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## Concorde breaks the mold

Susan Bosold, MS, MA, RN serves as the Nursing Program Director at Concorde Career College in Aurora, Colorado.

by Mike Lee  
Staff Writer

Personalized education. That's what awaits students at Concorde Career College in Aurora, Colorado.

Susan Bosold, MS, MA, RN serves as the Nursing Program Director at Concorde Career College and says Concorde can give students the resources they need to be successful.

"We're very excited about the faculty we have on board, the support we get from the administration and the opportunities we've had to have students graduate, go to be licensed and be out there contributing to the health care needs of our communities," Bosold said.

From the moment you step on campus you know that Concorde is different.

For starters, Concorde offers tremendous flexibility for students entering the RN



program. The program enrolls students every 20 weeks and allows students the opportunity to begin their new career on their timetable.

The RN program leads to an Associate of Applied Science degree and prepares students to take the National Licensure Examination for Registered Nurses (NCLEX.RN). Graduates who pass the NCLEX.RN can enter the healthcare workforce as confident, competent professional nurses.

Armed with the foundational education and training this program provides, the RN is highly skilled and prepared to function in the following roles

## Opportunities lead RN to rank of colonel in Army Nurse Corps

by Joelle Moran  
Staff Writer

The Army Nurse Corps is an army all its own.

The 3,900-strong group of nurses working around the globe to care for and support U.S. soldiers is like a family, a supportive team that takes care of its own, building careers and opening a world of opportunities.

Col. Sheri L. Ferguson is a prime example of the places you can go in the Army Nurse Corps.

Ferguson's decorated 26-year career has taken her from the bedside of AIDS and HIV patients at Walter Reed Army Medical Center to the Pentagon where she was the program manager for the military health system population health, Tricare management activity, as well as numerous assignments around the globe including being a consultant to the surgeon general. Now, Ferguson calls it an honor to serve as deputy commander for Health Services and Nursing at Evans Army Community Hospital in Fort Carson, Colorado, a position she's held since June 2008.



Col. Sheri L. Ferguson is deputy commander for Health Services and Nursing at Evans Army Community Hospital at Fort Carson, Colorado.

"I love being here at Evans Army Community Hospital," she said.

"It's just an honor to be able to represent something that I have a passion for, which is Army medicine and nursing."

Early in life, Ferguson knew she wanted to be nurse; her mother was a nurse and it was in her blood.

The military, however, was not. But one of her friends in nursing school at Indiana University was earning her degree on the GI Bill and planned to go back into the Army. Ferguson was asked to join her, an idea she first dismissed as crazy.

After deciding she could do anything for three years, Ferguson enlisted and started her military nursing career at Walter Reed Army Medical Center. Her first assignment was as a clinical staff nurse, where she worked with AIDS and HIV-positive patients just as the epidemic was unfolding.

After fulfilling the first two years of her three-year commitment, Ferguson wanted to explore other nursing duties before deciding whether she wanted to stay in the Army. She went to Korea for a year, where she worked as an ER nurse

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## ARMY

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for the 121st Evacuation Hospital in Yongsan.

"I loved it. I had never lived overseas," she said. "By that third year, I knew that it (the Army) was what I wanted to do. I had seen enough to know that this is an organization with which I wanted to be associated. I felt proud to be working with soldiers and their family members."

After she decided to stay in the Army, Ferguson knew exactly what she wanted: to be the chief nurse of a hospital. And the Army was the perfect place for her to launch her career full-speed ahead.

"I loved the opportunity to do new things wherever I went and the chance to advance in leadership positions much faster than my civilian counterparts," she said.

Each of her Army assignments served as a stepping stone as she moved her way up the ranks to her current position as a deputy commander, especially her head nursing roles.

"If you do that (head nurse

position) and do it well, you do well in the Army," she said.

Working as head nurse at clinics in Italy and Germany prepared her for her work as a nurse advisor for the Captains Career Course at Fort Sam Houston, where she guided nurses who came through the officer advance course on their career moves.

It was one of many mentoring roles she's enjoyed.

