

Volume 4 Number 3

ANA - NEW YORK NURSE WE MAKE A DIFFERENCE FOR NURSES IN NEW YORK STATE

January 2020

The Official Publication of the American Nurses Association - New York ANA - New York Nurse will reach over 6,500 New York nurses and schools of nursing through direct mail.

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MEMBERSHIP APPLICATION ON PAGE 23

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PRESIDENT'S MESSAGE



What's Your Story?

Elisa (Lee) A. Mancuso MS, RNC-NIC, FNS, AE-C

There are a multitude of reasons people enter the nursing profession yet underlining them all are passion and dedication to service. Where else do you have an opportunity to intimately connect with another human being and holistically meet their physiological, emotional, spiritual and environmental needs? These are complex, intertwined and



consistently impact one another positively or negatively and ultimately the patient, family and community.

Nurses' evolving role is the coordinator of care; to facilitate communication and services between interdisciplinary professionals for optimal patient outcomes in any practice setting. No longer are we operating in silos, rather we must consciously reflect on our thinking and provide thoughtful and appropriate unbiased actions.

During the ANA December 2019 Leadership Summit, Dr. Marsha Hughes-Reese presented "Impact of Unconscious Bias." Dr. Reese addressed the hidden components of diversity, equity and inclusion (DEI) and how they impinge on one another. "An inclusive group is diverse yet a diverse group isn't always inclusive." This is especially noteworthy in today's vulnerable, uncertain, complex and ambiguous (VUCA) healthcare environment. Multiple perspectives are essential to improve problem solving and respond to emerging opportunities with culturally competent care.

The first step is being receptive to an awareness of one's personal biases and the impact of their actions on others. We must be mindful and take time to contemplatively make decisions. This can be facilitated by seeking feedback from others, being accountable for errors, embrace failure as a learning opportunity and not getting trapped by simple explanations. This deliberate cognitive process; looking at the bigger picture welcomes collegiality and the development of a truly inclusive and responsive action plan.

WHO has declared 2020 "The Year of the Nurse." What a powerful timely recognition of the profession, one which we must seize upon to showcase nurse's passion, critical thinking skills and dedication. Which is exemplified with innovative solutions and superb leadership that directly foster nurses as change agents for health care locally and globally.

ANA's vision: "A healthy world through the power of nursing" entails four goals;

- **Elevate the Profession of Nursing Globally.**
- **Engage all Nurses to Ensure Professional Success.**
- Evolve the Practice of Nursing to Transform Health and Healthcare.
- **Enable Transformative Capabilities Through** Operational Excellence.

ANA-New York will be striving to utilize these four goals in conjunction with our strategic plan to champion the power of nursing. This can be feasible with the collaborative efforts of our members.

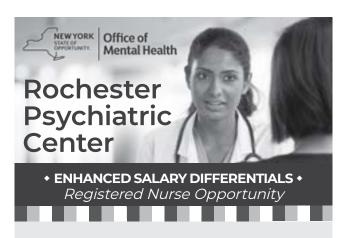
Every nurse has multiple unique stories of patient care experiences during their career which are forever ingrained in our hearts. These stories solidify our nursing practice and directly affect our patients and colleagues. We must enlighten the world regarding the breadth and depth of nursing which will in turn elevate nursing's image and value. 2020 "The Year of the Nurse" is the perfect time to proactively embark on this campaign.

I would like to thank and applaud every nurse for your unwavering commitment to the highest standard of health care. Without your enthusiasm, dedication, expertise, determination and risk taking we could not continue our collective mission for excellence in nursing.

Take time to share your story, uncover your biases and commit to incorporate diversity, equity and inclusion in your nursing practice.



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- Subject to editing by the ANA-NY Executive **Director & Editorial Committee**
- Electronic submissions ONLY as an attachment (word document preferred)
- Email: programassociate@anany.org
- Subject Line: ANA-New York Nurse Submission: Name of the article
- Must include the name of the author and a title. ANA-NY reserves the right to pull or edit any article / news submission for space and
- availability and/or deadlines • If requested, notification will be given to authors once the final draft of the ANA - New York Nurse has been submitted.
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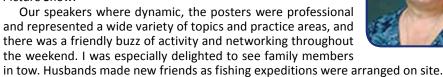
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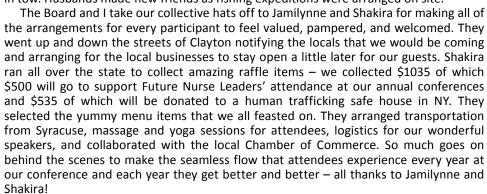


FROM THE DESK OF THE EXECUTIVE DIRECTOR

Jeanine Santelli, PhD, RN, AGPCNP-BC, FAAN,

Wow! You missed a great one! For those members who were not able to join us in Clayton, we had a great conference! We had record attendance this year in an amazing location. We were treated like royalty by the hotel staff and the businesses in town. Members were spotted with shopping bags, in local restaurants, and at the Opera House viewing The Rocky Horror





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On behalf of our members, the Board of Directors:

- Participated in the BEST EVER Annual Meeting and Governing
- Congratulated J. Santelli, J. Myers, S. Hernandez, and the Annual Meeting Planning Committee for a job well done.
- Thanked Ann Fronczek, Kathryn Murdock, and Mary-Lee Pollard for their service on the Board of Directors.
- Welcomed Susan Chin, Kimberly Velez, and Linda O'Brien as new Directors-at-Large.
- Accepted the ANA Value Pricing Proposal for presentation and a vote at the Governing Assembly. It was approved by the membership.
- Sponsored J. Santelli, A. Kellogg and B. Karas-Irwin at the ANA Lobbyist Meeting in Washington, DC.
- Accepted as Organizational Affiliates:
 - o Chi Gamma Chapter of Sigma Theta Tau, International
 - Northeast New York Professional Nurses Organization
 - o New York State Association of Nurse Anesthetists
- Sponsored the Nurses House Dolphin Awards Ceremony.
- Congratulated 2019-2020 Research Fellow, Leorelkys Villar.
- Sponsored the Nursing Students Association of New York State Annual Convention.
- Donated \$300 to the Ronald Mc Donald House, Albany.
- Endorsed entering into exploratory discussions with the Continuing Care Leadership Coalition to address optimal care in LTC facilities and nurse licensure protection.

Details on all these actions can be found in the approved BOD Minutes on the Members Only web site.



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HIGHLIGHTS FROM THE 7TH ANNUAL CONFERENCE

PRECONFERENCE



President Elisa A. Mancuso welcomes preconference speakers Tammy Toney-Butler and Lon Ziankoski







SPEAKERS



Brian Miller, Keynote Speaker Connect with Anyone...As if by Magic with board member Verlia Brown



Janet Franzese, RN, PMHCNS, PMHNP and Kathleen Pecinka, MS, RN QSEN Across Health Care Settings



Amy Kellogg
Albany 101: Understanding the Importance of
Supporting Nursing Legislation



Carly Gerretsen, DNP, RN, FNP-C, RNFA Transgender Health



Janet Stevens, MSN, RNC-OB, 'CNE, CNL, CPLC, C-EFM, CBC, CCRN Code Lavender



Suzanne Gordon, Endnote Speaker How Mastering Team Intelligence Can Help Nurses Supporting Nurses

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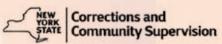
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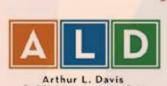
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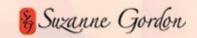


















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POSTER SESSION















POSTER WINNERS

Congratulations to all our poster presenters. We had twenty seven posters, and the winners are:

First Place

Gertrude B. Hutchinson, DNS, RN, MA, MSIS, CCRN-R with co-author Glenda B. Kelman, PhD, CNP-BC from The Sage Colleges. They presented the *Innovations in Nursing Education: Mentoring Baccalaureate Nursing Students in Conducting Oral History Research.*

Second Place

The second-place winners are from Stony Brook Medicine & Stony Brook Children's Hospital and they presented *RRT Kits Leads to Efficient Care Delivered to Pediatric and Adult Patient During RRT's*. Congratulations to Karen Fabiano, Joanne VanSlyke, Shawmeeka Ruffin, Leandra Mendez Ochoa, Esther Moon, Jamie Lelle, Lisa Rendin, Dawn Mahoney, and Gabriela Wankmuller.

Third Place

The third-place winner is from Daemen College and presented What are the Strengths and Achievements of a Community Hospital as They Continue on Their Journey to Magnet Re-designation.

Congratulations to Veronica Valazza, Dr. Deborah Merriam, Terry Fulcher, Julie Morton, Cara Skulski, Wendy MacDonald, and Audra Urban.

AWARDS RECEPTION









Dr. Larry Slater – ANA-NY Nursing Education Award

Dr. Marlene McHugh – ANA-NY Nursing Practice Award

HIGHLIGHTS







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HIGHLIGHTS



































WHAT PARTICIPANTS SAID ABOUT OUR CONFERENCE

"Gets better every year!"

"Everything was extremely well organized and professionally done."

"Great conference. Beautiful Hotel. Excellent value. Engaging speakers. Contemporary/real-world topics."

"Meeting nurses from all over and making new friends. The education was great." Page 8 January 2020 ANA - New York Nurse

Safe Staffing Testimony



On October 22, 2019, Executive Director, Dr. Jeanine Santelli presented testimony to the New York State Department of Health regarding safe staffing

TESTIMONY OF JEANINE SANTELLI, PhD, RN, AGPCNP-BC, FAAN, EXECUTIVE DIRECTOR OF THE AMERICAN NURSES ASSOCIATION - NEW YORK, BEFORE THE DEPARTMENT OF HEALTH STAFFING STUDY MEETING TO HEAR TESTIMONY RELATED TO STAFFING ENHANCEMENTS IN HOSPITALS AND NURSING HOMES

Good afternoon. I thank you for this opportunity to submit testimony for this staffing study meeting to inform the Department study that will examine how safe staffing can be used to improve patient safety, and the quality of health care service delivery, in hospitals and nursing homes. My name is Jeanine Santelli, PhD, RN, AGPCNP-BC, FAAN, and I am the executive director for the American Nurses Association - New York (ANA-NY). The mission and purpose of ANA-NY is to foster high standards of nursing, promote the professional and educational advancement of nurses, and promote the welfare of nurses to the end that all people may have better health care. To this end, ANA-NY strongly supports safe staffing in New York health care facilities. Appropriate registered professional nurse (RN) staffing makes a critical difference for patients and the quality of their care. Numerous studies bear this out including a study from 2007 entitled Nursing Staffing and Quality of Patient Care that was an evidence-based look at nursing staffing. This study found that increasing RNs within unit staffing eliminated nearly one-fifth of all hospital deaths and reduced the relative risk of adverse patient events, such as infections and bleeding.1 Hospitals are under pressure to reduce costs while maintaining quality of care and improving outcomes. Since RNs comprise the largest segment of the hospital workforce, and therefore hospital budgets, administrators not only cut resources to support the work of the RN, but often cut RN positions and other members of the team who provide direct patient care or administrators replace an RN with ancillary personnel to save money. ANA-NY knows that cutting nursing staff to

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*2019 AHIMA Survey **2018 The U.S. Bureau of Labor Report

save money works against efforts to improve patient care and reduce costs. This is also supported by numerous studies including one from 2011, which showed that increasing the number of RNs can yield a cost saving of nearly \$3 billion, the result of more than four million avoided extra hospital stays for adverse patient events.²

Decades of research show that appropriate RN staffing leads to better patient outcomes. Appropriate RN staffing has been associated with a reduction in hospital-acquired conditions, lower readmission rates, shorter lengths of stays and reduced mortality rates. For these reasons, ANA-NY supports efforts to address RN staffing levels in health care settings across New York. We believe that this is best accomplished by creating flexible staffing models that empower direct-care RNs to create flexible and dynamic staffing plans that recognize the essential role RNs play in monitoring patients and managing their clinical care 24 hours a day, seven days a week.

