


Meeting Name	CNO Advisory Council		Council/Meeting Minutes	Please check off all components and indicators that relate to each topic being discussed.	
Location	HOCH Center				
Date	9/19/2018				
Time	3:00-5:00				
Conducted By	Mary McDermott				
Topic/ Facilitator	Discussion	Staff Input & Feedback	Action	Magnet® Components	Strategic Plan Indicator
Review of Meeting Minutes from August	M. McDermott, RN was on vacation during the last CNO Advisory Meeting so we spent time reviewing the August's Meeting Minutes. M. McDermott, RN wanted to ensure there were no open items that needed her attention.		J. Dillworth, RN reminded the members they have the ability to directly email M. McDermott RN from the Nursing Website.	<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input checked="" type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input checked="" type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input checked="" type="checkbox"/> Financial Performance <input checked="" type="checkbox"/> Operations
Professional Practice Model (PPM) Updated presented by Judy Dillworth	J. Dillworth, RN shared that using Healthstream to distribute the PPM was a perfect venue to disseminate the information. We had over 300 nurses complete the Healthstream education. 100% of the nurses responded, "Yes, the Professional Practice Model is an accurate depiction of nursing at Phelps." M. McDermott, RN added how proud she was while reading the comments - the PPM was a true staff expression of how they want to be viewed. M. McDermott felt this was a wonderful		Next steps: <ul style="list-style-type: none"> Based on the feedback an additional leaf was added - "Knowledge" Image of the tree was purchased Racheal Ansaldo BSN, RN from the infusion center is tweaking. Packets were distributed at the Professional Practice & Development Council to provide input to creating the narrative that Discussed having the clinical nurses define each leaf. Since Healthstream worked so well with sharing the PPM, may use again for assisting to write the narrative. 	<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input checked="" type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input checked="" type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input checked="" type="checkbox"/> Financial Performance <input checked="" type="checkbox"/> Operations

	exercise that collected the majority of staff input.				
CNO Advisory Charter reviewed by Judy Dillworth	J. Dillworth RN shared that the charter stated that there is a one year commitment to the council. By December we should know who would like to continue on the council and/or who would replace the unit representative on the Council.		Please discuss membership on your unit.	<input checked="" type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input checked="" type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input checked="" type="checkbox"/> Financial Performance <input checked="" type="checkbox"/> Operations
Retention and Recruitment and Recognition Council update by Judy Dillworth. Name of council to be determined for now - RRR.	<p>Reminder that the Retention and Recruitment Council was inspired by the Professional Practice and Development (PPD) Council. The following week at a senior leadership meeting Angela Adjetey, MSN, MPH, MA, RN, FAACM, Sr. Administrative Director Cancer Institute recommended adding a third “R” - Recognition. All senior leadership thought that was a great idea!</p> <p>J. Dillworth RN shared that Sherin Ninan, MS, RN, CNRN clinical nurse from the ED dialed in from England to share information on the DAISY Award at the PPD Council. The adoption and plan to roll out this award would fall under the RRR council. DAISY - is the acronym for Diseases Attacking the Immune System.</p>	<p>All members agreed that this would be a good council to have.</p> <p>Some CNO Advisory council members were not aware of the “Daisy” award so we pulled up the website to share the history and honor to achieving this award. Council members thought it was a great idea to bring to Phelps.</p>	Plans for forming the new RRR council have just begun. Membership and meeting times to be determined.	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations

<p>Career Ladder & Choosing the Correct Path presented by Mary McDermott</p>	<p>There have been many changes with Nurse Practitioner focus and M. McDermott, RN wanted to make sure that everyone was aware:</p> <ol style="list-style-type: none"> 1) Adult Nurse Practitioner Certification is no longer offered. 2) Hofstra University has created a bridge program to allow Nurses with an Family Nurse Practitioner (FNP) (which can be limiting) to become Adult Geriatric Acute Care NPs. 	<p>Doreen Wall MS, RN-BC shared that it is important to really research the programs offered before you apply. Hofstra University is affiliated with Northwell with a big benefit. If you chose Hofstra University for your NP Program then clinical hours are completed within the Northwell system and you will most likely be offered a role within the Northwell system.</p> <p>Council members suggested a Shadow Program where nurses could shadow someone to see if the position is something they would aspire to be BEFORE they invest time and money.</p>	<p>During nurses' week, consider offering a panel of experts who can offer advice and guidance regarding:</p> <ul style="list-style-type: none"> • NPs • DNPs • PhDs • CNO • Infection Control • IT <p>M. McDermott, RN will reach out to Jen Laffey to learn the details and opportunities of the NP career path. All NP's within Northwell report directly to J. Laffey (similar to service line)</p> <p>K. Calabro sent email to Marisol Antunez from HR to see if she is aware of the Hofstra NP program. Can clinical hours be at Phelps for those that live close to Phelps?</p> <p>Is there a guide regarding the NP programs that can be shared with the nurses?</p> <p>Include shadow program as part of the new RRR Council</p>	<p><input checked="" type="checkbox"/> Transformational Leadership</p> <p><input checked="" type="checkbox"/> Structural Empowerment</p> <p><input type="checkbox"/> Exemplary Professional Practice</p> <p><input checked="" type="checkbox"/> New Knowledge, Innovations and Improvements</p>	<p><input checked="" type="checkbox"/> People</p> <p><input type="checkbox"/> Patient Experience</p> <p><input type="checkbox"/> Quality</p> <p><input checked="" type="checkbox"/> Financial Performance</p> <p><input type="checkbox"/> Operations</p>
<p>Follow up to the Allen TV and patient education.</p>	<p>M. McDermott RN followed up with Glen Taylor to discuss the plans for addressing the non-working Allen TV's. Glen shared they fix the TVs as they are reported. Also,</p> <p><i>"We have also requested a quote from AllenTV for replacing all of the swing arms on 5N, with footwall TVs, similar to 3N."</i></p>	<p>Council members feel that the weekend is a higher risk since problems with the Allen TV's are not being resolved in a timely fashion.</p> <p>Tammy suggested the small pads to use for documentation purposes.</p>	<p>Helen Renck MSN, RN, CJCP, JCC will follow up regarding the release of Chris Moon, RN's rounding video on 5 South.</p> <p>K. Calabro will follow up with G. Taylor to see if there is a solution for 1 South and BRU so that patient education from the TVs can be provided in the common room.</p>	<p><input type="checkbox"/> Transformational Leadership</p> <p><input type="checkbox"/> Structural Empowerment</p> <p><input checked="" type="checkbox"/> Exemplary Professional Practice</p> <p><input checked="" type="checkbox"/> New Knowledge, Innovations and Improvements</p>	<p><input checked="" type="checkbox"/> People</p> <p><input checked="" type="checkbox"/> Patient Experience</p> <p><input checked="" type="checkbox"/> Quality</p> <p><input checked="" type="checkbox"/> Financial Performance</p> <p><input checked="" type="checkbox"/> Operations</p>

	<p>M. McDermott, RN and H, Renck RN visited Plainview and were impressed with their double occupancy rooms. The rooms were custom fit with TV's mounted either on wall or extended along with a computer for the nurses to document.</p> <p>D. Wall, RN shared that 1 South never had the ability to use the documentation that is provided by the Allen TV for their unit.</p>				
Certification reimbursement	<p>Irma Tertulien MSN, RN, C-EFM Clinical Nurse in the Infusion Center asked, "If you are getting certified or re-certified but not in your primary area, can you still be reimbursed?"</p> <p>Irma Tertulien RN is sometimes called to help Maternal Child Health (MCH) and if she lets her certifications lapse then she will not be able to assist MCH when needed.</p>		<p>M. McDermott, RN will get back to Irma Tertulien, RN.</p> <p>On 9/21/18 M. McDermott RN responded to I. Tertulien via email that MCH will support this certification since it is required when Irma works in MCH.</p>	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input checked="" type="checkbox"/> Financial Performance <input type="checkbox"/> Operations
MCH update presented by Susanne Neuendorf BSN, RN, NCC-EFM	<p>Susanne Neuendorf, RN (MCH) shared how she educated many of the staff on the nursing website. The nursing website was well received.</p> <p>At the MCH unit shared governance council they reviewed the policies for circumcision and quantitative blood loss.</p>		<p>K. Calabro sent S. Neuendorf RN a picture of the icon to use for further education of the staff.</p>	<input checked="" type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input checked="" type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations

1 South update presented by Steven Giammattei AAS, RN	<p>S. Giammattei, RN shared that 1 South is excited to start the Mandala project and going to use the Becks anxiety tool to measure the findings. The identified patient completes the Beck Anxiety scale questions, colors Mandala's for 3 sessions and then completes the Becks tool again.</p> <p>-----</p> <p>S. Giammattei, RN expressed concerns with the direct admits for Long Island. When discharging, we are not aware of the support services that are available in the patient's area.</p>		<p>M. McDermott, RN suggested to S. Giammattei that he ask his director, Suzanne Mateo, RN to help build that bridge with Northwell to ensure we have a smooth transition.</p>	<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input checked="" type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input checked="" type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input checked="" type="checkbox"/> Financial Performance <input checked="" type="checkbox"/> Operations
Did you know there is a Reiki Specialist is the house?	<p>J. Dillworth, RN (Magnet Program Director) shared we have a volunteer that practices Reiki. She schedules time to meet with patients in the infusion center.</p> <p>"Reiki is a Japanese technique for stress reduction and relaxation that also promotes healing. It is administered by "laying on hands" and is based on the idea that an unseen "life force energy" flows through us and is what causes us to be alive. If one's "life force energy" is low, then we are more likely to get sick or feel stress, and if it is high, we are more capable of being happy and healthy." ~ reiki.org</p>		<p>J. Dillworth, RN suggested that council members ask their nurse managers to have the specialist scheduled to visit your unit if there might be a patient who would benefit from this experience.</p>	<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input checked="" type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input checked="" type="checkbox"/> Financial Performance <input checked="" type="checkbox"/> Operations

ED presented by Amanda Benza BSN, RN	<p>A. Benza, RN shared they are working on Meditech changes in the ED.</p> <p>The ED received approval for:</p> <ul style="list-style-type: none"> • A transporter position to help with the patient flow • A travel nurse. 	I. Tertulien, RN (Infusion Center) supported A. Benza since they recently went through the implementation of Meditech. She would be happy to be of any support or assistance.		<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input checked="" type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input checked="" type="checkbox"/> Financial Performance <input checked="" type="checkbox"/> Operations
RN Satisfaction presented by Mary McDermott	<p>M. McDermott, RN shared that the NDNQI RN Survey starts October 1 and ends October 21.</p> <p>We elected to have additional questions to the survey including:</p> <ul style="list-style-type: none"> • Autonomy • Professional Development • Interprofessional Relationships 		<p>Council members encouraged to participate in the RN Satisfaction survey and be a cheerleader on their units. We have done a lot of work in every domain, which M. McDermott, RN believes will have a positive impact on the RN Practice Environment.</p> <p>M. McDermott, RN is also planning on having a half hour nursing town hall meetings to highlight all the accomplishments this year.</p>	<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input checked="" type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input checked="" type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input checked="" type="checkbox"/> Financial Performance <input checked="" type="checkbox"/> Operations
<p>Magnet® Champions were selected!</p> 	<p>M. McDermott, RN was excited to announce that we selected 5 Magnet® Champions to attend the Magnet® Conference in Denver Colorado from October 23-26, 2018.</p>		<p>M. McDermott, RN and J. Dillworth, RN will be attending the conference along with 5 clinical nurses:</p> <ul style="list-style-type: none"> • Judith Kennedy, RN / MCH • Susan Kuznicki, RN / MCH • Dianna Ferguson RN / 5 South • Rachel Ansaldo RN / Infusion Therapy • Katherine Urgiles RN / 2 North <p>We look forward to hearing more about their Magnet® experience when they return.</p>	<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input checked="" type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input checked="" type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input checked="" type="checkbox"/> Financial Performance <input checked="" type="checkbox"/> Operations

			Next year we hope to budget and send even more!		
Uniforms for the Nurses	M. McDermott, RN shared that the standard uniform code is being finalized: White top (anti-stain/anti-microbial) and Blue pants.	K. Urgiles, RN was wondering if there would be some type of sweater and/or jacket as part of the uniform.	M. McDermott, RN suggested that nurses may need to wear a white long sleeve shirt under the top (current policy), and will research if a jacket will be available. Implementation of white antimicrobial uniform tops is expected by end of the year.	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input checked="" type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input checked="" type="checkbox"/> Financial Performance <input checked="" type="checkbox"/> Operations
Open Discussion	<p>Samantha Weldon BSN, RN shared how helpful the flex staff has been for 5North.</p> <p>Katherine Urgiles BSN, RN share her desire to become competent with IV line insertion. She suggested that by having more staff competent, the patient experience may improve as a result of decreased wait times.</p>		<p>M. McDermott, RN was happy the flex staff has helped the units. The desire was to have 6 available daily but currently that company does not have that level of expertise.</p> <p>Katherine was advised to discuss having the opportunity to obtain this skill with her Nurse Manager.</p>	<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice <input checked="" type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input checked="" type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input checked="" type="checkbox"/> Financial Performance <input checked="" type="checkbox"/> Operations