"I have the ability to encourage and mentor and role model behaviors and influence young nurses coming into the Army," she said.

Along with mentoring comes teaching, which fits with the Army's push for continuing education and career advancement.

For three years, Ferguson was director of an LPN School at Madigan Army Medical Center in Tacoma, Wash., where the Army put young medics through one year of nursing school. The position gave her a chance to share her wealth of nursing knowledge and education.

Ferguson's educational credentials are extensive, including a BSN in Nursing in 1984 from Indiana University, a Master of Science in Nursing from the University of Colorado in 1999, a

Master of Science in Education from the University of Southern California in 1988, and a Master of Business Administration from the University of Colorado in 1999. She is also a graduate of the Army Command and General Staff

College, Fort Leavenworth, Kan. She is a Certified Medical-Surgical Nurse and is a member of Sigma Theta Tau International, the National Honor Society of Nursing. Ferguson is a member of the Army Nurse Corps Association, the Emergency Nurses Association and the Academy of Medical-Surgical Nursing.

From 2006 to 2009, Ferguson also served as the Medical Surgical Nurse Consultant to the U.S. Surgeon General. The surgeon general has consultants in each nursing specialty area, and she was nominated and elected for this area of expertise.

Serving as assistant chief nurse at a large medical center helped Ferguson develop the leadership skills she needed for her current role as a deputy commander for health services and nursing. At Fort Carson, she oversees at least 600 civilian and military nursing personnel as well as many other hospital departments, including medical management, quality support, risk management and patient safety, pharmacy and nutritional care.

As Ferguson worked her way to her current position, she earned numerous accolades for her service. Her awards and decorations include the Defense Meritorious Service Medal, six awards of the Meritorious Service Medal, four awards of the Army Commendation Medal, seven awards of the Army Achievement Medal, National Defense

Service Ribbon, Global War on Terrorism Service Medal, Korean Defense Service Medal, Armed Forces Reserve Medal, Army Service Ribbon, Overseas Ribbon (with 3 Device).

She also earned the Office of the Secretary of Defense Identification Badge and the prestigious 9A proficiency designator. Ferguson is a member of the Order of Military Medical Merit.

But Ferguson's crowning achievement was making colonel in 2007.

"With that came this position and I'm proud to be deputy commander of a large MEDDAC and the many changes and growth and expansion of Fort Carson," she said. "It has been tremendous and I'm very proud of that."

For nurses just starting their careers, Ferguson said the benefits of joining the Army Nurse Corps are numerous--travel, flexibility, education, health and retirement benefits, opportunity.

But more than anything, the chance to serve and be part of a team are second to none.

"I would say that they (new nurses) would be mentored and precepted in a way that they would really learn a lot from the beginning, and would feel like they're taken care of," she said.

But Ferguson cautions that to make it as a military nurse, you have to be flexible and thrive on change.

"I think it's important to have a desire to grow and to learn.

You have upward mobility the whole time you're in the Army; you're not just a nurse, you're an officer," she said. "It's a rank thing in the Army. You have to be willing to lead people."

## St. Anthony Health Foundation Presents Awards

At their recent awards luncheon, St. Anthony Health Foundation recognized two people for their selfless service to the mission of St. Anthony Central Hospital.

Jodi Chambers, MD, was awarded the Sr. Eileen Van Acker Award. In her 20 year tenure, Dr. Chambers has held a variety of positions at St. Anthony Central Hospital and currently serves as the hospital's Chief Medical Officer.

An esteemed surgeon, Dr. Chambers is recognized for her exceptional patient care and is a constant figure at St. Anthony Health Foundation events supporting programs such as Flight For Life Colorado, the Vietnam Bach Mai hospital project and the new St. Anthony Medical Campus in Lakewood.

The Sr. Eileen Van Acker Award is named after the last woman religious to serve as administrator for St. Anthony Hospital. Sr. Eileen came to the hospital in 1940 as its first pharmacist and remained with the hospital until 2004. She died at the Sisters of St. Francis Motherhouse in Colorado Springs in 2005. She is remembered for her embodiment of the true mission and spirit of Catholic health care.

