



President's Message

August 2017



Maria Brennan, DNP, MSN, RN, CPHQ
Chief Nursing Officer, Lourdes Health System
President, ONL NJ

Dear Colleague,

This year continues to be an exciting one for healthcare, nursing and ONL NJ. In this issue of the *President's Message*, I will summarize some of the key initiatives ONL NJ is involved with and provide information on advocacy issues relevant to nurse leaders. I hope you enjoy reading this. Thank you for your membership and support.

Statehouse Happenings

Sabeen Kalyan-Masih, Director of Public Affairs
Capital Impact Group

Following the state's three-day shutdown, the Legislature passed Governor Christie's approved spending plan for fiscal year 2018 of \$34.7 billion in the early hours of July 4. It was only the second time in New Jersey's history (2006) that state government suspended all non-essential services. The delay was due to the contentious debate between the Governor, Senate President and Assembly Speaker, regarding the restructuring of Horizon Blue Cross Blue Shield – legislation which was separate from the state budget. The three were at odds on

whether or not the nonprofit insurer's funds should be used for state purposes, and the shutdown which ensued led to about 35,000 state workers being furloughed and the temporary closure of state parks, beaches and other state-funded facilities.

The showdown was a test of wills between the Governor, who promised to line-item veto all of the Democratic funding priorities if no Horizon bill was passed; the Assembly Speaker, who initially refused to consider the Horizon bill before the Assembly had a chance to fully vet it as well as pass the FY18 budget; and the Senate President, who refused to move the budget unless the Horizon bill passed at the same time, heeding the Governor's line item veto warning.

Eventually, the three reached an agreement following negotiations with Horizon CEO Bob Marino, and a midnight emergency voting session was called to vote on the FY18 budget and the newly compromised Horizon bill. The compromised Horizon bill adds two board members appointed by the Assembly Speaker and Senate President and places a cap on Horizon's reserves; if funds pass the maximum threshold, any excess will be sent to Horizon's 3.8 million policyholders.

Governor Christie signed both bills into law and the state shutdown ended just in time for New Jerseyans to enjoy state parks and beaches for the holiday. Following the shutdown, the Senate and Assembly held emergency voting sessions where they passed a bill to ensure back pay for furloughed state employees during the government shutdown. Governor Christie signed that legislation into law on Aug.1.

Three bills that ONL NJ has been following were recently signed into law. They include the following: *A-1464 (Lampitt) / S291 (Vitale) Telemedicine, A-671 (Munoz) / S-2058 (Kean) Adds two nurse educators to NJ BON and A-3701 (Eustace) / S1295 (Vitale) Respiratory Care Practitioner Licensing Act.*

This past June, Ambassador Phil Murphy (D) and Lieutenant Kim Guadagno (R) won their respective party's gubernatorial nomination, and this November the two will vie to be New Jersey's next Governor. As we enter the fall with a lame-duck governor, all eyes will be on these two candidates and their plans for New Jersey's future. The full Senate (40 seats) and Assembly (80 seats) will also be up for election this November. The new administration and legislative session will commence in January 2018.

Board of Nursing Vacancies

In response to the recent resignation of Dorothy Carolina, PhD, RN, executive director the NJ Board of Nursing, the following statement was issued July 31, 2017:

Re: Staffing Concerns at the New Jersey Board of Nursing

Dorothy Carolina, PhD, RN recently resigned her position as Executive Director of the New Jersey Board of Nursing (NJBON). ONL NJ is very concerned about the circumstances of her departure after one year in the position

The Organization of Nurse Leaders of New Jersey (ONL NJ) is also deeply concerned about the serious impact this new vacancy will create at both the Board and professional staff levels at the NJBON.

Carolina's departure leaves only one remaining registered nurse on the Board staff, which is clearly not an adequate representation of the state's nursing profession. Moreover, the Board of

Nursing is already shorthanded with six of 13 positions currently unfilled. This new vacancy will only exacerbate monthly quorum concerns.

From a staff level, Carolina's resignation will only increase the already overburdened professionals who oversee 143,500 RNs, LPNs and APNs; 80,000 home health aides; and handle more than 250 disciplinary cases each month.

Furthermore, there are more than 2,800 new graduates in the nursing industry and more than 1,000 nurses seeking licensure by endorsement in our state. Many of these graduates have pending job offers but cannot move forward because the growing backlog of applications at the NJBON are delaying the issuance of new licenses. This has the potential to create a serious nursing vacancy issue which can negatively impact the patients who count upon the services our collective nursing communities provide for their care and treatment.