The commonly proposed solution to the safe staffing problem is a defined staffing ratio. Under this solution, an RN-to-patient ratio is established in either statute or regulations. The ANA-NY does not believe defining explicit nurse-to-patient ratios is an effective solution to address unsafe staffing in New York. In fact, there are no studies that provide support for what a safe ratio should be as it relates to quality care. Instead, the studies support increased staffing based on a variety of factors, which ANA-NY thinks are the factors that should be used per facility/unit to determine appropriate staffing levels. One size does not fit all. Prescribing the number of patients for whom each RN may care fails to consider the numerous characteristics associated with the patients, the staff, and the facilities. No two hospitals or other health care facilities are the same nor are the units within. Patient needs change continually, so delivery of safe, quality care requires flexibility. Like patients, nurses cannot be reduced to numbers. The number of patients a nurse cares for is not a true measure of the "work" of the nurse. A fixed ratio doesn't take into account human factors such as a nurse's years of experience, knowledge, education, or skillset. For example, a first-year RN should not be compared to a seasoned nurse. Additionally, to meet prescribed ratios, hospital administrators have eliminated supportive care team positions, shifting additional responsibilities to the RN; this was witnessed in some facilities when California implemented mandatory ratios. California remains the only state with mandated ratios in hospitals. Tasking RNs with other functions, such as transporting patients off the unit or passing meal trays, limits their ability to focus on the unique functions of their practice: assessment & analysis, provision of and coordination of care, teaching and counseling, monitoringand ultimately being the first and last line of defense to protect the patient from harm. A study from 2016 bears this out and shows that hospitals could treat more patients, increase revenue and improve patient satisfaction if they hired more staff working directly with patients.³ Finally, affixing a ratio in statute or regulation will mean that the prescribed numbers cannot be readily adjusted to accommodate for an ever changing and evolving health care delivery system. ANA-NY strongly supports legislation that empowers direct care nurses to work in conjunction with management to create staffing plans that address the unique patient, staff, and facility characteristics rather than relying on a set ratio that does not take into consideration the unique characteristics of the setting. The legislative model we would support requires each facility to establish an on-going facilitywide committee, composed of at least 55% direct-care RNs, to create and have the authority to implement, nurse staffing plans that are specific to each unit of the hospital or long-term care setting. This legislative approach would also require the public reporting of the staffing plans and tracking of corresponding patient outcomes. This approach is starting to be implemented in large and small hospital settings including at the Veteran's Health Administration, Adirondack Health, and NewYork -Presbyterian. ANA-NY believes this is the approach of the future to determine appropriate staffing levels thereby

improving patient care outcomes.

Outcome-based staffing models will require partnerships between nurses and hospital/health system leadership, including those in finance, operations, and clinical areas. Working in a collaborative way to address the RN staffing challenge will ensure that the needs of the patient and RN are met and that direct-care nurses are empowered to create flexible and dynamic staffing models that recognize the essential role RNs play in monitoring patients and managing their clinical care. This collaboration will not only serve to influence quality care but result in a healthy work environment leading to increased retention of RNs. This approach is based on research and evidence-based practices. The American Nurses Association commissioned a comprehensive evaluation of RN staffing practices as they influence patient outcomes and health care costs. This evaluation included a review of published literature, government reports, and other publicly available sources, complemented by information gathered from a series of panels of nurse researchers, health care thought leaders, and hospital managers.

The resulting white paper, *Optimal Nurse Staffing to Improve Quality of Care and Patient Outcomes*, had the following key findings:

- Best practices consider many variables when determining the appropriate care team on each hospital unit:
 - Patients: Ongoing assessment of patients' conditions, their ability to communicate, their emotional or mental states, family dynamics, and the amount of patient turnover (admission and discharges) on the unit
 - o Care teams: Each registered professional nurse's experience, education, and training; technological support and requirements; and the skill mix of other care team members, including nurse aides, social workers, other direct care staff, and support services, both on and off the unit

Findings point to the importance and costeffectiveness of RN staffing decisions that are based on evidence rather than traditional formulas and grids. To foster innovation and transparency in staffing models, it is essential to capture and disseminate outcomes-based best practices. I have attached a copy of this white paper to my official testimony today.

We are pleased to be a part of this conversation, and we look forward to having more conversations regarding the critical issue of safe staffing. Our health care system faces immense challenges. Staff shortages brought about by cost-cutting decisions, an aging population, increased patient complexity and need, and an aging workforce places stress on working conditions for nurses and affects patient care and overall outcomes. An increasing body of evidence shows appropriate nurse staffing contributes to improved patient outcomes and greater satisfaction for both patients and staff. Appropriate nurse staffing is essential to both the nursing profession and to the overall health care system. Staffing affects the ability of all nurses to deliver safe, quality care in all practice settings. By eliminating unsafe nurse staffing practices and policies, we can provide better health care for all.

Thank you for your time and attention today.

- 1 Kane RL, Shamliyan T, Mueller C, Duval S, Wilt T. Nursing Staffing and Quality of Patient Care. Evidence Report/ Technology Assessment No. 151 (Prepared by the Minnesota Evidence-based Practice Center under Contract No. 290-02-0009.) AHRQ Publication No. 07-E005. Rockville, MD: Agency for Healthcare Research and Quality. March 2007.
- 2 Needleman J, Buerhaus P, Pankratz VS, Leibson CL, Stevens SR, Harris M. Nurse staffing and inpatient hospital mortality. N Engl J Med. 2011;364(11):1037-45.
- 3 Low staffing levels hold back hospital revenue, patient satisfaction scores January 24, 2016 | By Julie Bird. Published on FierceHealthcare (http://www.fiercehealthcare.com)

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Leadership Opportunities Beyond the Workplace

Deborah Elliott, MBA, BSN, RN Center for Nursing at the Foundation of NYS Nurses. Inc.

Have you considered using your expertise and talents in a fulfilling, non-employed way? Do you believe it is our professional obligation as registered nurses (RNs) to "give back" or "pay it forward" in some way? If so, then you should consider serving on a board, committee, coalition or the like. According to the National Nurses on Boards Coalition (NOBC), "all boards benefit from the unique perspective of nurses to achieve the goals of improved health and efficient and effective health care systems at the local, state and national levels." Serving on a board or committee is an excellent way to support, influence and enhance the capacity and outcomes of small and large entities, as well as improve your own leadership, communication and advocacy skills.

Nurses represent the largest segment of the health care workforce and provide a positive contribution to the health of individuals and communities by serving in most every industry and setting. Due to the wholistic approach nursing education provides, RNs view their patients/ students/clients/constituents through a broad-based lens that considers all aspects of one's environment in careful assessment and planning. This unique perspective provides RNs with the ability to comprehend complex medical, personal and social situations and how they can impact one's clinical presentation and response. Nurses are often change-agents in their own workplaces, striving to improve systems and processes. Nurses develop critical-thinking skills in order for them to make sound, evidence-based decisions necessary for providing competent care. Nurses enact all their senses during assessment and evaluation of outcomes and thereby possess excellent listening skills. All of these attributes contribute to the value of having RNs serve on boards and committees. NOBC was formed in 2014 in response to the landmark 2010 Institute of Medicine (IOM) report, The Future of Nursing: Leading Change, Advancing Health, to help ensure that at least 10,000 board seats are filled by nurses by 2020. The bulk of these board seats are intended to be in non-nurse organizations in an effort to broaden the spectrum of where nurses can be most effective and influential. NOBC considers board appointments for nurses on all types of boards, especially those that are decision-makers and strategic thinkers. NOBC has assisted getting nurses appointed to the Health Workforce National Advisory Committees (which advise the Secretary of Health and Human Services and Congress) and nurses appointed to the Food and Drug Administration (FDA) advisory committees. The NOBC, in collaboration with state chapters, assists in finding placements for nurses in Governor's offices, state and local commissions and task forces. NOBC also seeks board opportunities for nurses and collects data to measure the impact of nurses serving on boards. NOBC has several resources to help prepare nurses to gain the confidence and skills to serve on a board or committee and collects stories from fellow nurses who are currently serving. These resources include information about how to find a board or committee to serve as well as explaining the core competencies of a board and a board readiness assessment.

There are thirty (30) national organizations that are members of the NOBC, including the American Nurses Association (ANA). The Future of Nursing NYS Action Coalition (NYSAC) has an active New York Nurses on Boards Coalition which is directly affiliated with the NOBC. The NY chapter of the NOBC is under the leadership of Nikki Fiore-Lopez and Richard Dottritie. For hospitals and larger healthcare systems, the value of having a nurse serve on the board helps to improve patient experiences and quality. For post-acute care facilities, inviting a nurse to serve on the board provides a voice with expertise in care coordination across the continuum. For community or philanthropic agencies, a local volunteer nurse serving on the board can leverage trust and support. Nurses are well respected and trusted by consumers of health care as well as the general population. Inviting a nurse to serve on a board can bring a practical and fresh perspective to strategic conversations that can positively impact the wellbeing of an individual, a local community, a state or the entire nation.

For more information about the National NOBC visit <u>www.nursesonboardscoalition.org</u> NYS NOBC please contact Nikki Fiore-Lopez at <u>Nicolette.fiore-lopez@chsli.org</u>

"Board service can be rewarding to nurses both personally and professionally. It not only requires them to exercise leadership; it expands those skills and advances their capabilities and knowledge. It gives nurses the chance to meet people and enhance their professional networks. And it can be inspirational and empowering." -Sue Hassmiller, PhD, RN, FAAN, Robert Wood Johnson Foundation



LEGISLATIVE UPDATE

By Amy Kellogg

The 2020 legislative session is scheduled to begin on Wednesday, January 8, 2020. I anticipate that it is going to be a busy legislative session. Traditionally, the legislative session runs from the beginning of January through the end of June. This year the schedule will be shorter. The scheduled last day of session is June 2, 2020 this year. This shortened schedule is because of a change in the primary date for the legislative races in New York.

All members of the New York State Legislature, both the Senate and Assembly, run for reelection every two years. In prior election cycles, the primaries for those running in federal races were held at the end of June while the primaries for the state races were held in the beginning of September. Last year,



the legislature passed a bill that consolidated the primary elections, so all primaries will be held at the end of June now. Hence, the truncated session schedule and the proposed end date of June 2.

While the schedule is shortened, the legislature will only be in session three days less than last year's session, which means that while shorter, this session will not be any less busy. One of the major issues that we will see is how the Governor and the two houses will deal with an announced \$6.1 billion budget deficit for Medicaid. There are talks of cutting reimbursement to providers, adjusting coverage or exploring revenue raisers to avoid cuts altogether. At this point, we don't know what will happen, but it is an issue that we will be watching closely, and we will be working with our fellow healthcare providers as the issue develops.

Safe staffing will once again be an issue this year as well. Per the budget last year, the Department of Health has been studying the safe staffing issue. In October, ANY-NY Executive Director Jeanine Santelli testified at one of the hearings on the issue, and we have submitted comments and feedback on appropriate staffing. The DOH report is supposed to be released by year end. We will review the report carefully and determine next steps and what steps we will pursue in the next legislative session.

While these are the major issues we see on the horizon, I anticipate that other issues may arise. Your legislation committee works diligently to review all bills that are introduced that impact the profession. These bills alone account for over 360 bills. I have had many inquiries about bills that are of interest to members on a personal level and inquiries as to why these bills aren't on the bill track. There are so many important pieces of legislation before the Senate and Assembly, but, generally, the bills on the ANA-NY bill track directly impact the nursing profession or are directly tied to a health care issue.

I talk with the legislation committee regularly about new issues or other bills as they arise, and the committee works to set the priorities with careful thought and consideration of many factors, but mainly, what is most appropriate for the Association as an entity representing all nurses in the State of New York. My advice is always that the legislative agenda be clear and concise. The legislation committee has heard me say several times that when everything is a priority, nothing is a priority.

From my conversations with many members, I know there are a variety of topics that you are interested in. I encourage you to be active in those issues on a personal level and get your colleagues involved as well. Also, please know that even for issues where ANA-NY isn't the lead, we are still involved as we were in the immunization issue and as we will be in the flavored tobacco issue.

If you have any questions, thoughts, ideas or comments on legislation or the bill track, please pass them along to the legislation committee. We will send updates as necessary, and if you haven't already, please make sure to sign up for Phone2Action, details on this are in this newsletter, so that you will know immediately when there is a call to action.



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2019 ANNUAL BOOK OF REPORTS



President's Report: November 2018 – October 2019

During the past year as President of ANA-New York I consistently participated in the following events: ANA President/ED quarterly conference calls, ANA GOVA quarterly conference calls, ANA-New York BOD monthly conference/in-person meetings, ANA-New York Membership committee conference calls, ANA-New York Legislative committee monthly conference calls, ANA-New York Finance committee monthly conference calls, ANA-New York Annual Meeting monthly conference calls, NEMSD quarterly conference calls and NEMSD-Nurse Peer Review Leader quarterly conference calls. I also serve as a NEMSD CNE Individual Application Reviewer.

