Welcome to the May 2007 issue of *Info-RN: a Newsletter for Nurses*. This month we recognize National Nursing Week, May 7-13, 2007. For this year’s theme “Think You Know Nursing? Take a Closer Look” we invite you to look closer at new electronic nursing resources, new nursing e-journals and the WRHA Nursing Leadership Program. Discover how to search Google more effectively using advanced search features and find resources for nurse succession planning in the mini webliography. Don’t forget to check out the new nursing books and new nursing skills videos featured in this issue.

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Graduating Class School of Nursing, Winnipeg 1897
Provincial Archives of Manitoba, Still Images Section.
Winnipeg General Hospital Collection. Item Number 435, Negative 9242.

**WRHA Nursing Leadership Program – pg. 3**
Are you interested in learning more about Nursing Leadership? On April 17, 2007, the WRHA launched its Nursing Leadership Development Program. Based on the Dorothy Wylie Nursing Leadership Framework, it incorporates 4 main components of...

**Google Advanced – pg. 5**
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New Nursing E-Journals Added to Library Collection: Internurse.com
– pg. 10
We are pleased to announce the addition of 10 new e-journals to the already extensive list of electronic nursing journals held by the health sciences libraries. internurse.com is the online archive of peer-reviewed nursing articles published by...

University of Manitoba Libraries

The Health Sciences Libraries support the teaching, research, and patient care activities of the staff and students of the Faculties of Dentistry, Medicine, and the Schools of Dental Hygiene and Medical Rehabilitation.

The Elizabeth Dafoe Library supports the research, study, and teaching requirements of the staff and students of the Faculty of Nursing. Other faculties served by the Elizabeth Dafoe Library include the Faculties of Art, Education, Human Ecology, Physical Education and Recreational Studies, and Social Work.

Working with the Winnipeg Regional Health Authority, the University of Manitoba provides library services to Winnipeg hospitals and longterm care centres. The Health Sciences Libraries now include the Neil John Maclean Health Sciences Library (Health Sciences Centre), and the libraries of Concordia, Grace, Seven Oaks, St. Boniface, Victoria, Deer Lodge Centre, Misercordia Health Centre and the virtual library at Riverview Health Centre.

The Health Sciences Libraries and the Elizabeth Dafoe Library offer a wide range of services — including document delivery, literature searches, and training — and provide access to an extensive collection of monographs, journals, videos, and health databases.

Publication Information

Info-RN is an electronic newsletter of the University of Manitoba Libraries dedicated to informing nurses in Winnipeg of services or resources that will help them access quality health information. Info-RN is published three times a year by the University of Manitoba Health Sciences Libraries. Comments, questions, or letters to the editor should be addressed to: njm_ref@umanitoba.ca

Editor: Christine Shaw-Daigle, Librarian, Victoria General Hospital Library
Contributors: Analyn Cohen Baker, Lisa Demczuk, Angela Osterreicher, Melissa Raynard, Christine Shaw-Daigle.
WRHA Nursing Leadership Program
Are you interested in learning more about Nursing Leadership?

On April 17, 2007, the WRHA launched its Nursing Leadership Development Program. Based on the Dorothy Wylie Nursing Leadership Framework, it incorporates 4 main components of leadership: the Business of Health Care, Profession of Nursing, Leadership Competencies and Use of Self. By initiating this program, the WRHA Nursing Leadership Council recognizes the need for a planned and sustainable development of future nurse leaders. Read more about the launch at: http://www.wrha.mb.ca/staff/nursing/files/open_letter_to_nurses_april.pdf

The University of Manitoba Health Sciences librarians worked in partnership with members of the WRHA Nursing Leadership Council to develop a series of online bibliographies or “webliographies”. The content of the webliographies corresponds to the 19 elements of nursing leadership as identified by the Council. The webliography format is identical for each element and provides easy access to relevant, evidence-based information.

To access this valuable resource:

- Go to: www.umanitoba.ca/libraries/health
- Locate: Health topics
- Click on: “Nursing Leadership”
- Click on: Your topic choice e.g. “Results Management”
When you access any webliography, you will find links to Journal Articles, Books, Online Resources and if applicable, AV Resources and Practice Guidelines

- Click to access the full-text of the article or request through Document Delivery
- Click on: Comment on this article to begin a discussion or add to an existing discussion

The WRHA Nursing Leadership Framework is the first online tool of its kind in Canada and the University of Manitoba Health Sciences librarians were pleased to be a part of this innovative initiative.