ONL NJ is reaching out to members of the Senate and Assembly Health Committees and the Senate Legislative Oversight Committee and requesting that they inquire into this matter and advocate that the NJBON has adequate resources and staff to effectively operate and fulfill its mission: to protect the health and safety of the public through effective public policy, competent and ethical nursing practice, and exceptional customer service.

Thank you for time and attention to this critical issue. For additional information, contact Susan Cholewka, executive director, scholewka@njha.com or 609-275-4110.

Respectfully,



Maria Brennan, DNP, MSN, RN, CPHQ
President

President's Report

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President

Research Day

The 15th Annual Research Day Conference, held in June at the Conference Center at New Jersey Hospital Association, was excellent. The title of the program was "Nurse Leaders Shape Health Practice Environments Across Multi-Generations." The distinguished faculty included Nora Warshawsky, PhD, RN, CNE, NEA-BC, FAAN, University of Kentucky; Wendy Budin, PhD, RN-BC, FAAN, Rutgers School of Nursing; and Brandee Fetherman, MSN, RN, CCRN, SCRNP, Morristown Medical Center. The program closed with a panel of ONL NJ members representing each generation of the workforce who discussed their own personal perspectives of intergenerational leadership. It was an honor for me to participate as a panelist along with Derrick Lieb, RN, MSHCM, BSN, HN-BC, The Valley Hospital; Lauren Russo, RN, BSN, OCN, Monmouth Medical Center; Eleanor Irons, RN, retired, formerly at Hunterdon Medical Center; and Katherine Hinic, PhD, RN, CNO, Seton Hall University- School of Health and Medical Sciences.



Pictured left to right: Eileen Bersick, Research Committee chair, Wendy Budin, Nora Warshawsky, Maria Brennan, Brandee Fetherman and Millie Kowalski, Research Committee co-chair



Panelists left to right:
Eleanor Irons, Maria Brennan, Derrick Lieb, Lauren Russo and Kate Hinic

Poster presentations of 12 research projects were on display at the conference. First, second and third place ribbons went to the following presenters:

1st Place - Janet Pagulayan, MSN, RN-BC, St. Joseph's Healthcare System for project titled *Enhancing Patient Safety Through Accurate Electronic Weight Entry*

2nd Place - Amanda Hessels, PhD, MPH, RN, CIC, CPHQ, FAPIC, Hackensack Meridian Health Jersey Shore University Medical Center for project titled *Missed Nursing Care and the Relationship to Nurse and Hospital Characteristics*

3rd Place - Boryana Dorvil, DNP, RN, CPHQ, Rutgers School of Nursing for project titled *Implementing Nurse Bedside Shift Report to Improve Patient Nurse and Financial Outcomes in an Acute Care Facility.*

Congratulations to all of the poster presenters.



Poster judges and award winning poster presenters pictured left to right: Theresa Macalalad, Amanda Hessels, Janet Pagulayan, Donna Cole and Boryana Dorvil missing; Rosalie Grantoza

Congratulations and thank you to the Research Committee for another excellent conference. The date for the 2018 program is June 7.

Nominations for Nursing Leadership Awards

It is time to send your nominations for the ONL NJ nursing leadership awards. The deadline is Aug. 18. The awards will be presented at the Annual Holiday Meeting and Awards Brunch on Friday, Dec. 8, at Forsgate Country Club in Monroe Township. There are two new categories this year; the Innovations in the Continuum of Care Award and the Excellence in Advanced Practice Leadership Awards.

The full membership will nominate winners for seven award categories. The criteria for these awards are listed below. Please consider not only nominees from your own organization, but your colleagues from other healthcare facilities as well. Self nominations will not be accepted.

Professional Recognition Award – presented to an ONL NJ member who demonstrates nursing leadership through a professional achievement or accomplishment that has made a significant impact on nursing.

Nurse Executive Award – presented to the most senior nurse leader in a healthcare organization (facility or system, practice or academe) who demonstrates exceptional leadership, guidance and service to their organization and to the profession of nursing. The nominee must be a member of ONL NJ.

Divisional Leader Award – presented to a nurse leader who is responsible for divisional or multiple units and does not serve as a chief nursing officer. The nominee demonstrates exceptional leadership in his/her role as the individual responsible for several units and/or areas of clinical practice. The nominee must be a member of ONL NJ.

Nurse Leader Award – presented to a manager/director from healthcare practice or academe who demonstrates exceptional leadership, guidance and service to their organization and to the profession of nursing. The nominee must be a member of ONL NJ.