Thomas Malley received the Spirit of St. Anthony Award which was established to honor community members who have contributed to the hospital in a significant way. The recipient must reflect the ideals of the Franciscan nuns who committed their faith and their lives to building St. Anthony Hospital.

A true champion for St. Anthony Health Foundation, he has provided strategic guidance as the foundation has embarked on the capital campaign for the new hospital. In addition to his service to St. Anthony Health Foundation and CHI Colorado Foundation, Tom serves on the Executive Committee for Craig Hospital and on several corporate boards.

St. Anthony Health Foundation, a dba of Catholic Health Initiatives Colorado Foundation, is the nonprofit fundraising arm of St. Anthony Central Hospital. The Foundation raises philanthropic contributions to support capital, operational, mission-based and community-outreach needs, which cannot be funded entirely by the hospital's operating revenue. Donations to St. Anthony Health Foundation are tax deductible and 100% of all proceeds are used for the hospital's needs. No philanthropic funds are used to support foundation operations.

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## COLLEGE

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in this growing medical field: provider of care, manager of care, and contributing member of a healthcare team. At bedside, the RN is accountable for decisions that impact healthcare outcomes for the patient.

Beginning students in this program are enrolled in general education courses, nursing theory courses, and clinical practice.

The nursing courses begin with Foundations courses that introduce students to the practice of nursing, nursing theories, legal and ethical issues in nursing, and basic concepts of patient care. Students then advance through nursing courses that include more complex concepts in patient care and specialty nursing areas such as mental health, maternal-child nursing and care of pediatric patients.

"We want to make sure we have the person who is prepared, not only prepared to take the licensing exam but prepared to serve the public in the most professional and safe manner possible," Bosold said. "We're trying to really balance meeting the needs of the community and having excellent quality in our graduates. We've been very pleased with what we've been able to accomplish in that regard.

Class sizes are small with generally 30 or fewer students in each cohort.

"We know the students by name

and they feel comfortable coming to our office," Bosold said. "That's our goal. While students are here and they're in that role we really want to meet their need."

Concorde boasts 19 faculty members and two assistant directors of nursing in addition to Bosold.

Cindy Cobb serves as the academic dean at Concorde.

She said the campus offers an onsite student services department. She says the goal is to meet the entire student's needs.

"It works with students who may have challenges in which they need resources," Cobb said, listing resources from work placement support to childcare available to Concorde students. "Anything we can help the student with while they are going to school. There's lots of support and resources available here and students can meet with them any time of the day."

Tutoring is also available at Concorde with instructors available Monday through Friday.

"It's unlike some traditional programs where tutoring is only available at request at best. We actually do tutoring daily by faculty for every program a student is involved in they can seek tutoring for that course."

Concorde also has a unique program known as the Lamp Lighter program which recognizes exceptional students. These students work in a peer-support role to help their fellow students.

"It exemplifies leadership and

achievement in academics," Cobb said. "This person is a very good role model for students and could be a person who may have struggled at one point but has become exemplary in their leadership and is very helpful with their peer groups."

Bosold said the task ahead for nursing schools is a large one with so much more expected from the profession in coming years.

"It's really an endeavour that is going to involve schools and communities and agencies and clinical facilities in the community to all work together," she said. "That's the way it's going to have to be to be the most successful. We obviously need strong support of clinical resources and we know they have a lot of demands placed on them but in order for students to have the best experiences that's really important to us.

"We all have the same end-goal in that we want qualified, professional personnel to work with those most in need and at-risk."

Currently, Concorde is actively recruiting additional faculty members to keep up with strong student demand. Enrollment is also open.

"The faculty we have here are very collegial. We have people who have been here for quite an extensive period of time because they're really invested in our program," Bosold said. "They're really committed to the students and are rewarded accordingly. It's a win-win situation for both of us."

## Banner Health named "Best Place to Work"

Banner Health, one of the state's largest employers, has been named as one of the state's best.


The Phoenix Business Journal newspaper and BestCompaniesAZ announced today that Banner Health has been named as one of 2010's "Best Places to Work" in the Valley in the extra large employer category.

