**Utah Organization of Nurse Leaders**

**An Affiliate of AONE**

## UONL President's Message:

March 10, 2016

Dear UONL Colleagues:

I am excited to represent Utah Organization of Nurse Leaders as your new President for this two-year term. Thank you for trusting me with this opportunity. I commit to you that I will do my best to support our mission of advancing the health of all Utah residents through innovation and cultivation of excellence in nursing leadership, and our vision of shaping the future of health care by elevating nursing leadership.

I would like to express my greatest appreciation to Gay Cunningham as the outgoing President, Sue Childress who has served as Treasurer, and Beth Cole, Nominating Chair/Past President. They have each served us well! It has been an awesome experience serving with each of these amazingly talented women. I have learned so much from each of them!

I would like to introduce our 2016 board members who are a collection of passionate nurse leaders working to ensure our profession and work are relevant, innovative and meeting the future needs of our communities and state. Please help me welcome the executive board members who have stepped into their new assignments: Kevin McEwan, President-Elect, Gay Cunningham, Past-President/Nominating Chair, Carrie Grant, Secretary and Angie Scartezina, Treasurer. We are here to serve the needs of our UONL members. Please let us know how we can best do that. Your feedback and suggestions are valuable to our progress.

I have learned so much from observing leaders and working with them over the years. I think, as leaders, we should share lessons on how we have accomplished goals, as well as those opportunities that we are working on to improve, with each other. As nurses we are leaders, teachers, researchers, healers, therapists and so much more! It is important that we balance all of the "stuff" that we are doing with that which adds most value. I love to be busy! I thrive on getting things done and to check things off my physical or virtual lists. I enjoy the rush of accomplishing "stuff." BUT! I have this problem, that I am fully aware of, and that I continue to work on, but occasionally still fall short of achieving. Sometimes, when my workload seems to be at an overwhelming level, I put getting "stuff" done at the expense of slowing down, listening, and giving back to the people I work with and care about. So please don't make this same mistake of putting tasks before people. Being busy is never an excuse. People are more important than any task that needs to be accomplished! Time with the people you serve equals the greatest use and value of your time spent.

I went into nursing because I love people and I'm passionate about helping and serving people. I did not go into nursing thinking that I was going to make a lot of money, but rather I could make a good living to help support my family while doing something I loved. I recently saw where nursing ranked again, for the 14th year in a row, as the most trusted profession. What an honor as well as an awesome responsibility we have to continue to live up to. Our patients trust us to do our very best for them, and so should all of the colleagues that we get to work with and serve.

It's impossible for us to be at our best leading and serving others if we don't first take care for ourselves. Please take time out for you! Whether it's exercise in the morning, or a walk in the afternoon, or a quiet time for reading in the evening, I encourage you to do something to recharge yourself each day. As nurses we are always giving and often times while we are doing all the "stuff" we do, we don't make time to energize ourselves. Take care of yourselves and I promise you will be better able to care for and lead those around you! If you are still reading, thank you, and Happy Spring!

All my Best!

*Lisa*

Lisa Paletta, RN, MPA, NEA, BC, FACHE
UONL President
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**UONL Spring Conference 2016**

On Friday, April 15, 2016, UONL will hold its annual Spring Conference at the Karen Gail Miller Conference Center in the Wasatch Room at Salt Lake Community College, Miller Campus. The conference is intended primarily for nurses, academic faculty, educators, and nurse leaders, although all interested persons are welcomed. This year, nationally-known nurse leaders including Dr. Cynthia Clark, founder of Civility Matters™ , and Dr. Trish Morton, Dean of the University of Utah College of Nursing and Editor of the Journal of Professional Nursing, will address important topics including creating communities of civility in the workplace, and strategies for successful publishing in peer-reviewed journals. Other topics include tips for being a successful preceptor, Eye Movement Desensitization & Reprocessing, and wellness / stress reduction techniques, among others.

The cost of the spring conference is $50 ($55 for registration by PayPal) and includes conference materials, breakfast, lunch, and the opportunity to win one of several amazing give-away prizes that will be awarded at the end of the conference. Additional conference information is available in the attached flier, including the link to register. Registration can also be accessed directly at https://uofunursing.formstack.com/forms/UONL_SPRING_CONFERENCE.

This is a great opportunity to network with nursing colleagues and learn strategies that will help participants create more productive and civil work cultures, publish in professional journals, become a more effective clinical preceptor, and reduce stress / promote personal wellness. Registration deadline was April 10th, but there is still room to sign-up. Any particular questions please contact Sheri.kerr@nurse.utah.edu.

