



UTAH ORGANIZATION OF NURSE LEADERS

Upcoming Events

**UONL Fall Conference
September 22, 2017**

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UONL President's Message:

April 10, 2017

Dear Friends,

I hope you are all enjoying the breathtaking colors and scents of spring! First of all I want to welcome and recognize four new members to the UONL Board: Ben Becker – President-Elect, Terri Hunter – Secretary, Cheryl Gerdy – Membership Chair, and Kelsey Riley – Co-Chair Academic Leadership/Workforce Development (ALC). We are fortunate to have their varied expertise and leadership experience to greatly contribute to UONL. I would also like to extend gratitude for the service of outgoing board members: Kevin McEwan, Gail McGuill and Carrie Grant. Thank You!

As you all know, we have an urgent need to innovate in health care. We therefore have an urgent need for courageous leaders who are willing to “show up”, be comfortable with “vulnerability” and inspire others through their leadership example. I had the great opportunity to hear Brené Brown speak at AONE as the opening keynote speaker on *Daring Leadership* in Baltimore last week. She was very complimentary and grateful for the nursing profession. Her message resonated with me, in that, in order to innovate we must be willing to try and fail, and therefore allow ourselves to be vulnerable. She emphasized how vulnerability is not a weakness, but how it's necessary for us to move forward in a courageous manner. We can stay in our comfort zone or we can choose the path of courage. However, only one pathway will help us transform our future.

Innovation is critical in our ability to adapt and manage now more than ever with our rapidly transforming health care environment. The key to viability and success of an organization is in their ability to not only innovate, but to execute on those ideas. Innovative practices can occur through the replication of other's best practices or from new idea generation. Fostering a culture where we encourage nurse leader innovation will ensure success on the transformational journey.

Last year, in my region of Intermountain Healthcare, we started a formal process of encouraging idea generation from the front lines. This included setting goals around how many ideas each unit could generate, developing a tracking mechanism for the ideas, and providing time each day in department huddles to discuss the status of the ideas generated. The goal was to involve front lines to explore effective ways to increase safety, improve workflows, environmental concerns, enhance care model delivery, and more. Innovation was encouraged without boundaries. The objective was that no idea was too big or too small. We also desired for the front line staff closest to the idea to begin formulating a way to bring it to fruition. We generated and completed several hundreds of ideas in 2016 and have set goals for several thousand to be completed in 2017!

By engaging every employee in the innovation method, we hoped to improve our processes in a more rapid fashion while creating a sense of ownership and pride for their excellent work. Not every idea is going to be one we can implement. There may also be ideas that we implement that we consider unsuccessful. But that is okay! Our organizations cannot succeed without trying, and we cannot try without allowing ourselves to be vulnerable to failures. Innovation cannot occur unless we are willing to try and fail! I challenge you as leaders to be more open to innovation, more comfortable with making mistakes, being vulnerable, and leading more courageously than ever as we inspire our teams to strive for transformational excellence.

All my Best!

Lisa

Lisa Paletta, RN, MPA, NEA, BC, FACHE

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UONL Fall Conference

Save-The-Date

Date: September 22, 2017

Location: Thanksgiving Point – The Amber Room

Theme:

Change Leadership

Driving and Promoting a Culture of Courage

Excellence and Resilience

Keynote Speakers:

Dr. Cole Edmonson

Dr. Rachel Behrendt

Cost: \$75.00

Registration Information to Follow



An Affiliate of AONE



UONL Fall Conference

September 22, 2017—Thanksgiving Point, Lehi, UT

(Save-The-Date Registration Info To Come)

UONL is pleased to announce the Fall 2017 conference scheduled on September 22nd at Thanksgiving Point. Key note speakers for the event will be **Dr. Cole Edmonson** and **Dr. Rachel Behrendt**. (Bios are included below)

Dr. Edmonson experienced the challenge in October 2014 when the first patient diagnosed with Ebola virus disease in the United States came under the care of Texas Health Dallas. He is a phenomenal speaker and his message will be sure to inspire and motivate your team to build a culture of courage, excellence and resilience.

Cole Edmonson, DNP, RN, FACHE, NEA-BC, FAAN is the Chief Nursing Officer at Texas Health Presbyterian Hospital Dallas. Over a 20-year career, he has been a direct-care nurse, supervisor, manager, director, associate chief nursing officer and chief nursing officer, before assuming his current position at Texas Health Dallas.

A Fellow in the American College of Healthcare Executives and Nursing Executive Advanced-Board Certified by ANCC, Edmonson has led two organizations to Magnet and Magnet Re-designation in the Dallas/Fort Worth area. He has published numerous articles on topics such as succession planning, moral courage, nurse bullying, balancing the interest of hospitals and academic researchers and Magnet. Past recognitions include being named a Great 100 nurse, receiving the Texas Nurses Association District 4 Nurse of the Year, Nursing Management Magazine's Visionary Leader Award, Texas Organization of Nurse Executives Excellence in Leadership Award and Nurses Week Nursing Excellence Award for Advancing/Leading the Profession.