Aspiring Nurse Leader – presented to an aspiring nurse leader from healthcare practice or academe, with less than two years of experience in a managerial role, or no experience in a managerial role, who demonstrates exceptional leadership, guidance and service to their institution and to the profession of nursing. The nominee must be a member of ONL NJ.

Innovations in the Continuum of Care Award - presented to an individual for his or her leadership in implementing a project that has had significant outcomes outside of the acute care setting. The nominee does not have to be an ONL NJ member.

Excellence in Advanced Practice Nursing Leadership Award - presented to an Advanced Practice Nurse (APN) from any practice setting who demonstrates exceptional leadership, guidance and service to their institution or practice and to the profession of nursing. The nominee does not have to be an ONL NJ member.

Nominees should be strong advocates for nursing, demonstrating collegiality, integrity, professionalism and a relentless commitment to nursing and healthcare. Download nomination forms [here](#). E-mail completed nomination forms to Susan Cholewka, executive director, at scholewka@njha.com. All nominations must be received by **5 p.m. Aug. 18** to be considered.

Board Election

The election for the Board of Directors is now open. This year we are voting for a president elect and eight directors. The nominations committee has done an outstanding job putting together a slate of exceptional candidates. The voting is done online. Each member was sent a personal link to the ballot. The ballot closes Aug. 31. Contact Susan Cholewka, executive director, at scholewka@njha.com or 609-275-4110, for assistance if you did not receive your link to vote.

NWESC Pilot Program

Previously, I reported on the work of the Nursing Workplace Environment and Staffing Council (NWESC) Pilot program. Since the last report, each site has identified the members of their council. There are 10 sites that will be participating in the pilot program. The education for the program has been developed. All members will attend a full day workshop on Oct. 27 at New Jersey Hospital Association. Four additional education sessions are planned to be held in 2018. Research proposals have been submitted to the Rutgers Institutional Review Board (IRB) and to the IRB for each site. Participants will complete a healthy work environment assessment survey prior to the first meeting of their respective council. Pre-and post-focus interview sessions with each council group are planned and the dates for the interviews are set.

The purpose of the research study is to understand the experience of clinical nurses' involvement in decisions about a healthy work environment and staffing. The first meetings of the pilot councils will take place in December. The official launch for the program will be Jan. 1. We look forward to reporting on the progress of the NWESC pilot program.

ONL NJ PAC

The ONL PAC was formed in 2016 to support advocacy on issues of great importance to nurses. This year, we are facing challenges on several fronts. Certainly we are all aware of the threats to our reimbursement but we are also working to gain support of legislators on issues central to the future of nursing, including appropriate nursing resources for patient care at the bedside, protection of scope of practice and preparation for practice and licensure in the state of New Jersey. Advancing our agenda is dependent on aligning key legislators with our policy goals. This alignment is facilitated by financially supporting key legislator's campaigns. The money donated to the ONL PAC goes to supporting those legislators who are supporting our issues and helping us ensure that public policy protects patients and nurses.

The simple fact is, that in order to support candidates whose positions are aligned with our goals for nursing and healthcare policy, we need to have funds available. Please help us keep this valuable work going and keep the influence of nurses in public policy strong. Your donations to this PAC will allow us to be the voice of nursing in this state.

Donations can be made by completing the contribution form found below and mailing with check to: ONL NJ PAC, P. O. Box 6066, Bellmawr, NJ 08099.

ONL NJ PAC CONTRIBUTION FORM

I would like to support the ONL NJ PAC through

(Please check all that apply)

_____ *Financial contribution:* ___\$25___\$50___\$75___ *other*

Enclosed find my personal check in the amount of \$_____.

Mail to: ONL NJ PAC, P.O. Box 6066, Bellmawr, NJ 08099

_____ **Volunteer my time by assisting with fundraising efforts of the ONL NJ PAC.**

Name:
Title:
Phone:
E-mail:
My home address:
Employer:
Employer's Address:
Date:

Regulations: The purpose of the ONL NJ PAC is to provide campaign contributions to candidates who support the interests of nursing and quality healthcare and support the legislative priorities and mission of the ONL NJ PAC.

Contributions to the ONL NJ PAC are strictly voluntary and participation or nonparticipation in the program will have no effect on an employee's job evaluation, wages, benefits or work assignments. All members are required to be U.S. citizens or permanent resident aliens (green card holders residing in the United States). There are no minimum contribution amounts and employees may contribute any amount they wish or refuse without reprisal. Contributions or gifts to ONL NJ PAC are not deductible as charitable contributions for federal income tax purposes. State law requires the ONL NJ PAC to use best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$300 per calendar year.

