small town where the local hospital had no openings, so I started working at the county nursing home. At the time, coming from a background in critical care, I didn't know much about long-term care. One of the things that helped me was becoming a member of MN-DONA, the Minnesota chapter of NADONA. where there were always people I could call if I had questions.

With the help I got from MN-DONA, I was able to climb the ladder to assistant director of nursing then director of nursing, a position I held for 10 years – not something I ever thought I would do. With that background, I felt I could bring a lot to the table when I had the opportunity to join NADONA.

### What does NADONA's mission mean to you?

NADONA's mission, as written, is to be "the leading professional organization for current and aspiring nursing leaders through professional development, board certification, and clinical expertise related to the promotion of health and wellness of individuals in the long-term care and post-acute care continuum."

That is all very true, but if you want to break it down, our primary mission is to be there for our members. We want them to know that we're there to support them, and if we don't know the answer right away, we can find it. The nurses on staff at NADONA are all former directors of nursing so we know what our members are going through, and it's more than likely that we've been through something similar. We can share the knowledge of what we've tried and what's been proven to work, and the tools we share with them are tried and true. Members can be confident in the support and resources they get from us because we've been there and we know what we're talking about.

*continued on page two*



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### – Nancy Tuders

RN, IP-BC, GERO-BC, CDONA,  
FACDONA, CALN, AS-BC  
Assistant Director of Education

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### How is NADONA helping nurses advance their careers?

We offer a multitude of classes for nurse managers, assistant directors of nursing and directors of nursing on topics that are critical to their roles. Once they complete the classes, and do the homework in some cases, they can take a comprehensive exam to earn their certification. We also provide scholarships, nurse leader and Fellow programs to enhance our members careers. The nurse leader award and academy of Fellows are credible additions to their resumes that will help with career ladders and job advancement.

We recently released a new certification course for LPNs based on feedback from directors of nursing who said that they'd like to see LPNs get the same kind of educational resources we offer to RNs. It's another way we can help nurses grow within their field.

### How is NADONA helping to address nursing shortages?

Primarily through education at our chapter conferences as well as in recorded webinars. We're providing information on the options facilities have and the things DONs might want to try that have been proven to be beneficial in recruiting and hiring staff

Above all, we want members to know that the nurses at NADONA are accessible, whether it's by email or phone. We're there to mentor them and to be a resource. We talk to them about what is tried and true and what needs to happen to make your facility the facility of choice, where people want to work.

### What Impact does NADONA have on the health and well-being of long-term care residents?

With the education, mentoring, and support we provide our members, our goal is to ensure better outcomes through better care. Because our members are more educated and have the resources we offer, they're more informed and equipped to educate their staff.

We're a one-stop shop, if you will – if you're looking for something, you can find it by calling us, emailing, or visiting on the NADONA website to access one of our toolkits. Our members don't have to go to one place for this and another for that – it's all inclusive.

### Why is the partnership between NADONA and PharMerica important?

It provides an opportunity for collaboration between directors of nursing and pharmacists. It's how we should be working – not in silos with the DON doing the clinical work while the pharmacist focuses on medication. And people like working that way. They like to have an environment where they can bounce things off each other and work closely together.

I remember back in 2020, when DONs were starting to experience burnout and were leaving the industry, a PharMerica pharmacist saw that one of the DONs they worked with was collecting data. The pharmacist realized they could help – the data collection was something they could be doing instead. That kind of partnership is key to a facility's success.

**To learn more about how PharMerica is supporting DONs, other nurse leaders, and nursing staff in skilled nursing, visit [PharMerica.com/who-we-are/nurse-advancement](https://PharMerica.com/who-we-are/nurse-advancement).**