

Meeting Name	CNO Advisory Council		Council/Meeting Minutes	Please check off all components and indicators that relate to each topic being discussed.	
Location	Atrium/Microsoft Teams				
Date	1/20/2021				
Time	3:00-5:00				
Conducted By	Mary McDermott, MSN, RN, APRN, NEA-BC				
Topic/ Facilitator	Discussion	Staff Input & Feedback	Action	Magnet Components	Strategic Plan Indicator
Welcome New Members & Review of 2020 highlights	Mary kicked off the first meeting in 2021 by wishing everyone a happy new year and welcoming new members to the council. Mary shared how receiving the Magnet® Designation was the highlight of 2020. Having the Magnet® status is known to recruit nurses and patients. The designation lasts for 4 years and our next document submission is due October 1, 2024. We need to focus on initiatives that improve patient care. Exceptional teamwork during COVID evident in ICU and the floors.			<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
Staff Satisfaction	In November we participated in the Press Ganey Employee Engagement Survey. HR has shared the results with the Directors. Directors sharing with the Managers and then Managers will share with their unit. Results: <ul style="list-style-type: none">RNs in Northwell - 91st %RNs in Phelps – 84th %	Helen Renck, MSN, RN, CJCP, JCC, VP/Patient Safety Officer, shared that the culture of safety questions is incorporated in this survey. Sometimes the questions are changed so difficult to measure improvement from previous year.	Tier 2 or Tier 3 are required to submit action plans by 4/1/2021. Pulse Survey will be taken at later date to see if action plans effective. Tier 1 – would like to submit action plans to maintain high performance yet not required. Comments will also be reviewed.	<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input type="checkbox"/> Exemplary Professional Practice <input type="checkbox"/> New Knowledge, Innovations and Improvements	<input checked="" type="checkbox"/> People <input type="checkbox"/> Patient Experience <input checked="" type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input type="checkbox"/> Operations

	In June 2021 we will participate in the NDNQI RN Survey. Last time we participated in the NDNQI RN Survey was June of 2019. We will be able to get a sense of how we are doing looking at the data from 2019 to 2021.				
Performance Review Process	<p>Peer reviews are in performance manager and you should have been assigned peers to review. To be completed in the new Polaris System:</p> <ul style="list-style-type: none"> • Self-appraisals • Performance Evaluations <ul style="list-style-type: none"> ○ Professional development goals <p>Mary stated this year will be a little disjointed with the transition. During the Magnet® Site Visit the performance review session went without a hitch.</p>	Kathy Calabro and Mirosława (Mishka) Uram-Rabadi, BSN, RN, clinical nurse, 5 North/2North shared they thought they received the self-appraisal in performance manager.	Kathy to check her email regarding the language used to fill out self-appraisal in performance manager	<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input 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
Portfolio	For the first year we gave back your portfolios to look at and update for this year.	<p>Some council members did not recall receiving last year's portfolio and Mary said to discuss with their nurse managers.</p> <p>Judy Dillworth, PhD, RN, CCRN-K, NEA-BC shared that the portfolio was discussed at the Recruitment, Retention and Recognition Council (RRR). If your certification is going to expire, you do not want to</p>	<p>Portfolios due 12/31/20</p> <p>If you have questions about Professional Certifications, contact Nancy Fox.</p> <p>There is also information regarding success pays on the nursing website under Profession Practice & Development (PPD). If you opt for an ANCC Certification, we have Success</p>	<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

		let that go. If you maintain your certification it is a Win-Win.	Pays and there are no out of pocket expenses.		
Unit Updates ICU	Alice Mulligan, BSN, RN, clinical nurse, ICU, shared that she is currently working with Dr. Espinosa and Tahler Cambrielo, BSN, RN, clinical nurse, ICU, in adopting an evidenced based quality of life form. End-of-life is such a difficult time for the patients, family and staff so would be helpful if we could find a tool that minimized the guilt the family feels.	Kathy shared there is a journal article in the Journal Club that covers this topic. Mary shared that a tool would be beneficial to the NPs as well.	Alice to read the article on the nursing website and share with Dr. Espinosa and Tahler.	<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
Unit Updates 5 North /2 North	Jade Santiago, BSN, RN, clinical nurse, 5 North/2North and Mishka shared a couple safety concerns: 1) Need to use restraints during COVID. It is a safety issue since the patients are trying to remove their oxygen however, we typically do not restrain patients, 2) Tracking the COVID + patients on 2 North – question if the curtain is disinfected. Seems to have increased in one room.	Helen shared that Alex Xelas, MSN, RN, CIC, Infection Prevention Director does track that specific data.		<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
Unit Updates Outpatient Behavioral Health – Addiction Treatment Services (ATS) & Continuing Day Treatment (CDT)	Lorne Bell, AAS, RN, clinical nurse, Outpatient Behavioral Health – Addiction Treatment Services (ATS) was happy to physically be at his first CNO Advisory Council Meeting. Lorne shared that it was critical to see their patient during COVID and they hit the road running with the Televideo services. ----- Erica Cicale, BSN, RN, Outpatient Behavioral Health- Continuing Day	Mary reminded Lorne and Erica that they even won an award for the quick response when the pandemic hit – HANYS Award?	Name of the award to be identified and recognized.	<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