Additionally, these are the highlighted events I participated in and promoted the mission of ANA-New York and development of collaborative engagement opportunities.

October 2019

10/8: ANA Mentorship Program- 2nd term as a

10/11: Adelphi University - Ripple effect of Veteran Suicide

10/11: LI Head Start Legislation Luncheon

Health Welfare Council of Long Island (HWCLI) 2020 Census Faith Based subcommittee meeting

10/17: NACLI 100th Gala

September 2019

LI NAPNAP meeting- Food Allergies 9/10: 9/12: NACLI meeting- Bullying/Incivility

Farmingdale State College - Nurse's Rape/ 9/24: Trafficking Seminar

9/25: **HWCLI Children in Crisis Seminar**

9/25 AHA LifeSaver Dinner

August 2019

8/10: Nightingale Gala

8/27-28: New York State Great Fair Syracuse- Volunteer Future of Nursing Booth

July 2019

7/1: 1,000 Islands Harbor Resort venue review

7/2: Troy Hilton Garden Inn venue review

7/8: Ronald McDonald House \$500 donation presentation

7/25: HWCLI 2020 Census Education subcommittee

meeting

June 2019

ANA Presidential Task Force Conference 6/4:

6/5: Child Care Council of Suffolk 34th Annual meeting

6/12: **HWCLI Health Equity Crisis**

6/17: Turning Stone 2020 Annual Meeting venue

6/19-22: ANA Membership Assembly meeting in DC

6/20: ANA Lobby Day – Met with six legislators: Sen. Chuck Schumer, Sen. Kirsten Gillibrand, Rep. Thomas Suozzi, Rep. Peter King, Rep. Kathlene Rice & Rep. Nydia Velazquez.

May 2019

HWCLI 2020 Census meeting 5/1-2:

Molloy College - Palliative Care Conference 5/31:

April 2019 LI NAPNAP Annual meeting 4/6:

4/12: ADN Council Conference- Next Generation of

17th Annual NYSUT Professional Issues Forum 4/13: on Health Care

4/24-26: ANA Quality & Innovation Conference Orlando, FL

March 2019

3/5: **ANA Value Pricing Webinar**

3/8: Stony Brook University Teaching Conference

PNASC Annual Conference 3/9: St. Baldrick's Foundation 8th year Head 3/9:

Shaved Raised over \$52,000

3/15: Hofstra University Healthy Brain Conference

February 2019

NSANY Open House NYC 2/9:

HWCLI Suffolk County Complete Count 2/13: Committee

2/22: **NEMSD ED Interview**

January 2019

New York Nursing Alliance (NYNA) Conference 1/11: ANA-New York Progressive Lobbyist Interview 1/29:

1/31: ANA-New York Mercury Lobbyist Interview

December 2018

SUNY Student Conduct Institute: Title IX 1/13

November 2018

ANA-New York BOD Orientation 11/1:

11/15: NACLI Dinner meeting 11/16: Asthma Coalition of LI

11/26-29: ANA Leadership Summit Alexandria, VA

SECRETARY'S REPORT

Since the October 2018 Annual Meeting, the Board of Directors has met at least monthly; four times inperson and nine times on conference calls. There were no Executive Committee meetings as it was determined that monthly meetings of the full Board were more effective and efficient in completing the work of the Association.

Executive Director, Jeanine Santelli, presented a report of her activities and participated in each of these meetings. Additional office staff and guests attended and presented reports as needed or requested by the Board. Among the guests were Jamilynne Myers, Program Manager; Shakira Hernandez, Communications; Kathleen Hale, NEMSD Division Executive; Amy Kellogg, lobbyist for Harter Seacrest & Emory LLP; Mark Randall, financial advisor from Bank of America Merrill Lynch; Lexi Godlewski, marketing consultant; and Amy Pedrick, CPA from West & Company.

To increase leadership accountability, association transparency and member awareness of BOD actions, Secretary, Tanya Drake, initiated two actions: the approved minutes of all BOD meetings are posted on the 'Members Only" section of the ANA-NY website and publication of 'Board Buzz,' a summary of quarterly BOD actions in each issue of the ANA-NEW YORK NURSE.

On behalf of our members, among the actions the Board of Directors has taken over the past year were:

- Relocated the ANA-NY office to 150 State Street, 4th Floor, Albany, NY 12207 and welcomed members and NYS Legislators to a March Open House.
- Approved creation of a new Program Assistant office position.
- Endorsed affiliation with Elite Learning to provide member discounted access to 350 Nursing CE Courses plus revenue for ANA-NY.
- Adopted the 2019 Budget proposed by the Finance Committee.
- Hired lobbying firm Harter Seacrest & Emory to assist the Legislation Committee in raising our profile and representing our interests in the NYS Legislature.
- Gave the President and/or the ED, in a timesensitive, rapid-response situation, the ability to approve actions by our lobbyist which support ANA-NY mission and goals.
- Endorsed letters and issued position statements or memos of support or opposition on issues and legislation in compliance with ANA-NYs mission
- Appointed Elisa Mancuso and Tanya Drake to the NEMSD Board of Directors and continued to support the organization despite the withdrawal of Rhode Island and Maine.
- Approved the 2019-2023 Strategic Plan as finetuned by the membership at the 2018 Annual Meeting.
- Approved new and revised policies as proposed by relevant committees.
- Increased interaction with Organizational Affiliates by appointing BOD liaisons.
- Presented Future Nurse Leader Awards to 38 graduating students.
- Selected the Turning Stone in Verona, NY for the 2020 Annual Meeting.

Treasurer's Report 2019 Annual Meeting Report – Jan-August 2019 Income Dollars (rounded when possible)

Member dues 396,705 ANA Non-due royalties 835 **NEMSD** 250 Annual Meeting registration 17,956 Annual Meeting sponsors 5,500 Organizational affiliates 225 Future Nurse Leader 190 Interest 12 ANA-NY credit card 36 **Total Income** 424, 930

Expenses	
Administrative Support (bookkeeping)	3,689
Advertising	21,270
Business Expense	1,955

Annual Meeting	7,440
Committee meetings (includes annual m	eeting 2447)
5 ,	5894
Computer support	
Donation expense	4320
Facilities and Equipment	24,459
Bank Fees	180
Insurance Expense	2168
Lobbying Expense	30,740
ANA Membership Assembly	5,159
NEMSD dues	3,000
Operations Expense	1,561
Professional Services	3,837
Salaries and Wages	148,970
Development and Training	3,601
Payroll Taxes	13,242
Insurance	17,146
Stipend	3,000
Travel and Meetings	20,155
Total expenses	331,276

Net Operating Income Jan – August 2019 Reserves

Net Operating Income

Checking \$178,894 Savings \$63,606 Total Cash on Hand \$242,000 Merrill Lynch Conservative \$244689 Merrill Lynch Moderately Aggressive \$251,721

93.654

Respectfully submitted Sue Penque PhD, RN, ANP-BC, NE-BC, HC-BC **ANA-NY Treasurer**

Executive Director

Strategic Goal #1: Continue to increase membership at a sustained rate of 8% annually (benchmarks: 2012 Founding - 39 members, beginning of JS tenure - 4186 members, end 2018 – 5710 members)

- 6098 members (7% YTD)
- Quarterly Newsletter distributed to colleges, hospitals, and legislators across the state Contracted with a Marketing firm to assist with
- marketing strategies Hired third FT staff member, Shakira Hernandez,
- to help with marketing and communications and to answer the office phone!
- Future Nurse Leader 32 nursing programs participated in 2019
- ANA-NY informational flier developed for marketing membership
- Working with ANA to determine how VPP can benefit ANA-NY

Strategic Goal #2: Increase member retention to sustain membership growth goal of 8% annually

- Retention rate 66%
- Future Nurse Leaders, Class of 2017 25% initial membership and 43% retention of those who became members

Strategic Goal #3: Increase member engagement to support retention goal

- Committee Chairs' Guide developed
- Annual committee chair orientation program
- Annual ANA-NY Awards presentations at Annual Conference – 8 nominees for 4 awards
- Annual election 24 nominations for 11 positions, less than 2% voting participation
- Poster session, open mic, and dialogue fora added to 2018 and 2019 conferences Members as annual conference podium
- presenters Invited members to attend ANA Membership Assembly as observers
- Approved Board and committee minutes, strategic plan, and policy manual posted in Members Only section of website
- Open house held at new offices with local legislator attending
- Moving annual conference around the state
 - 2020 Central 2021 - Long Island
 - 2022 Western 0
 - 2023 Lower Hudson 0
 - 2024 Capital
- Strategic Goal #4: Increase value of membership

Annual Conference costs underwritten to keep member expenses down

ANA - New York Nurse

- Arranged shuttles between airport/train station to conference venue
- Negotiated discounted regional activities during annual conference - cancelled due to low enrollment
- Set up a socially responsible "Explore & Do More" trip for members - cancelled due to low
- Elite Learning up and running with over 350 CNE offerings available at a 15% discount for ANANY members
- Negotiated ANA-NY member discounts for comads trips
- Negotiated ANA-NY member discounts for case management programs
- Free to members CE offerings in each ANA-NY newsletter

Strategic Goal #5: Increase visibility

- Significantly elevated social media presence
- Contract lobbyist hired, Amy Kellogg, Esq., JD
- ANA Lobbyists Meeting attended by lobbyist, legislation committee chair, and ED
- Ten ANA-NY members attended ANA Hill Day
- Twelve participants in ANA-NY Lobby Day meeting with the following:
 - Senator Alessandra Biaggi
 - Assemblymember Jamie Romeo
 - Assemblymember Joseph Lentol 0
 - 0 Senator Rich Funke
 - Assemblymember Andrew Hevesi 0
 - Assemblymember Michaelle Solages 0
 - Senator Brad Hoylman
 - Assemblymember Harry Bronson 0
 - Senator Jen Metzger 0
 - Assemblymember Richard Gottfried 0
 - Assemblymember Amy Paulin 0
 - Assemblymember Karines Reves, RN 0
 - Assemblymember Aileen Gunther, RN

 - Senator Toby Ann Stavisky 0
 - Senator Gustavo Rivera 0
 - Assemblymember Crystal Peoples-Stokes
- Regular conversations with Rep. Delgado's staff
- Working with Assemblywoman Gunther's office regarding Safe Staffing legislation language

- Met with Assemblyman Walczyk to discuss his legislation language
- Rep. Tonko reached out for hot topics, which we provided
- Staff attended press conferences and sent letter supporting Vaccine legislation
- TV interview re: Nurses being denied insurance if they carry Narcan
- Regularly provide reports to:
 - NYONEL
 - Associate Degree Council 0
 - **Deans Council** 0
 - NYSED Board for Nursing 0
- Sponsorships and Donations:
 - Nightingale Gala, Albany, NY
 - A Century of Service, Rochester, NY

 - **NACLI 100th Anniversary**
 - PNAWNY 100th Anniversary
- Ronald McDonald House
- Nurses Week ads/promotions
- Daily News https://multimedia.nydailynews. com/special-sections/2019/National-Nurses-Week_05-06-19.pdf
- Time Union, Albany
- The Buffalo News
- Spectrum Community Board, Albany
- Finger Lakes Times, Geneva
- Community New Group, Long Island
- Marketing push for annual conference resulting in record attendance
- Exhibiting
 - AD Council Education Day, Albany, 4/12/19
 - Alzheimer's Association Conference, Albany, 4/16/19
 - Maintaining a Sustainable Workforce, Schenectady, 4/18/19
 - Stop The Bleed, Albany, 4/30/19
- Collaborations
 - Delphi Study Project with CNR
 - Short period as interim Division Leader for
 - Nursing Research Fellowship with CNR
 - **NYS Fair Planning Committee**
 - NYS Faculty and Nursing School Survey
 - ESSAE ALA Program committee member
 - NACLI 100th anniversary sponsorship

