



# President's Message

*April 2018*



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Greetings and Happy Spring!

Now that we have survived the nor'easters of 2018, I would like to share information about some exciting things happening at ONL NJ. It has been a busy winter!

Let me begin with a legislative report from Capital Impact Group.

## *Statehouse Happenings*

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

Governor Murphy was sworn in as New Jersey's 56<sup>th</sup> governor Jan. 16, outlining his list of priorities for his first few months in office, including plans for a millionaire's tax, the legalization of recreational

marijuana and combatting some of President Trump’s federal initiatives including protecting “Dreamers” in the Garden State.

Governor Murphy has successfully delivered on his promise of making his cabinet as diverse as the state that it represents, and it is one of the most diverse cabinets in the country.

Eleven women sit on Murphy’s cabinet, including Zakiya Smith Ellis to serve as the Secretary of Higher Education; former U.S. Army Captain B. Sue Fulton to serve as the head of the Motor Vehicle Commission; state treasury official Deirdre Webster Cobb to serve as the Civil Service Commissioner; former State Assemblywoman Elizabeth Muoio to serve as Treasurer; former State Assemblywoman Marlene Caride to serve as Commissioner of the Department of Banking and Insurance; former New Jersey Turnpike Authority Executive Director Diane Gutierrez-Scaccetti to be Transportation Commissioner; attorney and former Passaic County Freeholder Tahesha Way as Secretary of State; environmental lawyer Catherine McCabe as the Department of Environmental Protection Commissioner; Christine Norbut Beyer as Children and Families Commissioner; Carole Johnson as Human Services Commissioner; and Murphy’s Lieutenant Governor, Sheila Oliver, as the Community Affairs Commissioner.

Other cabinet picks include Bergen County Prosecutor Gurbir Grewal as Attorney General; Asbury Park Superintendent Lamont Repollet as head of the Department of Education; former U.S. Veterans Affairs official in the Obama Administration Dr. Shereef Elnahal to head the Department of Health; Robert Asaro-Angelo to head the Department of Labor and Workforce Development; Colonel Jemal Beale to serve as Adjutant General; former CIA agent Jared Maples as Homeland Security Director; Douglas Fisher as Agriculture Secretary; and Joe Fiordaliso as president of the Board of Public Utilities.

Colonel Patrick Callahan was named Superintendent of the State Police, and former Corrections Commissioner Gary Lanigan is likely to serve in the same role in this administration.

The 218<sup>th</sup> Legislature convened Jan. 9, with the swearing in of Senate President Sweeney (D-3) and the newly selected Assembly Speaker Craig Coughlin (D-19). Both Senator Loretta Weinberg (D-37), as Majority Leader, and Tom Kean Jr. (R-21), as Minority Leader, were reconfirmed. In the lower house both Assemblyman Lou Greenwald (D-6) and Assemblyman Jon Bramnick (R-21) were reconfirmed as their respective parties’ Minority Leaders.

Eleven new members of the Assembly took the oath of office in January, including Assemblyman John Armato (R-Atlantic), Assemblywoman Carol Murphy (D-Burlington), Assemblyman Ryan Peters (R-Burlington), Assemblywoman Serena DiMaso (R-Monmouth), Assemblywoman Verlina Reynolds-Jackson (D-Mercer), Assemblyman Roy Freiman (D-Hunterdon), Assemblywoman Yvonne Lopez (D-Middlesex), Assemblyman Harold Wirths (R-Sussex), Assemblywoman Shanique Speight (D-Essex), Assemblywoman Britnee Timberlake (D-Essex) and Assemblyman Chris DePhillips (R-Bergen).

Six new members of the State Senate took the oath of office in January, include Sen. Chris Brown (D-Atlantic), Sen. Troy Singleton (D-Burlington), Sen. Vin Gopal (D-Monmouth), Sen. Declan O’Scanlon (R-Monmouth), Sen. Joe Cryan (D-Union) and Sen. Kristin Corrado (R-Bergen).

Of the 17 new members elected to the General Assembly and State Senate, the following are on the Assembly and Senate Health Committees: Assemblyman John Armato, Assemblywoman Shanique Speight, Sen. Kristin Corrado and Sen. Vin Gopal.

Governor Murphy signed his first two bills into law on Feb. 21 that increases access and allocates \$7.5 million to family planning services. The legislation also extends Medicaid eligibility for family planning services to women and makes contraceptives available to women on Medicaid. Murphy also plans to lower insurance premiums by restraining excessive out-of-network costs, legislation which is currently being battled over in both houses; identify and provide aide to the state's 75,000 uninsured children; and expanding access to addiction treatment and services.

Earlier this month, Governor Murphy gave his budget address for FY 2019, detailing his strategy to allocate \$100 million towards opioid epidemic - whereas last year Governor Christie planned to spend \$200 million - and expand medical marijuana and legalize it by January 2019. Governor Murphy also plans to designate \$252 million towards the Charity Care program and \$218 million towards Graduate Medical Education (GME) programs.

The Governor's spending plan will be reviewed in the Assembly and Senate Budget Committees, and each house and the Governor will have until July 1 to agree on and sign the budget into law for the next fiscal year.