You can find out more about the components, elements, behaviours that comprise the framework at: http://www.hsc.mb.ca/leadership/?mode=view&id=16

Visit any Health Sciences library for more information about how to access this unique resource.

By Analyn Cohen Baker, Librarian, Seven Oaks General Hospital
Google Advanced

In our publications Info-Rx Sept. 2005 and Info RN Jan. 2007, we introduced to you basic Google searching and how to assess the results. Now you are ready to move on to Google Advanced Search.

Here is a quick guide to using Google Advanced Search features, with examples:

<table>
<thead>
<tr>
<th>OPERATOR EXAMPLE</th>
<th>FINDS PAGES CONTAINING...</th>
</tr>
</thead>
<tbody>
<tr>
<td>diabetes diet</td>
<td>the words diabetes and diet</td>
</tr>
<tr>
<td>cancer OR neoplasm</td>
<td>either the word cancer or the word neoplasm</td>
</tr>
<tr>
<td>&quot;long term care&quot;</td>
<td>the exact phrase long term care</td>
</tr>
<tr>
<td>virus -computer</td>
<td>the word virus but NOT the word computer</td>
</tr>
<tr>
<td>DSM +IV</td>
<td>this title, including the roman numeral IV</td>
</tr>
<tr>
<td>~heart attack</td>
<td>info for both the word heart and its synonyms: cardiac, etc</td>
</tr>
<tr>
<td>define:phlebotomy</td>
<td>definitions of the word phlebotomy from around the Web</td>
</tr>
<tr>
<td>bed * sore</td>
<td>the words bed and sore separated by one or more words: bed pressure sores</td>
</tr>
<tr>
<td>I'm Feeling Lucky</td>
<td>Takes you directly to first web page returned for your query</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CALCULATOR OPERATORS</th>
<th>MEANING</th>
<th>TYPE INTO SEARCH BOX</th>
</tr>
</thead>
<tbody>
<tr>
<td>+</td>
<td>addition</td>
<td>45 + 39</td>
</tr>
<tr>
<td>-</td>
<td>subtraction</td>
<td>45 - 39</td>
</tr>
<tr>
<td>*</td>
<td>multiplication</td>
<td>45 * 39</td>
</tr>
<tr>
<td>/</td>
<td>division</td>
<td>45 / 39</td>
</tr>
<tr>
<td>% of</td>
<td>percentage of</td>
<td>45% of 39</td>
</tr>
<tr>
<td>^</td>
<td>raise to a power</td>
<td>2^5 (2 to the 5th power)</td>
</tr>
<tr>
<td>old units in new units</td>
<td>converts units</td>
<td>130 lbs in kg (answer is 58.9670081 kilograms)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ADVANCED OPERATORS</th>
<th>MEANING</th>
<th>WHAT TO TYPE INTO SEARCH BOX (&amp; DESCRIPTION OF RESULTS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>site:</td>
<td>search only one website</td>
<td>admission site:www.umanitoba.ca (Search University of Manitoba site for admissions info.)</td>
</tr>
<tr>
<td>[#]...[#]</td>
<td>search within a range of numbers</td>
<td>Glucose Meters $100...250 (Search for glucose meters between $100 and $250)</td>
</tr>
<tr>
<td>date:</td>
<td>search only a range of months</td>
<td>Alzheimer Society of Manitoba Conference date: 3 (Search for ASM Conference references within past 3 months; 6 and 12-month date-restrict options also available)</td>
</tr>
<tr>
<td>safesearch:</td>
<td>exclude adult-content</td>
<td>safesearch: sex education (Search for sex education material without returning adult sites)</td>
</tr>
<tr>
<td>link:</td>
<td>linked pages</td>
<td>link:www.cna-nurses.ca (Find pages that link to the Canadian Nurses Association website.)</td>
</tr>
<tr>
<td>info:</td>
<td>info about a page</td>
<td>info:www.cna-nurses.ca (Find information about the Canadian Nurses Association website.)</td>
</tr>
<tr>
<td>related:</td>
<td>related pages</td>
<td>related:www.cna-nurses.ca (Find websites related to the Canadian Nurses Association website.)</td>
</tr>
</tbody>
</table>
Remember to carefully evaluate what you find. When evaluating the credibility of a page consider: authority, accuracy, objectivity, currency and coverage. A good guide is the Evaluating Health Web Sites available on the University of Manitoba Health Libraries web page or try the How to Evaluate Resources page from the Kresge Library University of California Berkeley Library.

