

NEWSLETTER

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PRESIDENT'S CORNER



Since our last newsletter was released in December 2005, the Indiana Organization of Nurse Executives' (IONE) Board has been very busy working to serve our membership. Beginning in January, the board met for a retreat to update our mission, vision, and strategic plan for 2006-08. This is the first year that we have expanded our strategic plan over a three-year period. Our national organization, American Organization of Nurse Executives (AONE), had recommended that the state organizations move toward this long-range plan. Many of the goals that we are working toward actually will take more than one year to accomplish and for this reason, the three-year plan makes achievement of our goals more realistic. Please visit our website at www.indianaone.org to download or view the entire strategic plan.

Our legislative chairperson, Bernadine Wallace, has been very active keeping you updated with AONE weekly updates and legislative alerts sent out to us by the Indiana Health and Hospital Association (IHHA). As I reviewed the membership list, many of you have not listed an e-mail address and this has been an important method of communication within our

organization over the past few years. If we do not have a current or correct e-mail address for you, please send a message to mlong@ihha.org to update your profile. It is very important for you to communicate any address changes of any kind throughout the year to ensure receipt of timely information.

Our membership continues to grow and at the beginning of May, we have 335 members on our roster. The Southwest district has been very active recruiting new members and has the most new members to the organization in 2006. Two of our districts, Northwest and Western, have been inactive and it is one of the board's goals to evaluate how we can work with their membership to offer more options for networking and education at the district level.

The program committee, co-chaired by Jennifer Embree and Cindy Pendlum, held our spring program, March 10th at the Primo Conference Center in Plainfield. It was titled "Spring into Action" and featured legislative updates by Ken Stella, work environment and patient safety by Pat Ebright, resources for nurses at risk by Chuck Linquist and rapid response teams by Theresa Murray. Approximately 80 nurses were in attendance at this event. Remember to mark your calendars for our annual fall meeting to be held October 11-13, 2006 in Nashville, Indiana. Special thanks are extended to the entire program committee for a terrific job of planning and implementing our educational offerings.

Our license plate project continues to grow and I am so proud when I see our plates on the road. Please continue to encourage your peers and family to purchase a "Be A Nurse" specialty license plate and support the profession of nursing by this special donation. In

Continued next page

January, we awarded \$28,000 to four organizations, Nursing 2000 North, Nursing 2000 Central, Northeast IONE, and Indiana Nursing Workforce Development with monies from the sale of the plate. The nursing license plate committee is chaired by Bev Myers and this project has developed into a premier program to support the profession of nursing through scholarships and grants. IONE was invited to submit an article to the AONE Voice of Nursing Leadership publication regarding how the license plate project was developed. The article was published in the March 2006 issue. Go to AONE.org or directly to <http://www.aone.org/aone/pdf/March%2006%20Voice.pdf> to view this article.

IONE board members, Linda Bechinski, Gwynn Perlich, Teresa Burns, Jenny Embree, and Joni Perkins are working with Craig Hartzler and David Handel from IUUI and collaborating with VHA to develop a program for new nursing managers. Previously many of us have attended the IHHA management institute, but this would be a separate program designed for entry into management where we could pool our resources to provide excellent management foundations for our nurses. In the future, the members of IONE may receive a survey related to the development and need for a formalized program.

IHHA has appointed Betsy Lee, BSN, MSPH as the director of the Indiana Patient Safety Center they are planning to launch July 2006. Patient safety and the culture of safety within our facilities continue to be areas that all of us are currently developing and planning toward. The safety center plans to offer training and tools to foster cultures of safety in Indiana hospitals. More information should be available to our membership as this center develops.

Our motto for 2006 is **"Shaping the Future of Healthcare through Innovative Nursing Leadership."** Nurses have always been innovative and certainly we are all concerned about the future of nursing. I invite you to become involved and active in the IONE activities at all levels, district, state, and national as we all work together to create the future. It is my pleasure to serve as your IONE President in 2006 and I would love to hear from you at anytime regarding your thoughts about our organization. Get involved with IONE, it is truly rewarding!

"The best thing about the future is that it comes one day at a time" Abraham Lincoln

Enjoy every day and I hope to see you in October,
Marijane Smallwood, RN, MSN
IONE President 2006

NORTHERN IONE (NIONE)

submitted by
Mary Jo Regan-Kubinski, PhD, RN
President, NIONE

The Northern Indiana Organization of Nurse Executives (NIONE) continues to partner in order to meet our goals and improve our effectiveness. A successful partnership with Nursing 2000 North in matters pertaining to increasing awareness of careers in nursing continues. NIONE contributed two scholarships as well as a patron table for the Nursing 2000 Scholarship Dinner in September 2005. The NIONE award winners were Kristen Brown and Barbara White.