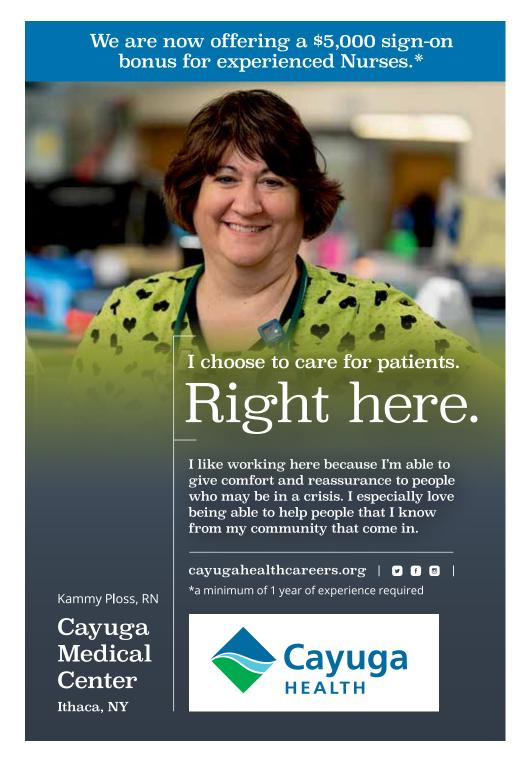
January 2020

- Page 11
- PNAWNY 100th anniversary newspaper ad
- NNYPNO 100th anniversary celebration
- Networking with reps from Home Care Association and HANYS
- Annual collaborating event with capital district nursing groups
- Abstract reviewer and pre-conference presenter for 2019 International Society of Nurses in Genetics Annual International Congress
- Credentialing portfolio consultant for Nurse Portfolio Credentialing Commission, Pittsburgh, PA
- Psychometrician for LAWNY and RRH, Rochester, NY
- Outgoing trustee for Susan B. Anthony House and Museum
- **ANAI** participant
- Continuing Education provided/co-provided by ANA-NY in 2019
 - Genetics of Alzheimer's, enduring
 - Identifying and Treating Monogenetic Diabetes, enduring
 - Direct to Consumer Genetic Testing, enduring
 - QSEN series, enduring
 - Empowering Nursing Students to be Leaders, enduring
 - What is Palliative Care?, enduring
 - Promoting Joy at Work and Reducing Burnout Through Teamwork, Buffalo, 2/8/19
 - Empowering Nursing Students to be Leaders, New York, 2/9/19
 - Cannabidiol Oil: What is it? Is it safe? What is it used for?, Buffalo, 2/13/19
 - GVNA Legislative Reception, Rochester, 2/28/19
 - Cognitive Decline, Buffalo, 3/6/19 Interventional Therapies, Neurovascular

Integrative Medicine to Prevent and Reverse

- Suffolk Co., 3/9/19 Transcatheter Aortic Valve Replacement,
- Suffolk Co., 3/9/19 Code Lavender, Suffolk Co., 3/9/19
- The Personality Disorder Conundrum: Why is the Patient so difficult for me?, Rochester, 3/25/19

2019 Book of Reports continued on page 12





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January 2020

2019 Book of Reports continued from page 11

- 32nd Annual Research and Scholarly Activities Conference Keynote, Buffalo, 4/9/19
- 32nd Annual Research and Scholarly Activities Conference Poster Session, Buffalo, 4/9/19
- Alzheimer's Association Professional Conference, Albany, 4/16/19
- Empowering Nursing Students to be Leaders, Farmingdale, 4/17/19
- Maintaining a Sustainable Workforce, Schenectady, 4/18/19
- Buffalo Rising: Better Sleep, Better Life, 5/6/19
- Nursing Advocacy in the Workplace: Helping 0 Workers Navigate Injury and Illness for Optimum Outcomes, Waterloo, 5/17/19
- What's Your AGILITY Ability?, NACLI, 6/6/19
- Human Trafficking, Buffalo, 7/9/19
- 4th Annual WNY Nursing Symposium, Buffalo, 9/21/19
- Cutting Edge Screening protocols for identifying and Treating Victims of Rape Trafficking, 9/24/19
- Global R.E.S.P.E.C.T.: Good Nurses Acting Badly, 10/2/19
- PNASC First Nursing Research and Evidence Based Practice Conference, 10/09/19
- ANA-NY Pre-conference: Human Trafficking, Clayton, 10/24/19
- 2019 ANA-NY Legislative Forum, Clayton, 10/24/19
- ANA-NY 7th Annual Conference: Nurses Nurses, Clayton, 10/25/19-Supporting
- ISONG World Congress 2019, 11/7/19-11/9/19
- Bio Cellular Regenerative Medicine, Buffalo, 11/14/19
- Webinars
 - The Many Faces of Advocacy in Nursing
 - Advocacy for New Nurses

2020 To do list:

- Develop 2020 ANAI project
- Continue to increase visibility as "the other nursing organization" in NY
- Increase number of OAs
- Continue progress on strategic plan goals
- Increase network in collaborative space
- Continue to explore value added opportunities for members
- Create speakers' bureau for ANA-NY

AUDIT COMMITTEE

Report details/accomplishments

Reviewed official charge from BOD and made recommendations for refinement.

Participated in selection of new auditor

Met with auditor and reviewed 2018 audit and 990 and approved corrections.

Referred above to BOD for final approval.

Approved recommendations from auditor re changes to procedures and forwarded to BOD.

Chair Name Claire Murray, MS, RN

Committee Members

Phyllis Yezzo, NP, RN

Memcy Duran, RN

Amy Bivona, RN

Mary Lee Pollard, PhD, RN Board Liaison Mary Lee Pollard. PhD, RN

Number of meetings held 3

Comments/recommendations to the Board of Directors

Above noted were approved

Goals for Coming Year:

Continue oversight of financial reporting, audit and 990.

Finance Committee

Report details/accomplishments

Committee prepared the draft budget for 2019. Budget for 2020 will be completed in December 2019.

Meetings have been via conference call. At the meetings, the PLs were reviewed compared to the 2019 budget and last year. The committee conference called with Merrill Lynch and made the recommendation to move some of ANA-NY savings into investments.

Chair Name Susan Penque

Committee Members

Linda O'Brien

Marlon Buendia Maida Lagmay

Veronica Valazza

Sue Penque

Board Liaison Joanne Lapidus-Graham and Elisa Mancuso Number of meetings held 4

Comments/recommendations to the Board of Directors

no recommendations

Goals for Coming Year:

Prepare a draft of the 2020 budget with the Executive Director and Finance Committee for the BOD to review

Continue quarterly meetings to review PL statements and investment income

Assist other ANA-NY committee with finance questions or preparation of budget

Legislation Committee

Report details/accomplishments

Involved in the selection process of the lobbyist.

A letter was sent to State Education Department about the need to increase funding to the NYS BON which ANA-NY signed in support.

Governor released 30-day budget in Feb. Cut \$500 million from Medicaid. ANA-NY issued a memo of opposition became part of the coalition.

S3339 - This legislation would allow a Medicaid recipient who is authorized to receive in-home private nursing services to receive such services from a relative who is a registered professional nurse.

Agreed to support

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Lobby day May 7, 2019. Seven ANA-NY members, 3 staff and 3 lobbyists met with sixteen legislators or their staff members of the Assembly and Senate Health and Higher Education Committees. Folders with memos and positions statement left for all legislators and staff.

Topics were: ANA-NY as general purpose nursing voice in NYS; support for "safe staffing" but not the current bill language that calls for ratios in statute; Co-sponsors and staff asked for specific language that we would support in the bills related to ratios.

S5186A/A3705: Infection Preventionists: Unanimously approved

S5162: Pharmacy Tech: Unanimously approved Motion to watch

A6250/S1199: Nursing Home Medication Aides: Motion to oppose

Executive Director represented ANA-NY on two press

conferences. One to support the vaccine bill and the other to making sure nurses carrying Narcan can get life insurance. Governor Andrew Cuomo is directing the Department of Financial Services to investigate the issue. The Senate version of the bill has passed. The Assembly version has yet to go to the floor for a vote.

A2371-A: Support elimination of the religious exemption for immunizations. Signed on to a joint memo with 27 other public health organizations supporting public immunizations. Bill passed. Immediately signed into law.

2018-2019: ANA asked SNA if they would support opposition to Registered Veterinary Nurse: 34

Nursing state organizations and ANA-NY signed on to not support the use of the title.

Other activities:

S997/HR2056 the United States Cadet Nurse Corps Service Recognition Act: The bill has NO financial or Veterans benefits and excludes burial at Arlington Cemetery. They only ask for an American flag and a plaque on their graves to mark their service to our country in wartime. Supported.

Albany County Tobacco Control Bill to restrict sale of all flavored tobacco, including e-cigarettes to kids. Supported.

Chair Name Beverly Karas-Irwin, DNP, RN, NP-C, HNB-BC, NEA-BC

Committee Members

Mel Callan, MS, RN, RNP-BC

Susan Dewey-Hammer, MN, RN

Catherine Finlayson, PhD, RN, OCN

Beverly Karas-Irwin, DNP, RN, NP-C, HNB-BC, NEA-BC Malle Mercer, BSN, RN, CCRN

Kim A O'Hara, JD, MS, RN, CNE

Denise Rivera, MBA, RN

Donna Tydings, DNP, RN, CNS-BC, NEA-BC Kenya Williams, MSN, RN, HSM

Debra Wolff, DNS, RN, PCNP

Consultants:

Cyndy Curran, MS, RN, CNS

Marilyn Dollinger, DNS, RN, FNP

Diane Dwire, RN

Discuss role

ANA-NY Lobbyist: Harter Secrest & Emery, LLP. Amy Kellogg, Esq.

Board Liaison Francine Bono-Neri, MA, RN, PNP Number of meetings held 8 calls as of Sept 2019. In

person meeting at annual conference Oct 2019 **Comments/recommendations to the Board of Directors** Rapid Response Policy: The draft policy for rapid response was approved by this group and the Board.

The lobbyist will communicate directly with the Executive Director followed by the President for decisions that require timely and urgent feedback or action.

2 Memorandum of Support 2019:

- April 2019: Clinical Preceptor Tax Credit A3704 (Gunther)/S4033-A (Stavisky): APRN preceptors
- Vaccation Bill A2371 (Dinowitz)/S2994 (Hoylman) Also: S1507-A/S2007-A - Part DD - Enacts into law

major components of legislation necessary to implement the state health and mental hygiene budget for the 2019-2020 state fiscal year

No memo of opposition in 2019

2019 Position Statements:

- Healthcare Organizations Charging Fees to Nursing Students for Clinical Placement
- 2019-2020 State Budget Funding for Statewide Database: one of 15 licensed professions regulated by NYS Education Dept. We supported.

Goals for Coming Year:

How do we be agile in response to a request? Committee's decisions that impact the organization are sent to the Board for discussion and action.

Beyond staffing, what do we want to support? Mandatory continuing education?

Other issues in the news: vaping.

AORN reached out: Likely to get legislation on the handling of surgical smoke.



winners.

Annual Meeting and Conference

Report details/accomplishments

- Planned the 2019 meeting program
- Record attendance.Recruited and signed presenters, sponsors and
- exhibitorsThis year's pre conference program is on Human
- Trafficking which is a much-needed topic.
 Our first poster session was a success. We are continuing again this year. We received 26 poster abstracts and providing prizes for the top 3
- NSANYS nursing students and mentorship opportunity will be available
- A 2018 future nurse leader, Jauvani Forrest, who graduated from University of Rochester School of Nursing has joined our conference this year. He will be sharing his first-time attendee experience via social media
- Sponsors: ALD, StatStaff, NSO, and Bull Moose Club.
- Exhibitors: Brian Miller, Suzanne Gordon, Nurses House, Inc., Mercy College, Path2Freedom, SUNY Delhi, SPAN, Jeron Electronic Systems, Inc., Department of Health, Depart of Mental Health, Promed Staffing Resources, Northeast Thermography Medical Imaging Center, Roberts Wesleyan College, Center for Nursing, Co-Mads, Calmoseptine Ointment, and NACLI.
- Shakira Hernandez, Program Assistant, acquired several donations from establishments to include in the race for the Future Nurse Leader Scholarship. Donations from:
 - Alacrity Frame Workshop
 - Ben & Jerry, Albany Store
 - Bull Moose Club
 - Bryon & Gill Mercantile
 - Celtic Treasures
 - Comfort Kitchen
 - Cooley Group
 - Crafters Gallery
 - Death Wish Coffee
 - Elissa Halloran Designs
 - Heads to Tails
 - Kilwins
 - Menges & Curtis
 - Northshire Bookstore

- Open Door Bookstore
- Saratoga Candy Company
- Saratoga Olive Oil Company
- Stacks Espresso Bar

Chair Name Gorete Crowe

Committee Members

- Betty MahoneyVictoria Arrick
- Pat Hurld
- Marilyn Klainberg
- Kimberley Velez
- Laura Terriquez-Kasey
- Elisa Mancuso (Ex Officio)
 Iamiluna Muore
- Jamilynne Myers

Board Liaison Verlia Brown and Kathryn Murdock

Number of meetings held 5-8 teleconference and 2 face-to-face meetings.