By Angela Osterreicher, Librarian, Deer Lodge Centre

Getting It Online – Electronic Nursing Resources

Nurses are now accessing more and more electronic information for patient care. Why? According to the CNA’s E-Nursing Strategy for Canada, “The electronic tools now at nurses’ disposal are radically improving their ability to efficiently and accurately assess and treat their patients.”* The University of Manitoba Libraries (UML) provides a variety of electronic resources to nurses. In case you’ve never been online, or need a refresher, here’s what you need to know.

Start with your favourite UML website

The entry point for access to all e-resources is the website. Put a link to it in your “Favourites” or a short-cut on your computer desktop. Try starting with the Health Sciences Libraries site at www.umanitoba.ca/libraries/health, or the site from your local hospital library. See the list at http://www.umanitoba.ca/libraries/units/health/hospitals.html

Access – your card is the key

Nurses can access UML’s electronic resources by using their library identification number and PIN. See E-Library – Help.

See what the catalogue can do for you

Books, journals and a/v materials from the 20 UM libraries are found in the online catalogue. Look for the link to the catalogue on the left-hand navigation bar of every UML web page. Search and request materials from any library including hospital libraries, any item in the catalogue can be ordered by selecting “request this title” and choosing your pick-up library. You’ll be contacted when your item arrives. The “My Account” feature of the catalogue lets you check the status of your requests, renew items online, and view any fines.

E-Books, E-Journals – it’s not all in print anymore

Your favourite nursing journals and now many books are available in electronic format. Search the library catalogue directly for a specific journal title (ex. Nursing Made Incredibly Easy) or book title (ex. Lippincott Manual of Nursing Practice). Click the link for the electronic version of the publication, if provided.

A quick route to these electronic resources can be found on the Health Sciences Libraries’ web page under the
headings “E-journals” and “E-books” or through the “E-Library” link on the left-hand navigation bar of any UML page.

**What are some of the great resources available?**

- **e-CPS**, the electronic version of *Compendium of Pharmaceuticals and Specialties*
- **xreferplus**, an online collection of dictionaries and encyclopedias, including nursing and medical titles
- **STAT!-Ref**, a collection of over 30 medical, nursing and rehabilitation reference texts including *Davis’s Drug Guide for Nurses* and *Current Medical Diagnosis & Treatment*

…and many more!

**UM Links gets you there (or gets it for you)!**

Look for our UM Links button to lead you to e-journals and individual electronic articles. How does it work? Each e-journal title in the library catalogue has a UM Links button. References in databases such as CINAHL and PubMed also contain the button. Click it to link to a full-text article. If the UML doesn’t have electronic access to an article, it can order it for you. The UM Links button provides access to a Document Delivery form. Simply select your pick-up library, fill out your information and click “send request”. The library will notify you when your article has been obtained.

**Want to know even more about the great e-resources available for nurses?**

Keep checking our web sites for updates or request a [House Call](#) from a librarian to get you started. Nursing information is just a click away!


*By Lisa Demczuk, Librarian, Grace Hospital*

**Webliography: Nursing Succession Planning**

In this mini webliography, you will find nursing succession planning resources. Featured below is a selected list of journal articles and books which can be found in the Libraries, as well as online resources.

More webliographies can be found on the [Health Sciences Libraries website](#). Webliographies can be used by practicing nurses for continuing education and professional development in the CRNM continuing competency program. Nursing students and other health professionals may find them useful as a starting point for research on a particular topic.

If you are interested in receiving a copy of an article, click on the UM Links button to access the article online. If you are interested in requesting a featured book, click on the book titles to use the Library catalogue’s “Request this title” feature. If you require more information, please contact us for assistance.
Journal Articles

Leading tomorrow's healthcare organizations: strategies and tactics for effective succession planning.
Blouin AS, McDonagh KJ, Neistadt AM, Helfand B.