NIONE members assist in the Nursing 2000 Shadow Days, one held each fall and each spring. The recent March Shadow Day involved 151 participants in facilities across the north central and northwest. The next adventure: Summer Camps! Junior and senior year high school students will be attending camps that involve both college campus and hospital campus activities.

We had a lively discussion at the February meeting regarding entry-into-practice. No conclusions were reached, other than the members were all in support of the BSN, if not at entry, then as an eventual goal for professional nursing practice. The improved critical thinking skills of the BSN were cited as the main rationale for preference.

Another focal point for discussion and sharing is Evidence Based Practice. With a number of our members working in Magnet Hospitals, and a number more facilities seeking that status, it is important that research be incorporated in a systematic way in our agencies. Sharing and building upon the expertise that exists among our members will foster collaboration and continued success!

Discussions among members at meetings continue to be informative, and there is consensus that the open and frank sharing of ideas and concerns is a valuable asset of membership and participation.

SOUTHWESTERN IONE (SWIONE)

submitted by
Ann White, PhD, MBA, CNA, RN
President, SWIONE

The third annual management and leadership conference was held at the University of Southern Indiana on April 5, 2006. Dr. Timothy Porter-O'Grady was the speaker for the day. He presented on the new world of leadership: reinventing nursing management for the 21st century. Dr. Porter-O'Grady is internationally known for his work in shared governance and evidence-based practice.

The management and leadership conference was started by the IONE Southwest district in collaboration with the three Evansville nursing education programs. Representatives from SWIONE which include the area hospitals, long-term care facilities, and public health nursing along with University of Evansville, IVY Tech Community College, and the University of Southern Indiana faculty assumed a lead role in planning a conference that specially focused on the transformation of the health care leader's role.

The success of this collaborative project has resulted in bringing nationally known speakers in nursing leadership to southern Indiana. This conference also provides participants with the opportunity to network with fellow nursing managers and nurse leaders. The 2006 conference resulted in participants from over 20 health care organizations from the tri-state area.

We are pleased to announce that Dr. Jo Manion will be the speaker at our 2007 conference. Dr. Manion is a nationally known speaker and her most recent publication in 2005 was titled From Management to Leadership: Practical Strategies for Health Care Leaders.

IONE 2006 Theme. . .
Shaping the Future of
Healthcare through
Innovative Nursing
Leadership

The 39th Annual AONE meeting was held April 19-22, 2006, in Orlando, Florida, with over 2000 participants in attendance. The following articles highlight two most informative sessions.

AONE HAPPENINGS

Highlights of the AONE Chapter Leaders' Meeting

submitted by
Louis Neufelder, MPA, BSN, RN
President-Elect, IONE

The Chapter Leaders include the Chapter (State) Presidents, Presidents-Elect, and the Region Directors. Marilyn Bowcott, Past AONE President, serves as the facilitator and the purpose of the meetings is to keep abreast of issues that pertain to nursing leadership. The Chapter Leaders meet face to face twice a year and via conference calls throughout the year.

The following topics and key issues were discussed at the April 19th meeting:

- **Membership**-AONE surpassed its goal of having 5,000 members by 2005 by 135. The new goal is to have 10,000 members by 2010. Each member is encouraged to assist in increasing the membership and AONE has offered discounts to organizations that have 4 or more members.
- **Structure and Committees of AONE**-These were outlined by the current President, Kathleen Sanford. Some of the newer committees include the Diversity Council, International Taskforce, Technology Taskforce, and the Patient Safety Taskforce. Many opportunities exist for members to participate at a national level on these committees, taskforces, and councils.
- **Partnerships**-AONE's strength comes through partnerships with other organizations. Key partners include the Tri-Council (AACN, ANA, NLN, AONE), AHA, Magnet Commission, and others.

Washington Update

Facts of the nursing shortage:

1. Workforce continues to age.
2. Need continues to grow.
3. Affects Homeland Security, Military, and Veterans.
4. 40,000 faculty needed now (1800 leave position each year and there are only 400 new positions provided).
5. HRSA turns away 94% of all funding applications.

Nursing Legislation

- H.R. 3569 Nurse Education, Expansion and Development Act of 2005.
- H.R. 3173 The Nurse Faculty Higher Education Act.
- H.R. 2184 The Nursing School Capacity Act of 2005.

Other Issues

- Immigration legislation.
- Ratios and mandatory overtime legislation.

Environmental Update

- Union activity increasing. There were 499 petitions and the union won in 75% of cases. Targeting the Midwest area, however, Indiana is not a target state at this time.
- Work environment-suggested that organizations endorse AONE's guiding principles to create an excellent work environment (for more information go to the AONE website). Also encouraged meeting the 14 forces of magnetism.
- Role of Nurse Executive in Patient Safety (will have the guiding principles on the website soon).

