



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	3/17/2021				
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
Introductions and Welcome New Members	Meeting began by welcoming new members to the council and introductions.		Welcome Lina Salazar, BSN, RN, clinical nurse, 5 South & Natasha Yates BSN, RN, clinical nurse, ICU	<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
Review of the February 17,2021 Meeting Minutes	Performance Review Process: Mary understands this year's performance review is challenging since we have just transitioned to Polaris Uniforms: There is money accrued from 2020 and money for 2021 allocated for new uniforms. Touching Poem to Northwell Heroes was distributed to the units.		All reminded to complete their self-appraisals and submit peer feedback if not yet done. Rosendy Rodriguez will be coordinating uniform in April.	<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
Clinical Ladder extension	Mary met with the nursing directors and discussed extending the clinical ladder /2020 portfolio review until June 2021. They realized all the challenges from 2020 may have impacted some of the time critical requirements for movement within the ladder.	Michael Palazzo, BSN, RN, clinical nurse, 2 Center asked if raises are put on hold as well. Mary replied No, merit is tied to your performance evaluation and will be effective April 1, 2021.		<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

	Letter regarding extension of the time to complete the 2020 requirements was distributed to our Nurse leaders.				
Certified Nurse Day - A time to celebrate all the nurses who hold a professional certification	<p>On March 19, the educators are going to the units to recognize all the nurses who have professional certifications. They will also receive a little surprise gift bag.</p> <p>To encourage even more participation in achieving professional certification, we are trying to try to advocate for “success pays” model for those certifications that are not ANCC (i.e. Emergency Dept. ENA’s CEN certification)</p> <p>Success Pays is a “no” out of pocket expense however we still reimburse for those certifications that are Magnet approved yet not ANCC.</p>	<p>Judy Dillworth, PhD, RN, CCRN-K, NEA-BC, Magnet Program Director, added that the recipients of the DAISY Award are eligible for a reduced rate (to apply or renew) for ANCC certification. DAISY recipients can also apply for a \$2000 scholarship to attend a conference of their choice.</p> <p>. ** Mike asked about where to find the application for the new “People Caring for People Education Fund” - Kathy showed later in the meeting.</p>	<p>Kathy Calabro shared the list of nurses who hold professional certification on the nursing website.</p> <p>Please share with your unit. - In the spotlight/ Certification Recognition</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
NDNQI RN Satisfaction Survey in June	<p>Mary shared that we will be participating in the NDNQI RN Satisfaction Survey June 2021.</p> <p>Mary is hopeful that the action plans from the employee engagement survey will address some areas of opportunity and will be reflected in this survey.</p>		<p>Kathy Calabro is the site coordinator for the NDNQI survey and will be sending communication to the units soon.</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

Northwell Nursing Retreat	Mary, Nancy Fox, MS, RN, NEA-BC, CNML, NPD-BC, Director, Organizational Development and 7 clinical nurses will be attending the Northwell Nursing Retreat in mid-April.		This is always a fun and inspirational event so Mary is looking forward to this.	<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
National Nurses Week is May 6 - May 12			If any council members or staff on your units have ideas for virtual celebrations, please share with Mary.	<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
Highlights from governance day	<p>Jade Santiago, BSN, RN, clinical nurse, 5 North/2 North shared that at New Knowledge and Innovation they shared that there is Nursing Research and EBP Retreat on Friday from 12-4. - Able to get 3.5 CEUs.</p> <p>Kathy shared that one of the members from Professional Practice & Development asked if Phelps could increase the current tuition reimbursement (\$7,000)</p> <p>Judy asked if there was anything we could do to make the pads in motion more efficient since this topic keeps coming up.</p>	<p>Mirosława Uram-Rabadi (Miska), BSN, RN, clinical nurse, 5 North/2 asked about 5 North and patient visitors. Mary said currently we cannot allow visitors on 5 North.</p> <p>Mary shared that we hired a nurse 2x/week to help connect the patients and their families and hopefully that will improve patient satisfaction.</p>	<p>Mary to review Lenox Hill's tuition reimbursement policy.</p> <p>Please refer to Nursing News where Judy highlights the entire shared governance day and gives a summary of each council.</p> <p>A memo will be sent regarding this role and responsibilities within the next couple of days.</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

