

Meeting Name	New Knowledge and Innovation		Council/Meeting Minutes	Please check off all components and indicators that relate to each topic being discussed.	
Location	WWCR				
Date	January 17, 2018				
Time	0900-1100				
Conducted By	Judy Dillworth and Nancy Fox				
Topic/ Facilitator		Discussion	Staff Input & Feedback	Action	Strategic Plan Indicator
1. Welcome and Introductions		Nancy Fox and Judy Dillworth welcomed clinical nurses and leadership representing various areas of Phelps Judy introduced herself and spoke briefly about her background and her current role at Phelps as Magnet Program Director.	Attendees introduced self, identified area of practice/specialty at Phelps, years at Phelps and any previous Magnet knowledge and/or experience.	Judy encouraged staff to actively engage in discussion and ask questions at any time.	<input checked="" type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations
2. Magnet Overview  • What is Magnet? • Magnet Model • Forces of Magnet		Judy gave brief history of Magnet, including Evidence Based Practice (EBP) heritage, NYU innovation, the importance of nurses at the bedside.  Judy engaged attendees in a dialogue including the public’s perception of Magnet values, how hospitals value clinical nurses, professional ethics and autonomy, showcasing the contributions clinical nurses make to excellence in patient outcomes.  Judy facilitated a dialogue about the “Forces of Magnetism” and concepts related to “exemplar” clinical nursing.	Attendees actively engaged in dialogue. Clinical nurses and leaders present talked about Their perceptions of Magnet, certification, public opinion and EBP.  Members discussed nurse sensitive indicators as a measure of practice excellence (CAUTI).  “Sustainability” was discussed Only 7% of all hospitals achieve Magnet status and not all maintain the certification over time.		

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<p>3. Shared Governance</p> <ul style="list-style-type: none"> <li>What is Shared Governance?</li> <li>Expectations</li> </ul>	<p>Judy Dillworth defined shared governance as a decision making model that valued the voices of clinical nurses as problem solvers at the bedside.</p> <p>Mary McDermott verbalized the philosophy of involving every clinical nurse in the process of decision making and innovation utilizing the Magnet framework.</p> <p>Mary McDermott introduced the attendees to an innovative diagram “Shared Governance Model”. The diagram illustrated a framework for the new shared governance council structure envisioned by Mary and Phelps leadership.</p> <p>Mary discussed “staffing up” as a strategy to support clinical nurses to attend council meetings and engage in EBP activities.</p> <p>Wednesdays were identified as Magnet meeting days hospital-wide. Clinical nurses are encouraged to select councils and EBP activities and to attend, co-chair and disseminate information flowing to meetings and back to clinical staff and so on. Nurses are encouraged to conduct unit and service-line based local council meetings the first two Wednesdays of the month, the hospital</p>	<p>Clinical nurses and leaders present talked about their past history at Phelps and elsewhere regarding shared governance.</p> <p>Most units and service lines are in the process of utilizing shared governance philosophy to determine how councils will be organized and scheduled to support engagement. The group participated in a discussion about the Shared Governance Model diagram. The group verbalized support of the model overall. Ellen Parisi, NM 2N shared her previous experience in various Phelps units over many years as generally positive provided staffing was enhanced. Bernadette Hogan, NM 5S shared practices already underway in her area to promote clinical nurses and EBP.</p> <p>Cheryl Burke, NICHE leader and educator shared how clinical nurses frequently go “above and beyond” to provide great care and would benefit</p>	<p>Units and service line leaders are encouraged to provide staffing levels to support councils, EBP and transparency.</p> <p>Wednesdays were identified as best day to “staff up” as meetings will be scheduled most often on Wednesdays.</p> <p>Congratulations to Cheryl Burke,RN and Clinical Nurse Engelina Olsthoorn,</p>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> People</li> <li><input checked="" type="checkbox"/> Patient Experience</li> <li><input checked="" type="checkbox"/> Quality</li> <li><input type="checkbox"/> Financial Performance</li> <li><input checked="" type="checkbox"/> Operations</li> </ul>

	<p>wide shared governance council meetings the third Wednesday and the Nursing Leadership Council (formerly PCC) the fourth Wednesday.</p> <p>The organizational flow is intended to be ongoing and transparent with clinical nurses and EBP determining practice.</p> <p>Professional ethics and intrinsic motivation themes were presented as in council attendance, communication, etc.</p>	<p>from shared governance and enhanced staffing to participate in EBP and other projects. She announced she and a clinical nurse would be presenting at the 2018 NICHE conference this April.</p> <p>Yeva Posner,RN, MCH Coordinator and Judy Kennedy,RN added that Phelps nurses earned the prestigious Baby Friendly certification. They supported shared governance as a strategy to maintain Baby Friendly.</p> <p>Bigem Turel, RN ED clinical nurse shared her positive past experiences with mentoring as a positive way to improve practice, increase application of EBP, support professional goals and enhance overall sustainability.</p> <p>Various attendees added positive attributes of mentoring for nurses.</p> <p>Nancy Fox, RN offered that the Phelps new graduate mentoring program at Phelps was initiated by a clinical nurse's inquiry and then coordinated by Cherry Fuentes</p>	<p>RN of 2N who were accepted for a podium presentation at NICHE 2018 conference</p> <p>Mentoring emerged as a mutually valued professional activity related to innovation and shared governance.</p> <p>Judy Dillworth will follow-up with Mary McDermott and Nancy Fox regarding clinical nurse mentoring action at Phelps Hospital.</p>	
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		of Organizational Development.		
<p>4. Phelps New Knowledge and Innovation Council</p> <ul style="list-style-type: none"> <li>Goals</li> <li>Ideas for Current Projects</li> <li>Areas of Interest</li> </ul>	Judy encouraged the attendees to share their ideas for shared governance, EBP, council engagement, etc.	<p>The group discussed briefly the current EBP projects underway: perioperative skin, pain, patient experience.</p> <p>Cheryl Burke shared she was exploring a lavender study. Judy Kennedy has an EBP idea related to bilirubin monitoring.</p>	Members were encouraged to utilize all resources at Phelps Northwell and to ask for support as needed utilizing shared governance philosophy.	<input checked="" type="checkbox"/> People <input checked="" type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations
<p>5. Review of Action Items</p> <ul style="list-style-type: none"> <li>Who is responsible</li> <li>Expected dates of completion</li> </ul>	Judy Dillworth	Unit based councils are being formed on units and areas where they do not currently exist.	<p>Members were encouraged to be vigilant of announcements, emails related to Magnet Journey at Phelps.</p> <p>Council members to share this information with their peers and colleagues.</p>	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations
<p>6. Adjournment</p> <ul style="list-style-type: none"> <li>Next meeting date, time, location</li> </ul>	Judy Dillworth		Meetings for 2018 will be third Wednesday monthly 0900-1100 at Family Practice Conference Room.	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations

Minutes respectfully submitted by Doreen Gallagher Wall, 01.22.2018