Advance Practice Nurses

- Pam Thompson, AONE CEO, provided an update regarding the National Council of State Boards of Nursing draft document/vision paper "The Future of Regulation of Advanced Practice Nursing". This paper can be obtained at <http://www.ncsbn.org/regulation.IndianaNurses.org>. In summary, the NCSBN vision paper did not represent the vision of the members of the APRN taskforce and it is speculated that the NCSBN committee may withdraw the paper from further comment. IONE will need to continue to monitor the activity of the NCSBN on this issue.

Beyond Policy: Nurse Executives and Hospital Association Partner to Create Patients First in Massachusetts Hospitals

submitted by
Maria Shirey, MS, MBA, RN, CNAA, BC, FACHE
Chairperson, IONE Public Relations Committee

In a session presented by Karen Moore and Tim Gens of the Massachusetts Organization of Nurse Executives (MONE) and the Massachusetts Hospital Association (MHA) respectively, Moore and Gens discussed the new collaboration called *Patients First*. *Patients First* is a bold and voluntary initiative that unites the hospital community in giving top priority to creating environments of patient safety and quality care. Massachusetts hospitals signing up for the initiative pledge to pursue a five-part leadership agenda that:

- **Demonstrates the commitment to providing staffing that meets patient needs.** Under *Patients First*, hospitals make staffing plans available to patients and the public. The hospitals voluntarily submit annual patient staffing plans by clinical unit and by shift to the state or to other entities with health care expertise. The information also includes data on how staffing decisions are made and the hours per patient day provided.
- **Promotes a safe and supportive working environment for all those who provide care and an environment in which patient safety is the top priority.** Under *Patients First*, hospitals commit to eliminating the use of mandatory overtime, participating in the Institute for Healthcare Improvement's *100K Lives Campaign*, and undertaking externally recognized programs such as the American Nurses Credentialing Center's "Magnet" hospital standards and/or the Malcolm Baldrige National Quality Program principles.
- **Provides the public with the hospital performance measures they need to make informed decisions about their care.** Under *Patients First*, hospitals commit to a common framework of measurement and reporting that is based on the national Hospital Quality Alliance and which includes a patient experience survey. Hospitals also publicly report at least three of the same nursing-sensitive measures selected from the National Quality Forum, including care hours per patient day.
- **Tackles the chronic problem of shortages of nurses and other caregiving professionals by building a plentiful and committed workforce through hospital-based initiatives and strategic partnerships.** Under *Patients First*, hospitals are involved in in-house as well as government-based initiatives offering mentorship, preceptorship, and other growth and development opportunities to caregiving professionals.
- **Educates the public about what hospitals are doing to ensure and improve safe care and calls for forging partnerships.** Under *Patients First*, hospitals forge partnerships among hospitals and with business leaders, government, consumer groups, and others to promote access to high-quality and safe patient care for all.

Additional *Patient First* information may be found at: <http://www.patientsfirstma.org>.

AONE 39th Annual Meeting: Leveraging Energy and Dreams

Several IONE members attended the 2006 annual AONE meeting held in Orlando, Florida. Some of the IONE attendees met for dinner on Friday, April 21st. Pictured seated are from left to right Yvonne Culpepper, Ann White, and Marcia Miller. Standing from left to right are Marijane Smallwood, Louise Neufelder, Jennifer Embree, Kim Genovese, Valynda Laird, and Gwynn Perlich.





Presents
The
Indiana Nurses' Plate



Show your Support
For Nursing in
Indiana

Your purchase of a Nurses' Plate will contribute \$25.00 to the Nurses' Plate Fund. All proceeds from this fund allow IONE to:

- Provide financial assistance to other organizations working to recruit people into the nursing profession.
- Provide financial assistance to other organizations working to improve nursing on behalf of all nurses in Indiana.
- Provide a way for everyone to display pride in the profession of nursing.

ABOUT IONE

The Indiana Organization of Nurse Executives is a not-for-profit association of Indiana Nurse Leaders headquartered in Indianapolis, IN. Current membership is 200+ active members.

IONE created the Nurses' License Plate as a tribute to nursing in Indiana. All monies raised through plate sales are returned to Indiana in the form of recruitment of more nurses to Indiana and by assisting others in making Indiana a place where a career in nursing brings fulfillment, respect, and growth. Contributions of \$10,000 to \$30,000

have been made to this cause each year since the plate was created.

All matters related to nursing and healthcare issues are of concern to IONE. Education and development of nursing leaders is one of the organization's primary activities. It is nursing leadership which influences and sets the standard for the quality of nursing care.

Promoting the profession of nursing as a career is another priority focus. Scholarships are awarded annually by IONE to nurses pursuing advanced degrees in nursing.

A third priority of work for IONE is to collaborate with other healthcare organizations and legislative bodies as we work together to improve healthcare in Indiana.

Thank you for your support.

Visit us on the Web at:

www.indianaone.org