This is the fourth year in a row Banner has received the Best Places to Work in the Valley recognition, and is strong indication that our efforts to create a great employee experience are working.

Banner was acknowledged for creating an enjoyable corporate culture and work environment that fosters personal and professional growth for its employees.

Banner Health, which is based in Phoenix, has more than 35,000 employees with operations in seven states.

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# The Children's Hospital Director of Clinical Nutrition Services Receives Honor from American Academy of Pediatrics

Nancy F. Krebs, MD, MS, FAAP, medical director of Clinical Nutrition Services at The Children's Hospital and Professor of Pediatrics, section head of Nutrition, Department of Pediatrics, University of Colorado School of Medicine, has been selected to receive the American Academy of Pediatrics' (AAP) 2010 Samuel J. Fomon Nutrition Award. The award, which was presented Nov. 13, recognizes outstanding achievement in research relating to nutrition of infants and children that has been completed and publicly recorded.



Nancy F. Krebs, MD, MS, FAAP

Dr. Krebs, who served as chair of the AAP Committee on Nutrition from 2001 to 2005, is widely known for using evidenced-based approaches to solving pediatric nutritional problems, both domestically and internationally, particularly in developing countries.

Dr. Krebs' work in the field of zinc homeostasis has been lauded by her colleagues. Her work exploring the two-way interaction between zinc nutrition and infection has helped to combat malnutrition in developing countries.

"I'm thrilled that Nancy is being recognized by the American Academy of Pediatrics for her many contributions and groundbreaking research in the area pediatric nutrition," said Steve Daniels, MD, PhD, Pediatrician-in-Chief and L. Joseph Butterfield Chair of Pediatrics. "She is at the forefront of this discipline, and we are lucky to have had her for her entire career thus far."

She leads the NIH-funded T-32 Institutional Training Program in Nutrition for post-doctoral fellows at the University of Colorado's School of Medicine, training the next generation of nutrition researchers.

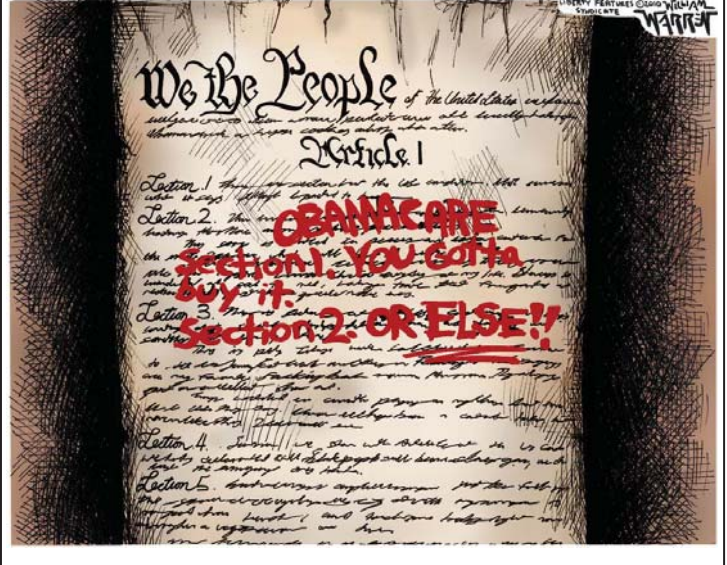
Dr. Krebs has received dozens of research grants, has authored or co-authored nearly 200 articles and abstracts for scholarly publications and more than 70 reviews, chapters and books. She has also presented in national and international settings over 100 talks and lectures on pediatric nutrition topics.

Dr. Krebs earned her medical degree from the University of Colorado School of Medicine. She then completed a residency in Pediatrics and a fellowship in Pediatric Nutrition and Gastroenterology there.

Past recipients from the Department of Pediatrics of the Fomon award include Ronald J Sokol, MD, Professor of Pediatrics, section head of Gastroenterology, Hepatology and Nutrition and vice chair, Clinical and Translational Research; William Hay Jr., MD, professor of Pediatrics, director of the Neonatal Clinical Research Center, scientific director of the Perinatal Research Center and assistant director of the Training Program in Neonatal-Perinatal Medicine; and K. Michael Hambidge, MD, Professor Emeritus of Pediatrics.