Contributions may not exceed \$7,200 per election cycle in New Jersey.

Mentorship Program

The fifth cohort of the mentoring program will conclude at the end of September. The Mentorship Committee has already laid out the plan for the next cohort. As in past cohorts, education is planned to lay the foundation for the mentor and mentee dyads. An education workshop will be held March 2 at New Jersey Hospital Association in Princeton. The title of the program is “Top Leaders Mentor: Mentoring as a Leadership Strategy to Drive Employee Engagement and Transform the Workplace;” the faculty will be Louise Jakubik, PhD, RN-BC, CSP. Dr. Jakubik is president, chief mentoring officer and founder of the Nurse Mentoring Institute. She is the recipient of the American Organization of Nurse Executives (AONE) 2016 Mentor Award for serving as a nurse in executive practice who has been exemplary in supporting the professional development of his or her colleagues by serving as a mentor or advisor.

The content of the program will focus on mentoring as an essential leadership strategy that must be embedded into the organization’s DNA through the alignment of knowledge, beliefs and actions around mentoring reflected in work units, departments and the overall organization. The full day program offers opportunities for participants to network with prospective mentors and mentees. At the conclusion of the program, participants can identify the top three candidates they would like to be matched with for a year-long mentoring relationship. The Mentorship Committee plans to have the sixth cohort in place by June 2018.

Future events

The Annual Awards Meeting “Celebrating Nursing Leadership in New Jersey” will be held Dec. 8 at the Forsgate Country Club in Monroe Township. Featured speaker, Karlene Kerfoot, PhD, RN, NEA-BC, FAAN, chief nursing officer, Workforce Management Solutions, GE Healthcare, will lead off the program.

Awards will be presented in nine categories including Professional Recognition, Nurse Executive, Divisional Leader, Nurse Leader, Aspiring Nurse Leader, Innovations in the Continuum of Care, Excellence in Advanced Practice Nursing Leadership, Impact and Distinguished Service. Criteria and nomination forms can be found on the website [here](#). The deadline for nominations is Aug. 18. The new president and board of directors will be installed at the event. Ann Marie Leichman, MSN, RN, NEA-BC, senior VP of patient care services and chief nursing officer, The Valley Hospital, will be the president beginning in 2018.

The Annual Meeting and Conference will be held April 26-27 at the Princeton Marriott at Forrestal. The Education Committee is currently planning the topics and speakers for the program. A call for abstracts for poster presentations will be open in a few weeks.

Save the dates....

2017

- Oct. 18 **What is Nursing Informatics**
Webinar
Faculty: Cyndee Marvulli, MPA, RN, NE-BC, Timothy Sperling, MSN, RN, CEN, Salim Eltair, MPA, MSN, RN-BC, CCRN, Gwen Heaney-Cutts, MSN, RN, Jocelyn Strong, MSN, RN, PCCN, Susan Fulginiti, DNP, RN-BC, Kathleen McDonough, MSN, RN-BC, CPHIMS
Time 2 p.m. – 3 p.m.
- Nov. 9 **Data Analytics**

Webinar

Faculty: Nina DiQuollo, MA, RN, CPHIMS, RWJ Barnabas Health.

Time: 2 p.m. – 3 p.m.

Nov 17

Nurse Leader and Aspiring Nurse Workshop:

Establishing and Sustaining Healthy Work Environments

Location: Conference Center at New Jersey Hospital Association

Time 8:30 a.m. to 3:45 p.m.

Dec. 8

Celebrating Nursing Leadership, Annual Holiday Awards Meeting

Featured Speaker: Karlene Kerfoot, PhD, RN, NEA-BC, FAAN, chief nursing officer, workforce management solutions, GE Healthcare

Location: Forsgate Country Club, Monroe Township

Time: 9:30 a.m. – 1:30 p.m.

2018

March 2

The Mentoring Difference Mentoring Workshop

Faculty: Louise Jakubik, PhD, RN-BC, CSP, president & chief mentoring officer, Nurse Mentoring Institute

Location: Conference Center at New Jersey Hospital Association

Time: 8:30 a.m. – 4 p.m.

April 26-27

Annual Meeting and Conference

Location: Princeton Marriott at Forresteral

June 7

16th Annual Research Day Conference

Location: The Conference Center at New Jersey Hospital Association

Time: 8 a.m. – 3:30 p.m.

I look forward to seeing you at these events. Thank you for taking time to read this newsletter. I hope you enjoy the rest of the summer.

Sincerely,



Maria Brennan, DNP, RN, CPHQ

President