Comments/recommendations to the Board of Directors

The ANA-NY staff should be looking ahead at a 2-3-year plan for the annual conference. The venue, speakers, theme, and sponsors should be identified 2-3 years ahead instead of annually.

Goals for Coming Year:

- Continue to increase attendance.
- Increase sponsors/exhibitors
- Identify venues, speakers, themes, and sponsors for 2-3 years out.
- Host annual meetings in different parts of the state. The 2020 annual meeting will be held at the Turning Stone on October 22-24, 2020. We are looking at Long Island in 2021 and Niagara Falls in 2022.

Awards Committee

Report details/accomplishments

Used the criteria previously developed by the Awards Committee to choose award recipients based on average Likert scores.

Gained BOD approval on all recommended proposals for annual awards.

Chair Name Jennifer Nahum

Committee Members

Jeanine Santelli, Executive Director

Linda Millenabach

Jennifer Nahum

Jacob Wilkins

Lynn James

Priscilla Worral

Board Liaison Ann Fronczek **Number of meetings held** 5-6

Comments/recommendations to the Board of Directors Many of our team members (including myself) have

Many of our team members (including myself) have had trouble with the SharePoint. Perhaps we could use a different sharing site in the future.

Goals for Coming Year:

Revise policy and rubrics for nominee reviews

Create new awards as the committee deems appropriate

Determine which awards should be given next year Develop a cadre of external reviewers to be available if conflicts of interest arise with committee Members

Membership Committee

Report details/accomplishments

First meeting since assuming chair role (2019Q3) held in August. Review and presentation of data from membership survey. Assigned targeted inquiry into three main member interests: CEs, political action and networking.

Chair Name Amy Caramore

Committee Members

Kimberly Velez

Joyce Saba

Francine Bonaneri Debra Wolf

Kathryn Murdock

Shakira Hernandez

Iasmina Burchici

Kane McAleese

Eileen Kluesam

Board Liaison Francine Bono-Neri and Kathryn Murdock **Number of meetings held** 1

Comments/recommendations to the Board of Directors

planning and mapping to be completed in 2019Q4. We will be making formal inquiry to the board for financial support to further engagement.

Goals for Coming Year:

Devise a list of ANA NY professional experts

Organize two in-person networking events (one in NYC, one in Albany)

Establish relationship for information sharing with other nursing professional organizations (to broaden access for continuing ed)









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Desired Skills & Experience

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- Baccalaureate Degree in Nursing preferred from an accredited school
- Two years experience in nursing
- Hospice experience preferred
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Graduate Degree Programs:

Adult-Gerontology Primary Care Nurse Practitioner

Assistance with Clinical Preceptor Placements

Nursing Education

Preparing students to become certified Nurse Educators

Nursing Executive Leadership

Focus on leadership skills to manage effectively

We realize that a lot of our students are working professionals and that they have a busy schedule. We try to make the Nursing programs as supportive and flexible as possible.

– Dr. Cheryl Nosek, Nursing Department Chair

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WESTERN NEW YORK'S PREMIER HEALTH SCIENCES EDUCATOR

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COMMITTEE SPOTLIGHT

Annual Meeting and Conference Committee

Annual Meeting and Conference Committee is responsible for planning, organizing and managing the annual conference and meeting each year. Each year, they help identify the theme, venue, speakers, topics, and agenda.



Gorete Crowe, RN, ADN Committee Chair



Victoria Arrick, RN



Elizabeth (Betty) Mahoney, EdD, MS, RN



Patricia Lepping Hurld, BSN, RN



Kimberley Velez, MS. RN



Dr. Marilyn Klainberg



Elisa (Lee) A. Mancuso, MS, RNC-NIC, FNS, AE-C



Verlia Brown, MA, RN, BC



Laura Terriquez-Kasey, DNP, MS, RN, CEN

SCHOOL OF NURSING

Hunter College's School of Nursing has been a critical component of the NYC health care community for over 50 years. The School's undergraduate division consists of three programs leading to the Bachelor of Science (Nursing) degree: Generic, for undergraduate students who do not have a RN license; Accelerated Second-Degree, for students who have already earned a baccalaureate degree in another field; and RN-BS, for those students who have completed an associate degree nursing program and have a current license. In addition, graduate students are enrolled in 10 specialties toward the MS degree and DNP. The School also is a partner in the PhD in Nursing Science program based at the CUNY Graduate Center. Hunter College's School of Nursing is the nursing school partner for the Clinical Translational Science Center at Weill Cornell Medical College. This partnership affords faculty with interdisciplinary research opportunities and funding.

Open Rank Assistant, Associate, Full Professor, and Clinical Professor Positions

Minimum Qualifications:

Earned doctorate in nursing or related field, demonstrated excellence in teaching and research, unrestricted New York RN license or eligibility.

Preferred Qualifications:

Doctoral degree in nursing or related field, with a Master's degree in a clinical specialty in nursing. Evidence as a researcher with a program of research appropriate for rank (tenure-track); record of dissemination of research in high-impact journals and at conferences appropriate for rank (tenure-track); ability to use technology in research and teaching; excellent interpersonal and communication skills; demonstrated ability to work with students, faculty, communities, and diverse populations; involvement with professional organizations in the discipline.

Individuals interested in this opportunity should send a letter of interest or email, including curriculum vitae to:

Dean Gail C. McCain Hunter College School of Nursing 425 E. 25th Street, Room 530W New York, NY 10010 • 212.396.7140 gmccain@hunter.cuny.edu

ANA-NY is in Support of the Ban on Flavored Tobacco Products

If you would like to sign the "Flavors Hook Kids NY" petition, text "flavors" to 40649.



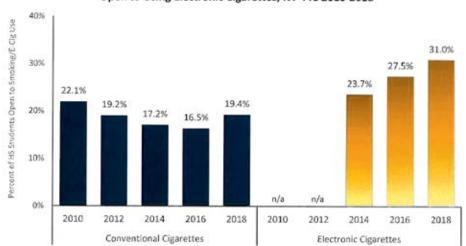
Bureau of Tobacco Control StatShot Vol. 12, No. 5/Nov 2019

Openness to Smoking Conventional Cigarettes and Openness to Using Electronic Cigarettes and Similar Devices among NYS Youth, 2018

Adolescents are less likely to try smoking if they make a firm decision to be smoke-free. Smoking susceptibility, or openness to smoking, is a predictor of smoking experimentation among youth. To assess openness to smoking, the New York State Youth Tobacco Survey (NY-YTS) asks youth who are never smokers: a) Do you think that you will try a cigarette soon; b) Do you think you will smoke a cigarette at any time during the next year; and, c) If one of your best friends offered you a cigarette, would you smoke it? Youth that respond in any way other than "Definitely not" to any of these three questions are considered open to smoking. Openness to using electronic cigarettes and related products, also referred to as e-cigarettes or electronic nicotine delivery systems (ENDS), is assessed the same way. Questions assessing openness to e-cigarette use were added to the NY-YTS in 2014.

The chart below indicates openness to using e-cigarettes is not only higher than openness to smoking conventional cigarettes among high school youth, but it has increased from 23.7% in 2014 to 31.0% in 2018, a statistically significant trend. Openness to smoking among high school youth increased from 2016 to 2018. Though the increase is not statistically significant, this is the first increase in openness to smoking observed in this decade.

Percent of NYS High School Students who are Open to Smoking and Open to Using Electronic Cigarettes, NY-YTS 2010-2018



Source: New York State Youth Tobacco Survey 2010-2018.
Suggested Citation: New York State Department of Health (2019), StatShot Vol. 12, No. 5/Nov 2019
Contract the Bureau of Chronic Disease Evaluation and Research, New York State Department of Health at (518) 473-0673 or send an e-mail to top@health.ny.gov
StatShots can be accessed online at: http://www.health.ny.gov/prevention/hobseco_control/reports/hautshots/.

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American Academy of Nursing Announces Eileen Sullivan-Marx as President

Eileen Sullivan-Marx, PhD, RN, FAAN assumed the role of President. Dr. Sullivan-Marx currently serves as Dean and Erline Perkins McGriff Professor at New York University (NYU), Rory Meyers College of Nursing. Inducted as a Fellow in 1997, Dr. Sullivan-Marx served on the Board from 2011 to 2015 before being elected as President-Elect in 2017, a role she fulfilled for two years. She has held many leadership roles, including overseeing Edge Runners, a signature initiative of the Academy, that designates innovative, nurse-designed models of care. Dr. Sullivan-Marx joined NYU as Dean of the College of Nursing in 2012 after a distinguished career at the University

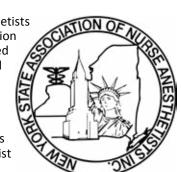


of Pennsylvania School of Nursing. She is known for her research and innovative approaches in primary care and testing payment methods-particularly through Medicaid and Medicare—for nurses, sustaining models of care using advanced practice registered nurses, and for developing health policy in community-based settings.

ORGANIZATIONAL AFFILIATE SPOTLIGHT

ANA-NY is pleased and proud to announce our newest affiliate New York **State Association of Nurse Anesthetists (NYSANA)**

The New York State Association of Nurse Anesthetists (NYSANA) is the statewide professional association representing the interests of over 1,700 Certified Registered Nurse Anesthetists and Student Registered Nurse Anesthetists that are providing high-quality, safe and cost-effective anesthesia care to residents across New York State. CRNA Professionals are recognized as some of the most qualified anesthesia experts in healthcare today. Our mission is to serve as the advocate for and authority on the nurse anesthetist practice in New York State.



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Healthcare Policy & Research

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CONTINUING EDUCATION



Care Coordination: A Collaborative Process

Instructions

Steps to complete independent study and receive 0.75 contact hours.

- Read the article below
- Complete the post test, evaluation and registration forms.

Mail to: ANA-NY, 150 State Street, 4th Floor, Albany, NY 12207 \$7.00 Fee for non-members. Members are free

Certificates are emailed after a passing score is achieved.

 Learning Outcome: Upon completion of this activity, the learner will be able to identify the concepts of care coordination.

DonnaMarie Flumignan, MSN, RN-BC and Kathy Giffuni, MSN, RN-BC, NE-BC

Innovation Collaboration Leads to Care Coordination

Addressing the current state of healthcare in the United States is challenging. The healthcare system is expensive, complicated, and uncoordinated. Information is often not available to those who need it when they need it, and as a result, patients often do not get the care they need or get care that they don't need. Healthcare practitioners agree that fragmented care leads to less than optimal clinical outcomes and is costly to patients, health care providers, and the nation. The healthcare industry must move to provide continuous care for patients in an environment where every clinician, in any setting, is responsible for the patient's care across the full continuum of healthcare. Care coordination is essential to accomplish this goal.

Care coordination is a collaborative process that ensures a patient's needs and preferences for health services and communication across the healthcare delivery spectrum are met over time. It maximizes the value of services and improves health outcomes by facilitating appropriate, efficient, safe, and high-quality experiences. Care coordination is essential to provide all-inclusive, comprehensive care across the health care continuum from acute care to community settings. The incorporation of this practice across the delivery spectrum will ensure that patients have access to care that is appropriate and all-inclusive.

Many would agree that the healthcare system in the United States needs a complete overhaul. The way the American population access health care is not cost-effective, nor is it efficient. Factors contributing to the increase in healthcare expenditures include the growth of an aging population, the rise in the number of individuals living with

DYOUVILLE **ADVANCED NURSING DEGREES** FOR THE WORKING PROFESSIONAL UNDERGRADUATE **PROGRAMS** • Nursing (2-yr. RN to BSN Online) MASTER'S PROGRAMS Family Nurse Practitioner Nursing Management and Quality Leadership • Nursing Education with a Clinical Focus Psychiatric Mental Health Nurse Practitioner **DOCTORAL PROGRAMS** Doctor of Nursing Practice (Family Nurse Practitioner) Doctor of Nursing Practice (Psychiatric Mental Health Nurse Practitioner) ADVANCED CERTIFICATES Family Nurse Practitioner (post-master's certificate) Nursing and Health-Related **Professions Education** Psychiatric Mental Health **Nurse Practitioner** (post-master's certificate) **DYOUVILLE** 716.829.7600 | www.dyc.edu chronic and complex health issues and fragmented, episodic care. Many individuals struggle with multiple illnesses combined with social complexities such as mental health and substance abuse, extreme medical frailty, and a host of social needs such as social isolation and homelessness.

