

Meeting Name	CNO Advisory Council		Council/Meeting Minutes	Please check off all components and indicators that relate to each topic being discussed.	
Location	Atrium				
Date	3/20/2019				
Time	3:00-5:00 PM				
Conducted By	Mary McDermott MSN, RN, NEA-BC and Kathy Calabro				
Topic/ Facilitator	Discussion	Staff Input & Feedback	Action	Magnet Components	Strategic Plan Indicator
Mary McDermott MSN, RN, NEA-BC	-RN Discharge Time -Team STEPPS -Bedside Shift Report	-Staff stated bedside shift report is a positive approach. Tammy Wilson RN 5 South, Roxanna McKenna RN from 5 North, and Michael Palazzo RN from 2 Center all expressed concern that RN lateness is an issue and barrier, and addressing lateness and its consequences is important.	-Mary McDermott RN stated that management conducting an 8:45 AM huddle, and 3:00 PM debrief is positive and beneficial. -Share with Shared Governance units on individual floors about the RN lateness issue. In order to make Bedside Shift Report a positive experience, and to increase nursing communication, RN's have to arrive to work on time.	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations
Mary McDermott RN	RN Uniforms	-Mary McDermott RN-benefit to patient having anti-microbial scrubs. -Jackie RN from Endoscopy shared that her unit RN staff felt the material is very thick due to being white in color, and that the material is very stiff. Jackie RN also felt there is not enough evidence to show how microbial scrubs decrease infection. Lily Mei RN	-Mary McDermott RN-There will be additional times for RN's to try on scrubs for days and nights. RN's will start to wear the new scrubs when received. In October 2019, we will arrange for a uniform vendor to come and help us order the 2019 uniform benefit. A new vendor would always be an option for our next benefit.	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations

		from Wound Care expressed that her department felt the white scrub tops were see through.			
Mary McDermott RN	Review of follow-up of topics from last meeting <ol style="list-style-type: none"> 1. Per Diem Rate 2. Infusion Center 3. Hiring more NP's 	Irma Tertulein RN from Infusion Center (was not present at meeting, however we do not want to lose sight of). Importance of the patient receiving entire volume of IV medication.	-Mary McDermott RN- Recommendation of a IV flush bag, and any RN's that want to be involved contact Judy Dillsworth RN (X3509) for an Evidence Based Project. -The hiring of two NP's was approved for the Hospitalist Service, as per Dr. Gottlock.	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations
Kathy Calabro	Mentoring Session for questions about NP Programs with Jennifer Laffey DNP, FNP-BC	-Positive feedback from all staff that attended, stating that the session was very informative.	Mary McDermott RN-There has been a decrease in the number of medical doctors, so now there is a growing need for NP's. All Northwell sites place NP's for clinical placement. Jennifer Laffey's presentation is posted on the nursing website under Professional Practice and Development/March 2019.	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations

Mary McDermott RN	Humanism Training		<p>-Mary McDermott RN-Rollout of Humanism classes in May 2019. The Humanism classes are an opportunity for us to remember why we went into Nursing. On 4/5/19 there will be two class sessions held on how to be a Master Trainer (teacher for Humanism classes).</p> <p>-Attendance at one class is required, and the times offered are 8:30 AM-12:30 PM or 1:30 PM-5:30 PM. To become a Master Trainer contact your Nurse Manager and Nancy Fox RN (Organizational Development X 3167). Moving forward Humanism classes will be held in orientation.</p> <p>- If a staff member is scheduled to be off the day of their Humanism class, they will be paid.</p>	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations
Kathy Calabro	Update of Charter		<p>Kathy Calabro-meeting minutes on the nursing website. An Annual Report is also available for every council.</p> <p>-BSN or higher: 85% of our units outperform the benchmark of all hospitals.</p> <p>Professional/Certification: 70% of our units outperform the benchmark of all hospitals. Kathy Calabro will sit with all Nurse Managers to set goals for 2019.</p>	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations

Kathy Calabro	Increasing Journal Club Attendance		<p>-Journal Club does count for Nursing Clinical Ladder, and meetings are once a month.</p> <p>-If you post an article, you need to take the time out to comment on people's comments to show acknowledgement.</p> <p>-Virtual members were designed with the night shift in mind. The requirements for a virtual member are still in a draft mode. Virtual members will need to send a research article 1x/quarter (a topic that your unit is passionate about), and have a thorough blog consisting of at least 150 words or more.</p>	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations
Mary McDermott RN	Nurse's Week		<p>-Working with HR on a Nurse's week theme "Four Million Reasons to Celebrate."</p> <p>-Humanism classes and The Nursing Certification Annual Breakfast will be held during Nurse's Week. There will also be a Magnet table, and posters instead of presentations for Evidence Based Projects.</p> <p>-Spa day, Sundae event, and paint night (painting a DAISY in honor of introducing the DAISY award) will be available during Nurse's week.</p> <p>-Instead of gift baskets, raffles for a gift certificate for a manicure/pedicure, facials, and hair salon will be raffled.</p> <p>-Luncheon for staff will be offered during Hospital Week,</p> <p>-May 15, 2019-Service Award Dinner at the Double Tree Hotel by invitation only, honoring employees who have</p>	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations

			been working here for 25 years and above.		
Mary McDermott RN	-Update on all units	<p>Amanda Dayton RN 5 North-5 North is working on a dehydration project with their Shared Governance Council. Amanda Dayton RN 5 North and Gerry Bathan RN IV therapy will be working on an Evidence Based Project for the BioPatch.</p> <p>Roaxanna McKenna RN 5 North- stated that “I Pass the Baton,” has been a positive experience. For example, issues can be caught before the RN that gave report leaves. 5 North also has an updated RN shift report that is clearer. Some barriers that 5 North has experienced with “I Pass the Baton” are RN’s arriving on time. 5 North is also working on quiet time.</p>	<p>-Mary McDermott RN recommended that the Endoscopy RN’s debrief after a case, like the Operating Room RN’s do. “I Pass the Baton” also helps with consistent documentation. For example, having two RN’s stage a pressure ulcer together when making rounds, to have consistent documentation. Anything new takes time to adapt, and is a work in progress.</p> <p>-Jacqueline Pisano RN and Paola Zavala RN from Endoscopy suggested that they will observe the Wound Care Clinic’s briefs, huddles, and debriefs for ideas. As per Jackie RN, Dr. Stein will debrief after a difficult ERCP.</p> <p>-Mary McDermott RN-Working on having more volunteers trained (due to patient risk for aspiration) for Silver Spoon. Paula Keenan RN hired two new RN’s for 2 Center, due to 40% higher volume (justification for more staff). The hospital is also starting tracers for Joint Commission. The hospital is also working on getting the overhead</p>	<input type="checkbox"/> Transformational Leadership <input type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input type="checkbox"/> People <input type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations

		<p>Lily Mei RN-Wound Care Clinic -“I Pass the Baton” has had a positive impact on the Wound Care Clinic. Staff will know what patients are fall risk, what patients are on isolation, communicate the plan for the day, and if an issue occurs a huddle is initiated. This all improves communication between RN’s.</p> <p>Endoscopy RN’S- Jacqueline Pisano RN and Paola Zavala RN stated that they had more than 200 people walk through the colon displayed in the main lobby, for Colon Cancer Awareness Month. Amy Hendler, the Dietitian suggested the idea that Colon Cancer Awareness be held at the farmer’s market, and a walk for Colon Cancer to be initiated by Phelps Hospital Northwell Health. The Cancer Center, Nutrition, and Respiratory were all involved this year with Cancer Awareness Month. Jackie RN also stated that Endoscopy does</p>	<p>speakers fixed, due to them not being clear. All staff from this meeting should bring the issue of punctuality up in all Shared Governance Councils on the units, and show all staff on units where the nursing website is located.</p>		
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Respectfully Submitted,

Manager Signature

Date _____

Director Signature

Date _____