	Treatment (CDT) joined the meeting virtually. It was important to meet the needs of ALL the patients. 70% are virtual and 30% come to the office. Those patients who come to the office are either not technical or do not have internet. Erica believes this will be the new norm.				
Unit Updates 3 North	Kate Scherf, BSN, RN, clinical nurse, 3 North stated that her unit continues to improve patient education using the Allen TVs. They are also adopting the IPADs in motion as well as using the “Getting to know me Clouds”			<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
Unit Updates ASU	Lauren Guardino, BSN, RN, clinical nurse, ASU (previously 5 South) stated they are focusing and perform PIs and utilizing bundles to decrease surgical site infections. The ASU also rolled out the surgical check list in 2020. Additional PI Project for History and Physicals – timeliness.			<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
Uniforms	Mary stated that with Rosendy Rodriguez back from maternity leave, she will be coordinating new uniforms within next 2 months.			<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 type="checkbox"/> Patient Experience <input type="checkbox"/> Quality <input type="checkbox"/> Financial Performance <input checked="" type="checkbox"/> Operations

Strategic Updates	<p>Mary shared the following highlights and accomplishments:</p> <ul style="list-style-type: none"> • 4 North (BRU) is closed, and Maternal Child Health will expand to the entire 4th floor. • Interest in creating private rooms on 5 North – problem will reduce capacity. A lot of analysis is currently being done. • 5 South cannot be changed due to the Pediatric unit at the end. • PET CT is going where the gift shop was – great that we will be able to offer that here. • Center for Advanced Procedures (CAP) will be for invasive radiology procedures. • Work is being done on 3 Center / Vintage PACU • Outpatient Lab is moving to Senior Health on the 1st Floor. Senior Health is looking for a home. • Exciting news – two new highly respected Breast Surgeons on board for the Cancer Institute: <ul style="list-style-type: none"> ○ Dr Ashikari ○ Dr. Kelemen • Trying to become a Stroke Center. • Applying for the ENA ED Lantern Award in February • Received award from LiveonNY for Organ Donations in 2020. 	<p>Kathleen Scherf,, MPA, BSN, RN, NEA-BC, CAPA, director surgical services, was proud to announce OR just recently celebrated two awards:</p> <ol style="list-style-type: none"> 1) CNOR Strong Award - at least 50% of perioperative services have CNOR Certification. 2) Go Clear Award - Gold from AORN – Surgical smoke free environment. <p>Helen shared we trying to become Thrombectomy certified.</p>	Goal is to decompress the Hospital – Consolidation or relocation. A lot of moving parts.	<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
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<p>Suggestions to improve the CNO Advisory Council in 2021</p>	<p>Mary asked the council members if there is anything they would like different in 2021, i.e. guest speakers like Eileen Egan, topics keeping you up at night, ...</p> <p>Started the walk in my shoes program.</p> <p>Would a legal nurse be a good guest speaker idea? Could focus on content and quality.</p>		<p>Council members will think about agenda items and strategies for 2021, discuss with their colleagues and send email to Kathy, Judy and or Mary.</p>	<ul style="list-style-type: none"> <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 	<ul style="list-style-type: none"> <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>Impact of COVID</p>	<p>COVID derailed Town Halls in 2020 – Looking to do virtual town halls in 2021. The benefit there is that everyone is sharing and hearing the same information. Looking into format – may focus on one topic and have a question and answer.</p> <p>Currently 1/3 of hospital is COVID+ 5 North LOS = 9 Days The peak seems to have been last week – hoping everyone stays home for super bowl.</p> <p>During the first surge CMS allowed us to scale back on documentation. We currently do not have that permission during this waive. We were able to extend time for medication administration,</p> <p>The system is trying to load balance patients.</p>	<p>Council members shared they like the daily report in their email summarizing COVID response.</p> <p>Council members were appreciative of the extended time for documentation of medication.</p>		<ul style="list-style-type: none"> <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 	<ul style="list-style-type: none"> <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

	We have been using flex staff to try to fill the staffing needs.				
Nursing Website	Kathy shared the Nursing Website screen and “how to find” the following information with the council members: ✓ About Page ✓ COVID response ✓ Shared Governance – 2021 calendar ✓ Professional Practice & Development council – Certification and BSN & Higher graphs ✓ Quality & Safety – NDNQI Clinical Indicators ✓ Journal Club ✓ Events ✓ Hot Topics – December ✓ Pressure Injury Resource (PIR) – New list of skin champions ✓ Infection Prevention – Hand Hygiene Data			<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