Nursing Website Updates	Kathy pulled up the nursing website and highlighted the following: ** “People Caring for People” education fund description and application can be found in In the Spotlight /Award Recipients.		Kathy reminded everyone to check out: <ul style="list-style-type: none"> • The Journal Club - more new articles to be posted. • Hot topics 2021 		
Unit Updates 5 North/2 North	Jade and Miska shared that they are focusing on reducing falls and their unit. When Jade was a new graduate, her nurse residency EBP project involved looking at the effectiveness of the telesitter program. Jade would like to pick up where the project left off. Jade said when they are able to have the charge nurse, the flow of the unit works better.	Kathy asked if they were able to use the charge nurse the way they had discussed last month. <i>Refresher - Last month Jade and Miska asked Mary about the ability to have a charge nurse with less or no patient assignment. Mary stated from her perspective the nurses are empowered to structure their workload how they think works best. If the nurses want to take on an additional patient and then have less pt. assignment for the charge nurse then that would fine</i>		<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 Emergency Department (ED)	Pat Bonanno, BSN, RN, clinical nurse, ED, continued to express concern with the need for dedicated constant observation (CO). It was determined we would not be able to share the CO in the psych area since would not satisfy the 4 feet CO requirement. Could those requirements be tweaked?	Mary shared that she is currently working with Maureen Lopez, RN, Clinical Informatics, to determine how many hours are being spent on CO coverage. Pat shared that she has a log and Mary said the report will be a more accurate way to	Pat welcomes any suggestions regarding how to handle the COs on the unit. Mary to contact Andrea Hodges regarding a potential concierge position from 11-11.	<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>Still working out challenges with communication with the telesitter program.</p> <p>Supposed to have triage 24/7. In the morning, the charge nurse functions as both charge and triage. Pat was saying in the past, they used to have an ancillary person help direct patient flow; no longer available. Person could maybe call taxi to help get person home.</p> <p>Nurses are being pulled in multiple directions and since volunteers are not allowed maybe we could get support staff?</p>	<p>measure. Goal will be to justify positions.</p>			
<p>Unit Updates Outpatient Behavioral Health – Addiction Treatment Services (ATS)</p>	<p>Lorne Bell, AAS, RN, clinical nurse, Outpatient Behavioral Health – Addiction Treatment Services (ATS) shared that Dr. Russakoff and Dr. Zack selected the Columbia screen tool for their area. Purpose is to verify and clarify info previously deemed more subjective. Patient completed form prior to intake process.</p>	<p>Judy shared that the New Residents needed an EBP project and were going to do a literature review of depression screening tools.</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>Unit Updates 2 Center</p>	<p>Michael Palazzo, BSN, RN, clinical nurse, 2 Center shared that his unit did a mini-survey after the employee engagement survey to drill down on the issues that may be impacting day shift vs. night shift.</p> <p>The unit does have a goal to increase professional certification. If we could</p>	<p>Helen Renck, MSN, RN, CJCP, JCC , VP/PSO , shared that there was a situation when a nurse thought if the patient was on a telesitter, that the bed alarm did not need to be activated</p>	<p>If the patient required a bed alarm, the bed alarm should be activated regardless of whether patient is being monitored by a telesitter. Please share with the unit.</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 	<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 type="checkbox"/> Operations

	<p>get funding instead of reimbursement that would be great.</p> <p>Mike shared they had falls in Jan and no falls in Feb and March</p> <p>New beds with alarms and brackets for the telesitter monitors have been installed in the unit. Unit has been very busy.</p>			<input checked="" type="checkbox"/> New Knowledge, Innovations and Improvements	
Unit Updates 3 North	<p>Ashely Sanda, BSN, RN, clinical nurse, 3 North, shared that 3 North is piloting the screening tool for the IHI Age Friendly Program. The nurses complete a form for patients 65 and over.</p>		<p>Kathy to share the Statistics at the next meeting.</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
Unit Updates Maternal Child Health (MCH)	<p>Susanne Neuendorf, BSN, RN, NCC-EFM, discussed the Quantitative Blood Loss (QBL) project. The numbers appear to be running high for QBL compared to in the past when we were underestimating.</p> <p>Susanne also thanked Mary and Helen for the rapid COVID testing for the fathers.</p> <p>New to MCH – Have OB attending on site.</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
Unit Updates 5 South	<p>Lina Salazar, BSN, RN, 5 South, shared that the nurses are evaluating data to determine the impact of the charge nurse role taking a patient assignment.</p>	<p>Mary shared if they are looking at acuity systems, they would need to be evidence- based and Judy can help.</p> <p>Judy said the Professional Practice & Development council is exploring</p>	<p>More information to follow as these projects unfold.</p>	<input checked="" type="checkbox"/> Transformational Leadership <input checked="" type="checkbox"/> Structural Empowerment <input checked="" type="checkbox"/> Exemplary Professional Practice	<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>Lina said on her unit the more experienced nurses take on the charge role.</p>	<p>factors which support a healthy work environment; topics include work flow and patient acuity.</p>		<p><input checked="" type="checkbox"/> New Knowledge, Innovations and Improvements</p>	
	<p>Natasha Yates BSN, RN, clinical nurse, ICU shared this was her first meeting and glad she was able to report last. Natasha shared that their shared governance council is getting back on track. Two nurses are co-chairs. The ICU reported CAUTIs and CLABSIs; they initiated a “Back to Basics” program. Two nurses create a paper that is outside of the patient’s room that is a reminder of how long these lines have been in etc. - this serves as a visual reminder - i.e. catheter should be discontinued.</p>	<p>Mary shared great initiatives. They are publicly reported and harming the patients so this is a great focus to reduce infections.</p>		<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</p>	<p><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>