Hospitals and health systems today are challenged by the lack of consistent workforce planning which has resulted in a significant dearth of effective succession planning strategies and tactics for the executive suite as well as middle management. This article discusses how the healthcare industry lags behind other corporate organizations in creating a succession plan and in retaining top leadership talent. It also provides practical approaches for succession planning in healthcare and identifies the key elements of succession planning for the chief executive officer and other senior leaders.

Succession planning: multilevel organizational strategies for the new workforce.
Cadmus E.

Succession planning for staff and managers starts with a clear vision and strategic plan. It includes hiring, developing, and coaching all employees to meet new competencies. The implementation of succession planning requires commitment, vigilance, and engagement by all members of the nursing department. Partnerships with human resources and the education department are key for success. The author shares one medical center's experience with succession planning and ongoing strategies for success.

Preparing the next generation of senior nursing leaders in Canada: perceptions of role competencies and barriers from the perspectives of inhabitants and aspirants.
Mass H, Brunke L, Thorne S, Parslow HG.

This paper describes the findings of a two-part study designed to elicit preliminary answers to the questions: "How do incumbents and potential aspirants describe key role functions and competencies associated with senior nursing leadership positions in Canada?" and "What Lessons can be drawn for considerations of leadership succession planning?" The study was undertaken to develop a grounded knowledge framework upon which to develop national and local strategies. Such knowledge may help minimize the impact of an impending crisis by identifying gaps between expectations and reality in order to support proactive succession planning strategies and sustain senior leadership in Canadian nursing.

Health Care Manager 2006; 25(1): 91-8
Succession planning: valuable process or pointless exercise?
McConnell-CR

Succession planning is the process of identifying people who could presently move into key positions or could do so after specifically targeted development occurs. The process identifies the better people in the organization and takes a consistent approach to assembling, analyzing, and retaining information about potential leaders and planning for their further development. At its simplest level, it is the development of a backup and potential successor to each manager; at its most formal, it is a documented plan for management succession at all levels in the organization. Strongly supportive of a policy of development and promotion from within the organization, succession planning also represents a proactive posture in respect to inevitable management turnover. In these days of rapid change in health care, no modern organization that expects to keep up with increasing competition can afford to drift—or even let a single department drift—although replacements are recruited for managers who resign, retire, or otherwise leave. On numerous occasions, however, all of the effort expended in succession planning seems wasted when potential successors either leave the organization or fail to live up to expectations, prompting one to wonder whether succession planning is little more than a pointless exercise.
Leadership succession planning: an evidence-based approach for managing the future
Redman-RW
Journal of Nursing Administration 2006 Jun; 36(6): 292-7 (25 ref)
Leadership succession planning is a key business strategy to help organizational leaders deal effectively with the future. Evidence from industry provides a variety of best practices that can ensure that a pipeline of leaders will be available when they are needed. The author addresses the essential needs that individuals face when developing a cadre of available leaders prepared for managing an uncertain future.

Nurse executives’ perspectives on succession planning.
Beyers M.

Six nurse executives from 5 settings were interviewed to learn more about how succession planning is being applied in today’s practice. Their experiences, presented in this article, provide a snapshot of ways succession planning can be applied in different organizations. Interviewees share their personal philosophy, concepts, and approaches to succession planning. Although these nurse executives approach succession planning differently, they share a belief that succession planning is embedded in the nurse executive role and that succession planning is key to sustaining quality nursing practice. Insights and recommendations for further study of succession planning are summarized.

Books

Locations:
Concordia Hospital Library  WY 18 E236e 2005
Elizabeth Dafoe Library RT 89 E34 2005
Seven Oaks General Hospital Library WY 18 E236e 2005

Locations:
Elizabeth Dafoe Library - RT 89 S775 2001

Locations:
Management Library HD 57.7 R689 2005

Online Resources

Difference Between Workforce Planning and Succession Planning
An online article from the New York State Department of Civil Service/ Governor’s Office of Employee Relations Work Force and Succession Planning – Agency Initiatives.