Named a 2012 Robert Wood Johnson Foundation Executive Nurse Fellow, Edmonson joins a select group of nurse leaders chosen to participate in the three-year leadership development program, which aims to enhance nurse leaders' effectiveness in improving the nation's health care system. Edmonson is also currently co-investigator on a study on genomics in nursing practice at Texas Health Dallas.

Edmonson serves as the co-lead for the Texas Team (the state's action coalition for the Future of Nursing), President of the Dallas/Fort Worth Great 100 Nurses Inc., and President for the Texas Organization of Nurse Executives and is a trustee for Texas Hospital Association. He is an adjunct faculty instructor at the University of Texas at Arlington (UTA) and Texas Woman's University, and is a member of the advisory board for the Texas Tech and Western Governors Universities nursing programs.

Rachel Behrendt is the AONE district 8 representative for Utah. Her career spans more than 25 years in a variety of roles, including staff nurse, nurse educator, clinical nurse specialist, VP of nursing and chief nursing officer. Her clinical background is primarily oncology and palliative care. She is the Senior Vice President for Hospice of the Valley, Arizona. She feels passionate about hospice and, "knows first-hand what a difference hospice makes for families."

Behrendt received her doctorate in nursing practice from University of Medicine and Dentistry of New Jersey, Newark, New Jersey. She has advanced certification in both oncology and nursing leadership. In addition, she is passionate about volunteerism and serves on the board of several organizations including Hope for Trauma, the American Organization of Nurse Executives, and the Arizona Health Education Centers (AHEC).



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Career highlights include development of structures and strategies to create a performance improvement culture, ensuring organizational activities were consistent in meeting Baldrige criteria. This ensured systems, structures, strategies, and outcomes were aligned. This also led to the creation of portal to manage clinical student placements, development of a hybrid nursing orientation program, receipt of the 2010 "Excellence in Cancer Nursing Education Award" by the national Oncology Nursing Society, and development of a system for safe chemotherapy administration recognized as a "best practice" by New Jersey Department of Health and Senior Services and the Joint Commission.

UONL Leadership committee would like to recommend some online webinars from AONE. Most of these webinars are complimentary with a membership to AONE.

Topics of interest include:

March 14: Partnering for Progress in Quality and Safety: AONE and the HRET HIIN

Past Webinars available to download include:

- ◆ Innovative Financial Partnerships
- ◆ Leading and influencing innovation
- ◆ Contemporary Strategies for Leaders to Address the Persistent Challenge of Medication Errors
- ◆ AONE Webinar Archive: Condensing the Patient Journey: Reduce Wait Times, Delays, and Variability
- ◆ The Nurse Leaders Role in Crisis Management

To access these Webinars visit: <http://www.aone.org/education/webinars.shtml>

Bylaws Committee: Sharon K. Dingman

The UONL Board/Bylaws Committee will invite all UONL members to participate in the annual review of the Bylaws and the Rules and Regulations. They are being reviewed by the Board presently, and will be dispersed to the membership in the near future.

Once the documents are dispersed to membership any suggested additions/changes should be emailed to Dr. Sharon Dingman (sharondingman@aol.com) to compile for final review of the committee. The Bylaws and Rules and Regulations will then be presented at the UONL Fall Conference on September 22, 2017, for the membership at-large to vote and approve.

Nurse Licensure Compact Legislative Update

Members of UONL's Policy & Advocacy Committee are pleased to report the passage of Senate Bill 48, Nurse Licensure Compact by the Senate and the House of Representatives on February 16, 2017. The bill is currently awaiting signature by the Governor and will go into effect shortly. The bill would not have moved forward without the support and guidance of our bill sponsors, Senator Evan Vickers and Representative Ray Ward.

The key to this legislative success was the strong partnership between UONL, the Utah Nurses Association (UNA) and the Utah Action Coalition for Health (UACH). We worked collaboratively, provided testimony, talked with legislators, and emailed committee members to impact the outcome. Most importantly, we worked across organization and practice specialties to ensure the tradition of high quality patient care and safety in Utah.

SB 48 was well vetted and supported by multiple nursing and health care groups, including the State Board of Nursing, Utah Hospital Association, the Utah Medical Association. Fifteen health care organizations and associations provided letters of support for this update to nursing practice.