The aging of the American population has led to many individuals living with multiple chronic conditions. Inevitably, their healthcare needs will become more complex (Haas, Phillips, Swan, De La Pena, Start, Brown, 2019). As persons with multiple chronic conditions transition between healthcare providers, as well as various health care settings, the potential for errors are high. Examples of this could be prescription errors, errors in the treatment plan, and duplication or omission of services. Individuals can benefit from the implementation of care coordination. Incomplete transfer of records and miscommunication or missing crucial information can lead to gaps in care and even medical errors (Swan & Phillips, 2019). Nurses understand that the emphasis on increasing access to care and the utilization of primary care services will optimize the care that patients receive and provide better short- and long-term outcomes.

In recent years, there has been a great deal of discussion about the need to reform health care. Healthcare has started to move from an illness-based model to a community health-focused model emphasizing preventative care and health promotion. Care coordination and transition management programs are key to the success of this transformation. These programs are essential and should become the cornerstones of ambulatory care nursing practice. Who better to manage these critical elements of patient care than nurses?

An important driver of the change in healthcare delivery in the United States is the Healthy People 2020 movement. Healthy People 2020 is the federal government's prevention agenda for building a healthier nation and is a statement of national health objectives designed to identify the most significant preventable threats to health and to establish national goals to reduce these threats (U.S. Department of Health & Human Services, 2014). The overarching goals of Healthy People 2020 are to: attain high-quality, longer lives free of preventable disease, disability, injury, and premature death; achieve health equity, eliminate disparities, and improve the health of all groups; create social and physical environments that promote good health for all; and promote quality of life, healthy development, and healthy behaviors across all life stages (Healthy People 2020, 2019). These forward-thinking concepts are essential to the health of the nation. It is the responsibility of nurses to be aware of the goals of Healthy People 2020 as healthcare transforms. The changes in the ethnic and cultural composition of the United States population constantly challenge nurses to incorporate the diverse needs of their patients in the provision of quality nursing care. Society expects nurses to be culturally competent in response to the increasing diversity of people in our country. Healthy People 2020 is dedicated to the principle that every person in every community regardless of age, gender, race or ethnicity, income, education, geographic location, disability or sexual orientation deserves equal access to comprehensive, culturally competent, community-based health care. For this to occur, these essential concepts must be addressed in nursing courses as well as interwoven throughout the curriculum in all schools of nursing. Currently, there has been a good deal of attention paid to care coordination, the transition of care, and population and health management; concepts which are not new to nurses.

Care Coordination is a process that seeks to achieve the optimal cost-effective use of scarce resources by helping individuals obtain health and appropriate social and life support services that meet their unique needs at a given point in time or across the lifespan. (Swan & Phillips, 2019). Elements of care coordination include selfmanagement, patient and family engagement, cross-setting communication, patientcentered care planning, teamwork and collaboration, coaching and counseling, decision support, advocacy, and implementation of the nursing process. Self-management involves assisting and encouraging patients to become good managers of their health conditions. Patient/family engagement is the active participation between health professionals, patients, and families and is the action that individuals can take to achieve the greatest benefits from the health care services available to them. Effective communication is critical to health care practice. The transfer and receipt of information between different levels of care and locations to ensure continuity and promote successful treatment. Patients participating in the planning of their care must be involved from the beginning of the planning cycle, and their needs must be heard, considered, and addressed to respect a patient's basic human dignity. Coaching and counseling are the sharing of accurate information so patients and families can make informed choices based on their values and needs. Patient advocacy, which includes social justice, is a core competency in nursing. Nurses not only advocating for but encourage patients to advocate for themselves, preserving their autonomy.

Florence Nightingale's writings teach us that it is important to look forward in promoting the health of human beings. She advocated to make health — and influencing positive health determinants — a top priority in human affairs. In her writings, she discussed collaboration — across disciplines and across cultures — for promoting health in community settings, which, to this day, is still crucial. Educators working with future nurses must impart these concepts to students. Nightingale valued health education as a health promotion tool especially for poor people to enhance their quality of life. "Teach health, to rich and poor, to be educated, and, if there be any uneducated, oh teach it all the more."

It is clear that the education of future nurses must evolve to reflect changes in healthcare. This should move beyond making curriculum changes, to efforts that focus on changing the mindset of students and faculty as well and to recognizing that health care delivery is shifting, from inside the walls of the hospital, to home care and community-based settings (Wojnar & Whelan, 2017). Awareness of this shift and the new role and responsibilities of the nurse must be acknowledged. Educators must ensure that students are adequately prepared to deliver the best healthcare possible as they enter the professional workforce.

Nurses are change agents and leaders, and they must work to shift the healthcare model in the United States from the outdated acute care model to one based on prevention and health promotion. Nurse educators must ensure that the next

ANA - New York Nurse

generation of nurses is equipped with a strong understanding of the concept of care coordination. Student nurses will begin to understand that the practice of nursing is not limited to their specialty or even their unit. Educators need to prepare students to think beyond the hospital walls and assist the patient in planning for discharge. Siloed thinking makes it difficult to see the whole picture. Nursing faculty can help in this process by ensuring that student nurses begin to understand the concepts of providing care across the continuum (Swan & Phillips, 2019). Educators can assist in this process by trying to thread the concepts of care coordination and transition of care throughout the undergraduate nursing curriculum. This will enable nursing students to build on these concepts and in turn ensure that they are adequately prepared with the knowledge, skills, and attitudes necessary to successfully manage the complexities of coordinating care for patients in different settings.

Issues that should be part of educating the upcoming generation of nurses include population health, vulnerable populations, social determinants of health, diversity, cultural awareness, health literacy, care management, transitions of care, communication skills and motivational interviewing. Nurses should be competent as they have discussions with their patients regarding activities of daily living, medication adherence, safety and cognition issues, multiple physicians, language and literacy and psycho-social factors that can help or hinder their health care management. Schools of nursing must partner with community healthcare settings to provide varied and relevant clinical experiences for their students. Community agencies, primary care centers, schools, and long-term care centers are excellent sites to model care coordination efforts.

Care Coordination enorts.

Care Coordination is a collaborative process of helping patients while using the nursing process to assess and prioritize patients' needs, including assisting patients to schedule follow-up appointments, providing education, and encouraging self-management, communicating information to clinicians and across settings, connecting patients to community resources and social services. This helps ensure the patient's needs and preferences for health services and communication are met across people, services, and sites. Nurses assist patients in accessing needed services and help to remove barriers to care. By threading the concepts of care coordination throughout the nursing curriculum, students will be able to build on these concepts and be better prepared to advocate and assist patients.

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Please return (all documents are required or will result in no certificate)

- Completed Registration Form (Include e-mail address or will result in no certificate
- Completed Continuing Education Post-test Questions
- Completed Evaluation Form
- Members are free, \$7.00 Fee for non-members

Registration

Phone number.

Name:
E-mail address:
Address

Continuing Education Post-Activity Questions

- 1. What changes should be included in the revision of nursing curricula to reflect concepts of care coordination? Select all that apply
 - a. Increased emphasis on cultural competency
 - b. Addressing Healthy People 2020 across all levels of courses
 - c. Increased competence in health literacy
 - d. Focus on acute care
 - e. Increased emphasis on wellness promotion
- 2. Care coordination involves the following elements: Select all that apply
 - a. Collaboration among the healthcare team
 - Utilization of the nursing process to prioritize patient's needs
 - Connection of patients to community resources
 - d. Encouraging self-management
- Fragmented care can lead to which of the following? Select all that apply
 - a. Decrease in out of pocket cost to the patient
 - b. Increase in healthcare expenditures by the nation
 - c. Increased cost to the health care providers
 - d. Less than optimal health care outcomes
- 4. Healthcare has started to move from an illnessbased model to a community health-focused model. This model of health care focuses on preventative care and health promotion. What are the key elements for success in this innovative health care model?
 - a. Care coordination and transition management
 - b. Less autonomy for registered nurses
 - c. Longer hospital stays for patients
 - d. Increased use of urgent care sites

EVALUATION FORM

below.)

1.	The learning outcome(s) for this activity was met?
	Yes
	No

2. I found this activity worthwhile for my professional practice. (If you select "Disagree" or "Strongly Disagree," please provide a comment

Strongly Agree - Agree - Neutral - Disagree - Strongly Disagree

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January 2020

Page 17

3. This activity will enhance my knowledge/skill/ practice as a health care provider. (If you select "Disagree" or "Strongly Disagree," please provide a comment below.)

Strongly Agree - Agree - Neutral - Disagree - Strongly Disagree

4. The authors were knowledgeable about the topic:

Strongly Agree - Agree - Neutral - Disagree - Strongly Disagree

5. As a result of this activity, please share at least one action you will take to change your professional practice/performance.

6. Was this independent study an effective method of learning?

7. What other topics would you like to see addressed in an independent study?

CONTINUING EDUCATION STATEMENT:



The continuing education program is approved for 0.75 contact hours. The Northeast Multistate Division is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

Correction: It has come to the attention of ANA-NY that the continuing education article, *HPV Vaccination* for the Prevention of Oropharyngeal Cancers, from the October 2019 issue was missing the author's name. We would like to acknowledge, **Jennifer Bryer, PhD, RN, CNE**, as the author for the article. We apologize for this omission.

NOW HIRING!

As part of the NYS Office of Mental Health (OMH), the Capital District Psychiatric Center (CDPC) provides inpatient and outpatient psychiatric treatment and rehabilitation to adults who have been diagnosed with serious and persistent mental illnesses. CDPC also has outpatient treatment services for children and adolescents.

Join our multi-disciplinary team in offering recovery oriented services within CDPC and the community. CDPC offers a wide range of psychiatric nursing opportunities which include a full NYS benefit package.

CDPC is seeking candidates for **full-time RN positions**. Candidates must be licensed and currently registered to practice as a Registered Professional Nurse in NYS. In addition to the annual salary range of \$51,063 to \$64,537, RNs are eligible for a geographic differential of \$7,000 per year. Shift differential and inconvenience pay is also available: \$5,575 for evening shift and \$7,575 for night shift work. Employees enjoy room for professional growth, development and advancement.

Generous fringe benefits include health insurance, dental, vision and prescription drug coverage; paid vacation, personal and sick leave, access to group rates for life, home and auto insurance, 529 college savings program, employer sponsored tax deferred savings program and an outstanding pension plan. Additionally, there is continuous opportunity for training and growth as a CDPC employee including educational advancement and possibility for financial support and tuition reimbursement, if qualified.

Visit omh.ny.gov/omhweb/employment today!

ANA-NY 2019 - 2023 Strategic Plan

Strategic Direction (Adopted 1/8/19 by the Board of Directors)

Progress Updates as of October 2019

Based on ANA-NY's mission, members, vision, purpose, and the opportunities and challenges in the current environment, the next five years will see our organization simultaneously launching new programs, recruiting and engaging new members while retaining and developing seasoned members, and taking advantage of different technologies as well as paring or discarding programs that no longer serve our members, organization, or affiliates.

Goals and Objectives

To successfully pursue the strategic direction described above, ANA-NY will work to fulfill the following goals and objectives:

Strategic Plan Goal #1: Continue to Increase Membership at a sustained rate of 8% annually

Objective(s)

ANA only members will switch to dual membership

- Measure of Success
 - 2% annual conversion of ANA only members to dual membership
- Action Steps
 - Annual letters to ANA only members sharing the values of adding ANA-NY membership

 Responsibility Membership Committee
 - Responsibility Membership Committee
 Ongoing work completed by Annually
 - **Evaluation/Outcomes** 2016 930 ANA only 2017 981 (up 5%) 2018 1079 (up 10%)
 - Invite ANA only members to Annual Meeting and Conference

Responsibility - Membership Committee **Ongoing work completed by** - Annually

Enhanced marketing of existence, mission, and benefits of ANA-NY

Measure of Success

Current members of ANA-NY will have ready access to recruitment materials

- Action Step
- Development of a marketing brochure listing benefits of state membership
 - Responsibility Membership Committee Ongoing work completed by - 2019
 - **Evaluation/Outcomes** Developed and launched at 2019 Annual Conference
- Measure of Success
- Continuing growth of membership numbers
- Action Step
- Marketing of ANA-NY events to non-members in the region and state through Nursing Network platform Responsibility - Membership Committee Ongoing work completed by - 2019

Evaluation/Outcomes - 2012 – 109 members

2013 – 1856

2014 – 2674 (38%)

2015 - 3702 (38%)

2016 - 4350 (18%) 2017 - 5143 (18%)

2018 – 5710 (11%)

Strengthen collaboration with Student Nurses Association

- Measure of Success
- Active participation of ANA-NY in NSANYS conference
- Action Step
 - Seek out student connection opportunities at colleges and universities

Responsibility - Nursing Education Committee
Ongoing work completed by - 2023

Evaluation/Outcomes - Pres and VP attended in 2017, 2018 & 2019

- Measure of Success

Active participation of NSANYS in ANA-NY conference

- Action Step
 - Develop mechanisms for student participation on select ANA-NY committees

Responsibility - Board of Directors

Ongoing work completed by - 2019 Evaluation/Outcomes - Students attended Sat.