Succession Planning and Management Tool
Publics Service Human Resources Management Agency of Canada
This tool is intended to provide departments and agencies with a road map of how to implement succession strategies adapted to their needs. The tool is primarily geared towards HR professionals. However, given that
multiple players may be involved in the development and implementation of succession strategies, the tool may be of interest to other audiences, including senior leaders, managers, employees, corporate planners, and bargaining agent representatives.

**Succession Planning and Leadership Development: Critical Business Strategies for Healthcare Organizations**
An online article from Radiology Management (Jan/Feb 2007).

*By Melissa Raynard, Librarian, Concordia Hospital*

**New Nursing E-Journals Added to Library Collection: Internurse.com**

We are pleased to announce the addition of 10 new e-journals to the already extensive list of electronic nursing journals held by the health sciences libraries.

*internurse.com* is the online archive of peer-reviewed nursing articles published by MA Healthcare Ltd. It draws together articles from the following ten specialist journals:

- British Journal of Cardiac Nursing
- British Journal of Community Nursing
- British Journal of Neuroscience Nursing
- British Journal of Nursing
- British Journal of School Nursing
- Gastrointestinal Nursing
- International Journal of Palliative Nursing
- Nurse Prescribing
- Nursing & Residential Care
- Practice Nursing

**Basic Searching**

You can search internurse.com to retrieve articles from this collection of journals by clicking on *E-Library* on the left-hand side of the Libraries’ homepage and then selecting *e-journals by collection/publisher*, Internurse.com is listed alphabetically.

From the internurse.com homepage you can search all ten journals by entering your query in the search box and selecting *Titles*. This will search in the article titles for your search terms. For a broader search, you can select *Full text* which will search in the titles, abstracts, and text of the articles.

From the results screen you can view the full text of any of your articles by selecting *view article*.

**Advanced Searching**

For more search options you can select *Advanced search* on the internurse.com homepage. This option gives you greater flexibility by allowing you to search within fields, specify dates and limit to one or more journals.
From the results screen you can view the full text of any of your articles by selecting view article.

Browsing

You can also browse the issues of each of these journals separately by clicking browse on the top of the webpage. Each journal gives an overview of its coverage as well as the table of contents for each issue.

Additional Means of Access

To access these journals individually you can also go to the e-journals link on your health libraries homepage and then select e-journals by title. You will then be able to search for your journal alphabetically.

For assistance searching these or any other e-journals please contact your hospital or faculty librarian.

By Lori Giles-Smith, Librarian, Health Sciences Centre

New Books

Info-RN: a Newsletter for Nurses
New Nursing Books


The Nursing Experience: trends, challenges, and transitions, places the current practice of nursing in a historical context while highlighting today’s nursing issues and the trends of tomorrow. The book can be used to inspire those considering entering the nursing profession, or as a guide for current nursing students and those transitioning to the workforce, on the wealth of options available to them. A chapter devoted to career opportunities for registered nurses outlines many of the specific positions available as well as the general career outlook for nursing. Leadership for the changing nature of nursing practice is a focus of another chapter, and issues in nursing ethics and patient rights and safety are covered in additional sections. Each chapter provides learning objectives, reinforces key points and provides references and relevant websites. While written from the American viewpoint, The Nursing Experience: trends, challenges, and transitions, contains much that is valuable for nurses entering practice in Canada.

This book is available at the Elizabeth Dafoe Library and the Grace Hospital Library.

By Lisa Demczuk, Librarian, Grace Hospital


Advanced Practice Nursing: Core Concepts for Professional Role Development brings to light the new roles for nurses with advanced degrees and their contribution to improving health care. Written for the graduate students seeking an advanced nursing degree this book provides overviews and historical backgrounds of each of the four advanced nursing roles, nurse practitioners, clinical nurse specialists, certified nurse midwives and certified registered nurse anesthetist. Organized into three units, Foundations of Advanced Practice Nursing, Implementation of the APN Role and Transitions to the Advanced Practice Role, this third edition reflects the dynamic environments in which APN’s practice. Chapters on leadership, clinical decision making, ethical issues, transitioning and marketing are designed to position APNs for a successful career.

This book is available at NJM Health Sciences Library, St. Boniface General Hospital Library, Seven Oaks General Hospital Library, Victoria General Hospital Library.