Conference planning committee members include Dr. Barbara Wilson (Chair, University of Utah), Dr. Sandie Nadelson (Utah State University), Francine Weiss (Salt Lake Community College), Steve Litteral (Ameritech), and Joan Gallegos (HealthInsight).

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**UTAH ORGANIZATION OF NURSE LEADERS**
**Spring Conference—SCHEDULE**
**FRIDAY, APRIL 15, 2016 –8:00 am to 3:00 pm**
**Salt Lake Community College (SLCC) Miller Campus   Address:  9750 South 300 West, Sandy, Utah**

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0800-0900: Check in – Breakfast

0900-1000: Peer Incivility – Dr. Cynthia Clark, Founder of Civility Matters™

1000-1020: Panel of nurse leaders regarding steps to address peer incivility in

their own settings. These include:

- R. L. Sam Davis, RN, MSN – Clinical Staff Education Manager - UUHC
- Robyn Rollins-Root, RN, BSN, MBA – Chief Nursing Executive - IASIS
- Chris Johnson, RN, MSN – Chief Nursing Officer – Davis Hospital
- Kim Henrichsen, RN, MSN – VP Clinical Operations and Chief Nursing Officer - Intermountain Healthcare
- Sandy Osmond – RN, MSN – Chief Nursing Officer - St. Marks

1020-1030: Q&A, Peer Incivility – Dr. Clark and panel members

1030-1045: Break / Exhibiters

1045-1200: Self-Care Tactics (35 minutes each)

EMDR (Eye Movement Desensitization & Reprocessing)

Getting Along with Others – Merging Different Personality Types

1200-1300: Lunch / Exhibiters

1300-1345: Tips for successful publishing – Dean Patricia Morton, University of Utah

College of Nursing and Editor of the *Journal of Professional Nursing*

1345-1400: Break / Exhibiters

1400-1445: Being an Effective Preceptor; How to Mentor in the Clinical Setting – Stacey Shaffer, VA

1445-1500: Wrap up

**Leadership Cultivation Committee**

Katarina Friberg Felsted, is a Jonas Nurse Leader Scholar working on program project work addressing the IOM (now National Academy of Sciences) Future of Nursing recommendation 7: *Prepare and enable nurses to lead change to advance health*, she has worked closely for the past year and a half with the Utah Action Coalition for Health and the Utah Organization of Nurse Leaders, and has created a database registry for nurses who would like to serve on boards. The **Utah Nurse Leadership Registry** is housed on LinkedIn, and we, the UONL board and Katarina, invite you to join.

The group can be found here:

https://www.linkedin.com/groups/8212751 or by simply typing Utah Nurse Leadership Registry into the search bar of the top middle of the LinkedIn home page. (Once you type Utah Nurse, the group should display as a suggestion.)

You will need a LinkedIn profile to view/join the group, so if you do not have one, you can create one here: https://www.linkedin.com/ simply enter First name, last name, Email, Password and click "Join now". Then LinkedIn will walk you through how to add current position, job experience, education, etc. You will also have the option to upload a photo.

https://www.linkedin.com/pulse/how-create-killer-linkedin-profile-get-you-noticed-bernard-marr

http://www.businessinsider.com/8-steps-to-creating-a-powerful-linkedin-profile-2013-12

Please note that when you request to join the group, you will receive an automated message, alerting you to what your LinkedIn profile needs to contain. Once you are approved to join the group, you will receive another automated welcome message.

The UONL board members invite you to join this LinkedIn page to show your desire to promote nursing leadership within the state of Utah.  The UONL board also request that once you are a member, you extend the invitation to another person.

Katarina also requests that we send her any board opportunities aware of with an opening, so that the Nurses on Boards Coalition group can begin matching nurses to boards. Please note these do not need to be nursing boards. Unfortunately, nursing association boards and governor-appointed state boards of nursing do not apply. The Nurses on Boards Coalition can be found at this website: http://nursesonboardscoalition.org/. To be counted, you simply scroll down to the bottom and click Yes Be Counted or No, But I Want To Serve. That is a separate item from the LinkedIn group.

Thank you in advance for your participation in the **LinkedIn Utah Nurse Leadership Registry**.

### Treasurer Report: Angie Scartezina

UONL remains financially stable moving into 2016. Our fall conference made a little money which was above the goal to break even. Our year-end financial audits and reports are being completed along with 2015 taxes in the first quarter of 2016. So far in 2016, primary income has been from UONL dues as well as spring conference registration fees, which are beginning to show the tremendous interest in the conference.