Afternoon sessions in 2018 & 2019

- Measure of Success

Increase in new graduate RN members

- Action Step

ANA-NY consultant involvement in planning collaborative activities

Responsibility - ANA-NY Consultant to NSANYS Ongoing work completed by - 2020 Evaluation/Outcomes - VP is in this role for 2019

Resources will be directed to existing programs that increase membership stream

- Measure of Success

50 nursing programs participating in FNL

- Action Steps

Marketing of programs at a more aggressive level across state

Responsibility - Membership Committee Ongoing work completed by - 2023

Evaluation/Outcomes - 2014 – 22 programs

2015 – 29 programs

2016 – 28 programs

2017 – 31 programs

2018 – 34 programs 2019 – 41 programs

Hire staff member to market and manage FNL program including outreach

Responsibility -Board of Directors

Ongoing work completed by - 2019
Evaluation/Outcomes - Program Assistant hired

- Measure of Success
- 50% of FNL awardees join ANA-NY
- Action Step
 - Regional events for awardees and award alumni Responsibility - Membership Committee

Ongoing work completed by - 2023

Evaluation/Outcomes - 2014 - 36%

2015 – 38% 2016 – 43%

2017- 23%

2018 – 35%

Resources will be directed to innovative programs that increase membership stream

- Measure of Success
 - Develop Relationships with Specialty Groups
- Action Step
 - Identification of specialty groups and contact person

Responsibility - Membership Committee Ongoing work completed by - 2020

- Measure of Success

Increase in members belonging to both ANA-NY and specialty group

- Action Steps
 - Develop relationships with specialty groups Responsibility - Membership Committee Ongoing work completed by - 2020
 - Collaborating events throughout the year with partner groups
 Responsibility - Membership Committee
- Ongoing work completed by 2021

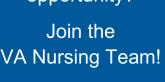
- Measure of Success

Shared Member Services with Specialty Organizations in NY

- Action Steps
 - Identify common issues to align organizations
 Responsibility Legislation Committee
 Ongoing work completed by 2020
 - SIG sessions at Annual Meeting and Conference Responsibility - Annual Meeting Planning Committee Ongoing work completed by - 2021
 - Explore dual membership pricing options
 Responsibility Board of Directors
 Ongoing work completed by 2023
 - Explore contiguous annual meetings
 Responsibility Annual Meeting Planning Committee
 Ongoing work completed by 2022

Strategic Plan Goal #2: Increase Member Retention to sustain membership growth goal of 8% annually

Nurses are you looking for a rewarding career opportunity?







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for helping to care for

our Nation's heroes.

with careers that offer

the best benefits

anywhere!



Competitive salaries

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Community Services

Registered Nurse

Use your nursing skills to enrich the lives of people with developmental disabilities and to help them achieve their goals!

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Objective(s)

Enhanced marketing benefits of ANA-NY

Measure of Success

Members will readily provide elevator speech of member benefits and what ANA-NY means to them

- **Action Steps**
 - Promotion of member benefits through marketing materials

Responsibility - Membership Committee Ongoing work completed by - 2019

- Promotion of leadership opportunities **Responsibility** - Board of Directors Ongoing work completed by - 2019
- Exploration and selection of additional member services that are aligned with the mission **Responsibility** - Board of Directors

Ongoing work completed by - 2019

Evaluation/Outcomes - Partnership with Elite Learning for discounted CNE

Assessment and leveraging of successful programs

Measure of Success

Annual review of programming metrics

Action Steps

Funding lines in budget for expansion/ enhancement of successful programs and staff to support

Responsibility - Board of Directors Ongoing work completed by - Annually

Suspension of programs that do not advance strategic initiatives and mission **Responsibility** - Board of Directors

Ongoing work completed by - Annually

Measure of Success

Retention of FNL members beyond the free/reduced dues year(s)

Action Step

Defined activities/events to engage new members **Responsibility** - Membership Committee

Ongoing work completed by - 2020 Evaluation/Outcomes - 2014 - 0/8 (0%)

2015 – 2/11 (18%)

2016 - 7/12 (58%)

2017 - 3/7 (43%)

Increase opportunities for dialogue

Measure of Success

Member voice in association enhances member experience

Action Steps

Dialogue fora at Annual Meeting and Conference Responsibility - Annual Meeting Planning Committee Ongoing work completed by - 2018

Evaluation/Outcomes - Evaluations positive for 2018 dialogue for a New topics for 2019 conference

Open mic times during Governing Assembly **Responsibility** - Board of Directors

Ongoing work completed by - 2018

Evaluation/Outcomes - Evaluations positive for 2018 open mic requested more time for this

Posting questions on blog and Twitter **Responsibility** - All Committees Ongoing work completed by - 2019

History pictures for captions on Instagram Responsibility - All Committees Ongoing work completed by - 2019

Strategic Plan Goal #3: Increase Member Engagement to support retention goal

Objective(s) Member engagement will help members see value of membership

Measure of Success

Increased participation in activities of the association (election, volunteerism, survey participation, attendance at events)

Action Steps

Increase participation in ANAI to 2 members annually

Responsibility - Legislation Committee Ongoing work completed by - 2021

Encourage Membership Assembly as a means of engaging less seasoned members

Responsibility - Board of Directors Ongoing work completed by - 2019

Evaluation/Outcomes - 2019 - Three new member

MA observers

January 2020

Page 19

Leadership Development/Certification Program **Responsibility** - Board of Directors

Ongoing work completed by - 2023

Mentoring Program Responsibility - Membership Committee Ongoing work completed by - 2023

Engage Organizational Affiliates for Regional **Programming**

Responsibility - Membership Committee Ongoing work completed by - 2021

Regional teas/socials

Responsibility - Membership Committee Ongoing work completed by - 2019

Move conference location around state to engage members from all regions

Responsibility - Annual Meeting Planning Committee

Ongoing work completed by - 2019

Evaluation/Outcomes - 2019 - Clayton, NY 2020 - Verona, NY

2021 - LI (TBD)

2022 -Buffalo (TBD)

2023 - Lower Hudson

Valley (TBD)

2024 - Capital (TBD) Post approved Board minutes on website **Responsibility** - Board of Directors Ongoing work completed by - 2019

Evaluation/Outcomes - Done Strategic Plan Goal #4:

Increase Value of Membership

Objective(s)

Expand Continuing Education Programming

Measure of Success

Provide CE programs beyond Annual Conference

Action Steps

Partner with existing CE provider **Responsibility** - Board of Directors Ongoing work completed by - 2019

Elite Learning Partnership

Develop opportunities for members to publish CE offerings on a variety of platforms

Responsibility - Nursing Education Committee Ongoing work completed by - 2019

ANA-NY 2019-2023 Strategic Plan continued on page 20



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ANA-NY 2019-2023 Strategic Plan continued from page 19

 Continue to co-provide and market Organizational Affiliate Programming Responsibility - Membership Committee Ongoing work completed by - 2019

January 2020

Promote Member Benefits

- Measure of Success
 - Widespread utilization of member benefits
- Action Steps
 - Increase visibility of benefits on website

Responsibility - Membership Committee

Ongoing work completed by - 2019

Explore additional potential member benefits combined with non-dues revenue streams

Responsibility - Board of Directors Ongoing work completed by - 2019

Decrease membership fee

Responsibility - Board of Directors

Ongoing work completed by - 2019

Evaluation/Outcomes - VPP approved by BOD

and membership

Decrease conference registration fee as member benefit

Responsibility - Board of Directors
Ongoing work completed by - 2019

Provide Ala Carte Membership

- Measure of Success

Member numbers increase as members select the level of participation/benefit that meets their needs

- Action Step

Explore degree of flexibility with ANA Responsibility - Board of Directors Ongoing work completed by - 2023

Strategic Plan Goal #5: Increase Visibility

Objective(s)

Enhance social media presence

- Measure of Success
 - Active presence on social media platforms
- Action Steps
 - Virtual Sessions from Annual Meeting and Conference Responsibility - Annual Meeting Planning Committee Ongoing work completed by - 2019
 - Hire staff member to monitor activity, track metrics, and actively engage viewers through association social media presence



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Responsibility - Board of Directors
Ongoing work completed by - 2019

Evaluation/Outcomes - Program Assistant hired

Identification as voice of NY nurses

Measure of Success

Legislators reach out to ANA-NY for our weigh-in on health care issues

Action Steps

Regional legislator contacts/fellows
 Responsibility - Legislation Committee
 Ongoing work completed by - 2020
 Evaluation/Outcomes - Phone2Action

Move to politically active/visible location

Responsibility - Board of Directors

Ongoing work completed by - 2019

Evaluation/Outcomes - Moved to State St.

 Secure a lobbyist to assist in visibility and bill tracking Responsibility - Board of Directors

Responsibility - Board of Directors
Ongoing work completed by - 2019
Evaluation/Outcomes - Hired

Query candidates on pertinent issues and disseminate responses to membership
 Perpendidates on pertinent issues and disseminate responses to membership

Responsibility - Legislation Committee
Ongoing work completed by - 2020

• Register as a lobbying organization in NY

Responsibility - Board of Directors Ongoing work completed by - 2020

Evaluation/Outcomes - Registered with JCOBE

Establish a PAC

Responsibility - Board of Directors

Ongoing work completed by - 2023

Annual Lobby Day

Responsibility - Legislation Committee Ongoing work completed by - 2023

Evaluation/Outcomes - 2018 – Lobby Day 2019 – Lobby Day

Strengthen relationships within the state and surrounding areas

- Measure of Success

Regional groups host speakers from ANA-NY

- Action Steps
 - Develop a speakers' bureau of members around the state who can represent ANA-NY at regional events

Responsibility - Membership Committee Ongoing work completed by - 2019

Advocacy Made Easy

We are thrilled to announce ANA-NY Phone 2 Action. This new optional program provides a means for grassroots advocacy within New York State. We invite you to sign up to be included in opportunities to communicate directly with your elected officials on issues that affect our profession and/or patient care. You will be notified only if there is a call to action and you can choose whether or not to take action.

To sign up for these notifications go to https://p2a.co/Xr10kOK and fill in your information.



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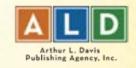
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American Nurses Advocacy Institute (ANAI)

Written by Janet Haebler MSN RN, Senior Associate Director, Policy & State Government Affairs, American Nurses Association

As the most trusted and largest sector of health professions in the U.S., registered nurses must have a voice in influencing the profession and health care. To that end, the American Nurses Association (ANA) is committed to growing nurses' political leadership skills formerly and informally through the American Nurses Advocacy Institute (ANAI). Launched by the ANA in 2009, the program grooms each nurse to ultimately be an effective advisor to their state nurses association in establishing legislative / regulatory priorities, recommending strategies for execution in the advancement of a policy issue, and educating colleagues

about the political realities and how they too can be more effective advocates. The program is competitive, capped at 25 participants, so each individual can benefit optimally from the interactive sessions held in Washington, DC as well as the ongoing mentored support throughout the year. Not including the current cohort 228 have participated in the program, representing 42 states. The 2019 – 2020 class of 25 represented 21 states – CA, CT, DE, IA, KS, LA, MD, MI, MN, MO, NV, NM, NY, OR, RI, TN, TX, UT, WA, WI, WV.

While in DC, nurses hear from influential nurse leaders such as long-standing Minnesota House State Representative who campaigned for Governor in 2018, Erin Murphy, MA, RN, FAAN; Mary Behrens, MS, RN FNP BC former Wyoming State Legislator & Casper City Council and Mayor; and Dr. Irene Trowell-Harris, RN,

Ed.D. Major General USAF, Retired, the former Director of the Department of Veterans Affairs Center for Women Veterans. Attendees learn about navigating the legislative process based on the political environmental scan and messaging for differing audiences from leaders in the public relations arena. The experience includes visits to Congressional offices. The learning continues throughout the year with discussion of other related topics and the ability to apply at the state level.