By Christine Shaw-Daigle, Librarian, Victoria General Hospital

New Video
Mosby's Nursing Skills Videos

This innovative video series features the skills essential for practice in an engaging, fast-paced presentation that clearly demonstrates how to perform key nursing procedures. Actual nurses and nursing assistants perform the skills to realistically depict the team approach to care delivery. Contemporary concepts such as delegation, patient rights, standard CDC precautions, and communication techniques are integrated throughout. Engaging computer graphics and animations help keep the viewers’ attention. Running time of each video is approximately 20 minutes.

By Patricia A Potter, RN, MSN, PhD, CMAC, Research Scientist, Barnes-Jewish Hospital, St. Louis, MO; and Anne Griffin Perry, RN, MSN, EdD, FAAN, Professor and Coordinator, Adult Health Specialty, Saint Louis University School of Nursing, Saint Louis University Health Sciences Center, St. Louis, MO

Available at Deer Lodge Centre, Grace Hospital, and Victoria General Hospital:
Mosby's Nursing Skills Videos: Safe Medication Administration WY 100 V331v 2003 AV
Mosby's Nursing Skills Videos: Intravenous Medications WY 100 I61i 2003 AV
Mosby's Nursing Skills Videos: Administering IV Fluid Therapy WY 100 A238a 2003 AV
Mosby's Nursing Skills Videos: Vascular Access WY 100 V331v 2003 AV
Mosby's Nursing Skills Videos: Non-Parenteral Medications WY 100 V331v 2003 AV
Mosby's Nursing Skills Videos: Injections WY 100 V331v 2003 AV

By Angela Osterreicher, Librarian, Deer Lodge Centre

E-Resources

Search the CPS Online

The e-CPS is a convenient web-based version of the Compendium of Pharmaceuticals and Specialties. Sections found in the print product monographs such as pharmacology, indications, warnings and dosage are all available in this electronic resource. The e-CPS is updated monthly with the most current information on drugs available in Canada. An urgent update on a drug may be released prior to the scheduled time frame.

ACCESS E-CPS

To access the e-CPS from the Health Sciences Libraries home page, go to the A-Z database listing under More databases. The e-CPS is actually listed under ‘C’ for the Compendium of Pharmaceuticals.

SEARCH E-CPS

A General Search allows you to search by brand or generic name, therapeutic class, or manufacturer. Each monograph contains a description of the drug as well as other information such as indications, contraindications, precautions, drug interactions, and dosage. Some monographs provide a link to Information for the Patient which can be printed and distributed.
The **Advanced Search** option allows a similar search by brand or generic drug name. However, after you find the appropriate drug monograph, the advanced search allows you to do a keyword search within one or more sections of that monograph.

The **Product Identification Tool** allows you to find images of drugs by selecting certain criteria (colour, shape, dosage form, etc.) from drop down menus.

Various associations, organizations and manufacturers can be found using the **Directories tab**.

For assistance using the e-CPS, contact your hospital or faculty librarian.

**By Lori Giles-Smith, Librarian, Health Sciences Centre**
For Your Patient

For Your Patient – MedlinePlus

If you are looking for a reliable, easy-to-use web resource that covers a broad range of health topics, give MedlinePlus a try. This website is made available by the U.S. National Library of Medicine and National Institutes of Health. The site covers a comprehensive scope of diseases and conditions and the material is current. The content on MedlinePlus comes from government agencies and health-related organizations. All content is free and is usually available in a printable format. Information is geared for patients, their families and the general public, but can also be a great starting point for basic information on health topics for students and health care providers. MedlinePlus can be accessed at www.medlineplus.gov.

Search the site by keyword (e.g. dementia) or browse through a list of over 740 topics in conditions, diseases and wellness. Results will vary depending on the topic, but in most cases a variety of articles will be presented covering basic overviews of the topic, diagnosis/symptoms, treatment/management, any clinical trials, latest research news and related issues.

Some of the additional features of MedlinePlus include:

- Medical encyclopedia including pictures and diagrams
- Drugs, supplements and herbs information
- Dictionary
- Current health news
- Interactive tutorials – over 165 interactive slide shows covering conditions and procedures
- Surgery videos - online videos of a wide range of surgical procedures

Put MedlinePlus in your “favourites” list as a current reliable health information resource for yourself and your patients.

By Lisa Demczuk, Librarian, Grace Hospital