My personal thanks to a great team who helped frame the legislation with meetings at Starbucks (caffeine fueled!), proofed fact sheets, provided letters of support, attended meetings, changed schedules at a moment's notice to testify at hearings, and responded to countless emails and phone calls as we organized and implemented this work:

- ◆ Lisa Paletta, Ben Becker: UONL
- ◆ Diane Forster-Burke, Kathleen Kaufman: UNA
- ◆ Suzette Farmer: Utah Board of Nursing
- ◆ Joan Gallegos, Maureen Keefe: UACH
- ◆ Danny Harris: AARP Utah
- ◆ Amy Hartman, Mark Deis: Utah Home Care Association
- ◆ Linda Hofmann: Intermountain Healthcare
- ◆ Gail McGill: Shriners Hospital
- ◆ Robyn Rollins-Root, Chris Johnson: IASIS Healthcare

Workforce Development/ALC: Barbara Wilson

We hosted a very successful UONL Spring Educational Conference on March 24, 2017, chaired by Dr. Susan Watson. The conference, with over 120 participants, featured Dr. Susan Luparell who spoke on cultivating civility in nursing education. Other presenters included Steve Smith, who addressed mental health issues among millennials, and the VOWEL check (a highly-entertaining repeat engagement from last year's conference).

Suzette Farmer from the Division of Professional Licensing (DOPL) presented at our February meeting. Updates to the state nursing licensing include the following:

- If you hold an advanced practice RN (APRN) license in Utah, you can now hold an RN license at the same time. Practitioners who are affected with this new update should have received a letter, providing their home address was updated in the DOPL database
- In Utah, if APRN faculty are teaching in graduate and undergraduate programs, they do not need to maintain their RN license (it is not a requirement to hold both licenses, as it is in many other states)
- From now through the end of July 2017, the DOPL is reinstating RN licenses for free. After August 1, there will be a \$58 renewal fee
- All nursing programs should have received information about the new 2-step application and licensing process. Students cannot schedule to take the NCLEX test until they have the Pearson Vue (NCLEX exam) set up and paid for. Also, students cannot apply for an RN license until they have passed the NCLEX exam. In the past, students were able to apply for a license prior to successfully passing their NCLEX exam. This information has been emailed to students and to the state's largest nursing employers. The benefit to the student is that there is no \$100 fee from DOPL every time they apply to take the exam. The Pearson Vue policy allows students who fail the NCLEX to test every 45 days.

Membership: Cheryl Gerdy

Spread the word about UONL!

There has been discussion that the NCLEX RN pass rates in Utah are not at the national NCLEX pass rates, and we discussed what may be affecting pass rates, including:

The quality of the students holistic admission processes, which look at factors beyond GPAs for incoming applicants, test taking strategies, individual tutoring, differences in how students learn vs. teaching strategies, and stress reduction initiatives.

Finally, The UONL Academic Leadership Council is working closely with Clark Ruttinger, MPA, Senior Institutional Research Analyst with the Utah Medical Education Council (UMEC), on collecting and analyzing data from the most recent annual collection of the state's nursing education data. Clark will be presenting the aggregated state data and discussing results and implications with UONL at the April meeting.

UACH/ALC: Joan Gallegos

THE UTAH ACTION COALITION FOR HEALTH (UACH) BIDS FOND FAREWELL TO MAUREEN KEEFE AND A WARM WELCOME TO TERESA GARRETT

Effective March 2017, University of Utah College of Nursing Dean Emerita, Maureen Keefe, retired as co-lead of the Utah Action Coalition for Health (UACH). Dr. Keefe was the original founder of the UACH and served as the co-lead since the organization's inception in 2012. Through her wise and progressive leadership, significant advancements occurred in meeting the Institute of Medicine's goals on our state's nursing workforce. A few of her notable achievements are:

- ◆ Developing and implementing a statewide network of nurse residency programs based on a practice-education model.
- ◆ Accelerating RN academic progression through the Breakthrough to Baccalaureate program and the Associate Degree Early Assurance program.
- ◆ Helping create the Nurse Data Center in the Utah Medical Education Council.
- ◆ Increasing the diversity of Utah's nursing workforce through targeted activities with future Hispanic nurses.

Dr. Keefe's leadership and achievements will leave a strong legacy and foundation for future UACH work. The UACH wishes to thank Dr. Keefe for all of her dedication and important work. And our best wishes for enjoying her next life chapter, that of retirement!

We are honored to announce Teresa Garrett, DNP, RN, APHN-BC, has been appointed the new co-lead (replacing Dr. Keefe) and will now guide the work of the Action Coalition with our other co-lead, Juliana Preston, MPA, Executive Director/HealthInsight. Teresa presently works for the University of Utah, College of Nursing and the Utah Nursing Consortium. She teaches part time in the doctoral program with a focus on health policy, leadership, epidemiology, and population health. She shared this perspective on her nursing career:

"I'm not sure if I chose public health or it chose me. To be honest, I have always worked in the community setting and families/population have always been my patients."

Teresa has over 20 years of experience in public health nursing and advocacy and we are excited and honored to have her as our new UACH co-lead. She will be a valuable and trusted leader as we transition our Action Coalition work into improving Utah's culture of health.

The UACH encourages UONL members to become active with our coalition. Please contact Joan Gallegos, MSW, RN at jgallegos@healthinsight.org if you are interested in joining the Action Coalition.