# The Obama Constitution

By William Warren



## OPINION



Vicki L Mayfield, M.Ed., R.N., LMFT  
Marriage and Family Therapy  
Send your questions to:  
news@denvernursingstar.com

**I have a co-worker who really makes my life difficult and when I am scheduled to work with her I dread it. She conveniently "forgets" to complete assignments, blames others when confronted and thinks people are picking on her. How do I deal with her?**

It sounds like your co-worker is passive aggressive. This stems from an inability to express anger in a healthy way. A passive aggressive can drive people crazy and seem sincerely dismayed when confronted with their behavior.

Here are some common passive aggressive behaviors: **\*Forgetfulness:** The passive aggressive avoids responsibility by "forgetting." How convenient is that? There is no easier way to annoy someone than forgetting to hang the IV, pass on important information during report or saying they did something when they didn't. **\*Blaming:** They are never responsible for their actions. They have no faults, it is everyone around her who has faults and they must pay for those faults. **\*Ambiguity:** I think the proverb, "Actions speak louder than words" when it comes to the passive aggressive and how ambiguous they can be. They rarely mean what they say or say what they mean.

The passive aggressive needs someone who can be the object of their hostility. They need someone whose expectations and demands they can resist. The biggest frustration in being with this person is that they never follow through on agreements. They dodge responsibility while at the same time making it look as if they are pulling their own weight. You obviously have a reason to dread working with this person. Your focus needs to be on taking care of yourself, have someone to vent to and go to the bathroom frequently to take deep breaths and say, "this shift will soon be over."

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# NURSE + TALK

Read what other health care professionals have to say...

**What are you looking forward to this holiday season?**

*Traveling and spending time with friends and family. We're going to Nebraska to see friends and I think it will be a quick trip.*



Michelle Baldrige, R.N.

**What do you want for Christmas?**

*To be able to have my son home for Christmas.*



Nicole Cottrell, Home Health Aide

*Each week we visit with health care professionals throughout the Metro*



Please let us know...  
Thoughts or comments regarding Nurse Talk?

Email:  
news@denvernursingstar.com

**Looking back how was this year for you?**

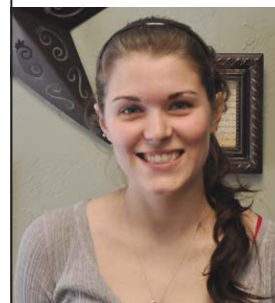
*It's been a good year. My son met a wonderful lady and added her to our family and I was alloed to be able to take care of wonderful people who need hospice.*



Melissa Thayer

**What's your favorite holiday memory?**

*When we were little we used to go to the Christmas tree farm and cut down one for ourselves and drink hot chocolate.*



Alexa McMillan, Secretary

## Denver Health CEO receives AAMC's David E. Rogers Award

Denver Health CEO Patricia A. Gabow, M.D., was recently presented the David E. Rogers Award from the Association of American Medical Colleges (AAMC). The award was presented to Dr. Gabow as a "medical school faculty member who has made major contributions to improving the health and health care of the American people."



Denver Health CEO Patricia A. Gabow, M.D.

who was a tireless advocate for the rights of the disenfranchised.

Dr. Gabow received the award at the AAMC national meeting in Washington, D.C. The AAMC represents all 133 accredited U.S. and 17 accredited Canadian medical schools, approximately 400 major teaching hospitals and health systems, and nearly 90 academic and scientific societies.

"It is a well-established metaphor that safety nets protect the most vulnerable. But who protects the proverbial safety net? In the case of Denver Health, it is Patricia A. Gabow, M.D.," noted the AAMC awards committee.

Altogether, the AAMC represents 125,000 faculty members, 75,000 medical students, and 106,000 resident physicians.

The award is named after David E. Rogers, the former president of the Robert Wood Johnson Foundation,

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