We have had the following expenses that include license fees, insurance and general secretarial/supplies fees. We are feeling really good about our operating budget and hope to add some additional member seminars and offerings in-between our spring and fall conferences.

### Membership Report:   Gail McGuill

The Membership Committee is actively recruiting new members and we need your help. Please reach out to the nurse leaders you are mentoring and working with and invite them to become UONL members. Membership criteria includes front line management level  as well as nurse leaders at all levels of healthcare organizations. These can include nurses with specialized responsibilities such as care managers, nurse educators and clinical specialists.

The full member cost is $105. Forms for membership are easy to find on utahnurse-leaders.com. We are specifically looking to increase in nurse leaders from Long Term Care, Community Nursing Agencies and Government. We have great networking opportunities for our rural nurse leaders. Our strength is in numbers and we can be a stronger voice for nursing in more areas with more members!

**Utah Health Care Association**

Utah has been participating in the National Partnership to Improve Care in Nursing Homes since it was identified as a quality Initiative by the American Health Care Association and CMS. The particular focus is to reduce the unnecessary antipsychotic medication use for the Long Term Care residents especially residents diagnosed with Dementia (Long Term Care residents with the diagnosis of schizophrenia, Huntington's and Tourette 's syndrome were excluded). The Long Term Care facilities in Utah have made excellent progress with a state-wide average of 15.82% which represents a 41.7% reduction since the partnership started in 2012. This also means that Utah continues to fall below the national average which is now 17.4%.  A special thank you goes out to HealthInsight and their great work with the Long Term Care facility staff. It has been a great collaboration that has benefited many Long Term Care residents.

The Utah Health Care Association is still looking for iPods and iTunes gift card donations.  They are used in our Music & Memory Programs in Skilled Long Term Care facilities especially for residents with Dementia.  This year we are working with Intermediate Care Facilities for People with Intellectual Disabilities to provide the Music & Memory concepts for autistic and other residents with intellectual disabilities. The Music & Memory Project is now in its second year as facility staff work to use music for the residents to bring quality to resident's life by reducing the need for anti-psychotic and anti-anxiety medications. Responses have been observed on how music affects the individual resident's demeanor, mood and ability to communicate.  Each facility that takes on this project has to participate in three, 1.5 hour training sessions and evaluate the resident and their responses to the music that is chosen and played.  If you have any old iPods and you want to donate them to us we will be happy to take them.  You can contact Allie at the UHCA by e-mailing her at: allie@uthca.org.  You can go to our Facebook page and see the video "Alive Inside" which demonstrates how a "A Man in a Nursing Home Reacts To Hearing Music From  His Era".

April 18th, 19th & 20th the Utah Health Care Association will be holding their annual Spring Leadership Conference at Dixie State University in St. George.  The meeting this year will be called "GROWING, MOTIVATING  &  RETAINING  Your TEAM."   Long Term Care is struggling like everyone else in the medical field with getting and retaining staff especially nurses and CNAs. This conference is looking at sharing purposes, visions and best practices in what has become a tough employment market and business climate.  "The goal is to discover a culture of employee engagement that fosters the good health for patients, for staff and the organization."

Thank you to UNOL.  it is an honor to be a part of such a dynamic group!

If you have any questions feel free to contact me:

Carolyn Reese

Carolyn@uthca.org  or call 801-486-6100

Utah Health Care Association (UHCA) = www.uthca.org

## Bylaws Committee: Sharon K. Dingman

Each year there is a review of the UONL Bylaws and Rules and Regulations. According to the duties of the Bylaws Committee these documents are reviewed on an annual basis and recommend changes are given to the UONL Board prior to presentation to the membership in the annual meeting. After approval of changes by the Board, the Bylaws Committee will assure that all members of UONL are given a copy of the proposed bylaw/rules and regulation changes no later than thirty (30) days prior to the annual meeting. Our next UONL annual meeting will be September 23rd 2016.

The Bylaws Committee is seeking input from its members with questions and/or suggestions for any changes to be considered. A copy of the Bylaws and Rules and Regulations will be attached to the UONL website for your review and feedback. (www.utahnurseleaders.com)

**Comments should be returned by June 30** to the email that you will be directed to on the website. **sdingman@rmuohp.edu**

Your participation is appreciated.

Thank You!

Dr. Sharon Dingman

**Sharon K. Dingman**
**sdingman@rmuohp.edu**