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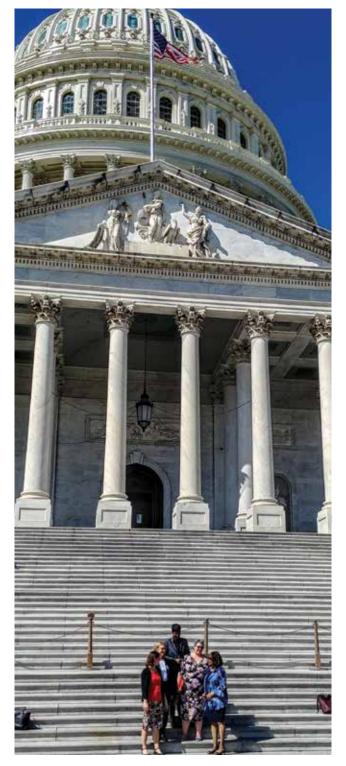




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Page 22 January 2020 ANA - New York Nurse

DONATE LIFE NEW YORK STATE



Janella's Story





In 2008, Janella Bryant was the mother of four young children, engaged to be married, working and attending nursing school when she suddenly began having severe back pain and noticed blood in her urine. She visited a urologist, who diagnosed her with nephritis. The doctor indicated that she would likely need dialysis in the future, but that her disorder was slow to progress and that she shouldn't expect to need it for years. However, less than a year later, at the end of 2009, Janella found herself in kidney failure and began hemodialysis - requiring a time commitment of three times a week for 3-5 hours a day. Due to her health complications and the time required for hemodialysis, Janella was forced to leave her job and school. She said, "I went from being a completely healthy person to having kidney disease, just like that."

Shortly after beginning hemodialysis, Janella's fiancé died suddenly and unexpectedly. Because of her own failing health, she worried more than ever about leaving her children behind. "I feared all the time, what if something happened to me? What would happen to my kids?" Complicating her situation further, six months in, Janella was having problems from the hemodialysis - shakes, chills, cramping and even

Janella was on dialysis for 4 ½ years. She finally received her kidney transplant on July 19, 2014. She returned to nursing school and graduated in 2017. She is now working as a nurse for St. Peter's Health Partners, and is focusing on keeping her new kidney healthy so she can stay with her four children for a very long time. She wants to tell her story so people understand that "this can happen to anyone."



Great Career Opportunities for Registered Nurses

We have openings in the following counties offering a choice of urban, suburban or rural living:

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Fulton

Hale Creek Correctional Facility (located along the Erie Canal)

Coxsackie & Greene Correctional Facilities (rural charm yet only 2 hours to

Greene

Jefferson* Cape Vincent & Watertown Correctional Facilities (1000 Islands, resort living) Groveland Correctional Facility (State Parks, hiking, fishing) Livingston Marcy & Mid-State Correctional Facilities (baseball & breweries) Oneida* Five Points & Willard Correctional Facilities (heart of wine country) Seneca Riverview Correctional Facility (short drive to Canada) St. Lawrence*

Ulster * Eastern, Shawangunk & Ulster Correctional Facilities (hiking, fishing, casinos) Washington Great Meadow Correctional Facility (hiking, boating, skiing, snowboarding) Bedford Hills, Taconic & Sing Sing Correctional Facilities (Less than 1 hour to Westchester*

 $Attica \ \& \ Wyoming \ Correctional \ Facilities \ (waterfalls, family farms, natural)$ Wyoming

Minimum qualifications: must be licensed and currently registered to practice nursing in New York State, AND have one year of full-time post-RN licensure clinical nursing experience. Limited permit holders are encouraged to apply. Per diem/hourly also available and possible openings for registered nurses with less than 1 year of experience.

NYS DOCCS offers a salary from \$ 50,722 - \$64,557. Additional compensation depending on shift, experience and workplace location *(many at \$12,000).

Benefits include comprehensive health insurance, including dental, vision and prescriptions. NYS retirement system, deferred compensation plan, flexible spending plan, 13 vacation days, 5 personal days, 13 sick days and 12 paid holidays annually.

Contact: www.doccs.ny.gov or DOCCS Personnel Office at (518) 457-8132 for more information and to apply.

Janella values the opportunity for human connection that nursing provides. She says her nursing career is even more meaningful to her because she knows what it's like to be on the other side, to be the patient in the hospital bed.

Janella's story is, unfortunately, all too common. Right now, in New York, there are more than 9,700 people in need of an organ transplant to save their life. 1,700 of them have been waiting more than five years, while approximately 400 New Yorkers die each year because the organ they need does not become available in time.

Complicating the matter further, the New York State Donate Life Registry (Registry) is one of the poorest performing registries in the country. Fewer than 40% of New Yorkers are currently enrolled as organ and tissue donors, making the gift of life even more rare and precious.

Nurses play a vital role in the donation process: making referral calls to the organ procurement organizations, providing medical care to organ donors and transplant recipients, creating a donation-positive culture in hospitals and healthcare systems and so much more.

ANA-NY and Donate Life New York State (NYS) will be partnering to deliver information and education so that every nurse can be a champion for organ and tissue donation. The first step? If you haven't already, please document your decision to be an organ and tissue donor online at donatelife.ny.gov. For additional information, or to share a personal journey of donation or transplantation, please email communications@dlnys.org.



Future Nurse Leader

Who in your Class of 2020 Stands Out as a Future Nurse Leader?

Nurses with strong leadership skills are vital to the future of the nursing profession and health care. As part of ANA-New York's (ANA-NY) commitment to encouraging new nurses to be professional, successful leaders, we have established an award program to recognize the leaders in the upcoming graduating class.

The ANA-New York Future Nurse Leader Award, sponsored by ANA-NY and the American Nurses Association (ANA), will recognize new graduates, who, as nursing students displayed exceptional leadership abilities. We are looking for students who show initiative, make significant contributions and can inspire others with their vision. While ANA-NY is conferring this award, the selected winner is determined by your school of nursing. In order for your one candidate to be included as a Future Nurse Leader, complete and submit online at https://form.jotform.com/83335734704155 by March 16, 2020.

Criteria for Student Nomination

The ANA-New York Future Nurse Leader should be a graduating senior from an undergraduate nursing program who:

- Demonstrates leadership:
 - Prepares, motivates, and impacts other students as leaders
 - Participates in community activities and gives back to others
 - Mentors fellow students
 - Promotes activity in nursing organizations
 - Creates opportunities for engagement and involvement
- Makes a significant contribution to the overall excellence of the school
- Sets a healthy example and promotes a healthy lifestyle
- Creates a positive working environment
- Embodies the ethics and values of nursing
- Demonstrates a clear sense of the direction for his/her nursing career

ANA-NY and ANA hope that you will give this award your consideration and participate. Please direct any queries to futurenurseleader@anany.org.

ANA - New York Nurse January 2020 Page 23

ANA Enterprise Gears Up for Global 'Year of The Nurse' in 2020

Silver Spring, MD – The ANA Enterprise announced its intent to elevate and celebrate the essential, robust contributions of nurses as the world recognizes 2020 as the "Year of the Nurse."

The ANA Enterprise is the family of organizations that is composed of the American Nurses Association (ANA), the American Nurses Credentialing Center (ANCC), and the American Nurses Foundation. ANA Enterprise will celebrate Year of the Nurse by engaging with nurses, thought leaders and consumers in a variety of ways that promote nursing excellence, infuse leadership and foster innovation.

"As the largest group of health care professionals in the U.S. and the most trusted profession, nurses are with patients 24/7 and from the beginning of life to the end. Nurses practice in all healthcare settings and are filling new roles to meet the ever-growing demand for health and health care services," said ANA President Ernest J. Grant, PhD, RN, FAAN. "Despite the major role nurses play in health care delivery and community outreach, there

are opportunities to increase understanding of the value of nursing in order to expand investment in education, practice and research, as well as increase the numbers of nurses who serve in leadership positions."

"We look forward to working with partner organizations to communicate a contemporary and accurate view of nurses and the critical work they do, as well as challenge boards and other influencers to commit to nursing and nursing leaders in order to improve the nation's health," said Grant.

Given the wide range of nursing roles in the U.S., ANA Enterprise will promote inclusivity and wide engagement of all nurses throughout Year of the Nurse. As an example, during 2020, ANA Enterprise will expand National Nurses Week, traditionally celebrated from May 6 to May 12 each year to a month-long celebration in May to expand opportunities to elevate and celebrate nursing.

The World Health Assembly, the governing body of the World Health Organization, declared 2020 the International Year of the Nurse and Midwife, in honor

YEAR OF THE NURSE 2020



of the 200th anniversary of Florence Nightingale's birth. The celebration offers a platform to recognize past and present nurse leaders globally, raise the visibility of the nursing profession in policy dialogue and invest in the development and increased capacity of the nursing workforce. This declaration is an extension of work initiated by the Nursing Now campaign to elevate the profession and ensure nurses are leading efforts to improve health and health care. ANA Enterprise is leading Nursing Now USA along with the Chief Nurse, U.S. Public Health Service; the University of North Carolina Chapel Hill; and the University of Washington, School of Nursing.

Nurses are encouraged to use #yearofthenurse and follow us on social media as we celebrate nurses in 2020.

The ANA Enterprise is the organizing platform of the American Nurses Association (ANA), the American Nurses Credentialing Center (ANCC), and the American Nurses Foundation. The ANA Enterprise leverages the combined strength of each to drive excellence in practice and ensure nurses' voice and vision are recognized by policy leaders, industry influencers and employers. From professional development and advocacy, credentialing and grants, and products and services, the ANA Enterprise is the leading resource for nurses to arm themselves with the tools, information, and network they need to excel in their individual practices. In helping individual nurses succeed—across all practices and specialties, and at each stage of their careers—the ANA Enterprise is lighting the way for the entire profession to succeed.

MEMBERSHIP



ANA-NY and ANA Membership Activation Form NEW YORK **Essential Information** First Name/MI/Last Name Date of Birth Gender: Male/Female Mailing Address Line 1 Credentials Mailing Address Line 2 Phone Number Check preference: ☐ Home ☐ Work City/State/Zip **Email address** County Current Employment Status: (eg: full-time nurse) **Professional Information** Current Position Title: (eg: staff nurse) **Employer** Required: What is your primary role in nursing (position description)? Clinical Nurse/Staff Nurse Nurse Manager/Nurse Executive (including Director/CNO) Type of Work Setting: (eg: hospital) Not currently working in nursing Practice Area: (eg: pediatrics) Advanced Practice Registered Nurse (NP, CNS, CRNA) ☐ Other nursing position **Ways to Pay Monthly Payment Joint Membership** ☐ Monthly = \$22.17 **OR** ☐ Annual = \$260 ☐ Checking Account Attach check for first month's payment. Checking: I authorize monthly recurring electronic payments to the American Nurses Association **New Graduate** \square Monthly = \$11.33 **OR** \square Annual = \$130 ("ANA") from my checking account, which will be drafted on or after the 15th day of each month according to the terms and conditions below. Please enclose a check for the first month's payment. The account designated by the enclosed check will be used for the recurring payments. (within one year of graduating from nursing school) Credit Card Credit Card: I authorize monthly recurring electronic payments to the American Nurses Association ("ANA") be charged to my credit or debit card on or after the first of each month according to the terms and conditions below. ANA-PAC Contribution (optional)..... American Nurses Foundation Contribution (optional) **Annual Payment** Total Dues and Contributions... ☐ Check ☐ Credit Card **Authorization Signatures Credit Card Information** ☐ Visa ☐ Mastercard ☐ AMEX ☐ Discover Credit Card Number Expiration Date (MM/YY) Monthly Electronic Deduction | Payment Authorization Signature I understand that I may cancel this authorization by providing ANA written notice twenty (20) days prior to deduction. I understand that ANA will provide thirty (30) days written notice of any dues ra changes. I understand that my dues deductions will continue and my membership will auto-renew **Authorization Signature**





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Please note: \$49 of your membership dues is for a subscription to American Nurse Today. American Nurses Association (ANA) membership dues are not deductible as charitable contributions for tax purposes, but may be deductible as a business expense. However, the percentage of dues used for lobbying by the ANA is not deductible as a business expense and changes each year. Please check with your State Nurses Association for the correct amount.

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For assistance with your membership activation form, contact ANA's Membership Billing Department at (800) 923-7709 or e-mail us at memberinfo@ana.org



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