## *Annual Meeting and Conference*

The Annual Meeting and Conference "Nurse Leaders of Today Navigating the Myriad of Innovations & Opportunities" will be held April 26-27 at the Princeton Marriott at Forrestal. Registration is open, however limited spaces are still available. The registration brochure is available online <http://www.njha.com/education/brochure/?id=1865>.

Karlene Kerfoot, PhD, RN, NEA-BC, FAAN, will provide the keynote "Excellence and Evidence: The Wedding of Data/Evidence and Outcomes." Four panelists will discuss how nursing has led the way through innovations in their hospitals to improve quality and patient safety. The areas of innovations include sepsis identification, antimicrobial stewardship, pediatric CT scans and falls prevention. Healthcare media consultant, Katie Duke, MSN, RN, ACNP-BC, will address "Nursing and Social Media: Promoting Our Presence the Proper Way." Representatives from Capital Impact Group will be on hand to provide a report on legislative activity in Trenton and the issues they are advocating for on behalf of ONL NJ. The session on Thursday will wrap-up with a presentation on the Nursing Workplace Environment and Staffing Council (NWESC) pilot program sponsored by ONL NJ. The NWESC presenters are Mary Johansen, PhD, RN, NE-BC, and Pamela B. De Cordova, PhD, RN-BC. I look forward to reporting on the state of ONL NJ and the initiatives that the committees are working on.

On Friday, we will hear presentations on violence, disruptive behavior and security in the hospital setting from Randi Hershkowitz, BSN, RN-BC, and Robert W. Field, Jr., CHEP. These will be followed by the closing session on how to cultivate resilience through safety, self-care and a sense of purpose from Suzannah Sabin, RN, BSN, NC-BC, BC-HWC. Complimentary reiki sessions will take place Thursday afternoon and Friday morning.

The conference promises to be bustling with activities. In addition to the education sessions, fifteen posters will be on display and presenters will be on hand to share information on their innovative initiatives. Several vendors and schools will be meeting with members and exhibiting their products, services and programs. I believe the two days will offer much in the areas of knowledge and opportunities to network with colleagues and friends. Please join us.

### *Mentoring Program*

The sixth cohort of the ONL NJ mentoring program will begin in June. An education workshop took place March 2 for prospective mentors and mentees. Louise Jakubik, PhD, RN-BC, CSP, delivered an excellent full-day program. Dr. Jakubik is president and chief mentoring officer of the Nurse Mentoring Institute.

The Mentorship Committee is hosting a networking breakfast for mentors and mentees at the annual meeting, April 27 from 8 a.m. to 9 a.m. This is a nice opportunity for prospective mentors and mentees to meet and perhaps find a match for the next cohort. Attendance at this meeting is not mandatory for participation in the mentoring program.

### *NWESC Pilot Program*

ONL NJ hosted the third session of the Nursing Workplace Environment and Staffing Council (NWESC) pilot education program March 23. More than 130 council members from nine hospitals attended the all day-session, focusing on effective communication techniques, appropriate staffing and budgeting, effective decision making and meaningful recognition. The NWESC is endorsed by the Chief Nursing Officers Constituency Group of the New Jersey Hospital Association, and was created by ONL NJ's Advocacy Committee.

The third session of this pilot program addressed the important dynamic of staffing councils comprised of both staff and management, as reported by the NWESC co-chairs: Barbara Pangilinan, RN, Jersey City Medical Center; Jessica Sine, RN, Hunterdon Medical Center; Amelia Skelly, BSN, RN, CMSRN, Jefferson Health New Jersey Division; Lauren Holt, RN, Capital Health; and Roseann Perkins, RN, Lourdes Health System. All commented that there is effective communication between staff and management because they are all leaders and equally participate in the conversation. This includes a sense of true collaboration where the Chief Nursing Officers understand what their staff is facing day-to-day, and they can discuss any issues they may have and resolve the issue with a collaborative and targeted approach.

Additional topics included appropriate staffing and budgeting to better educate nurses in understanding that staffing is one factor in a health environment, understanding productivity measures and how to provide quality care for patients. The speakers discussed in depth that staffing is a complex approach where skills and competencies need to match the needs of patients, and ratios alone ignores the variance in patient needs and acuity. Other factors to focus on when implementing a healthy workplace environment include education, planning and evaluation processes to ensure optimal patient care.

The participating hospitals and systems include: Lourdes Health System, Hunterdon Medical Center, Jersey City Medical Center, Jefferson Health and Capital Health. The following education sessions for this pilot program will be June 22.

## *New Committee*

The Continuum of Care Committee will be introduced at the Annual Meeting on April 26. The purpose of the committee is to assist in fulfilling the vision of ONL NJ to transform the future of healthcare in New Jersey through innovative nursing leadership by collaborating with all nurse leaders across the continuum of care on issues related to transitions of care and population health management.

The responsibilities are the following:

1. Provide a forum for nurse leaders and aspiring nurse leaders to collaborate on matters impacting the delivery of care at all levels in the continuum.
2. Engage nurse leaders from all areas of care such as case managers, home care, sub-acute facilities, skilled nursing facilities, etc., to identify issues impacting the delivery of care and explore best practices to address these issues.
3. Furnish support and resources to advocate on behalf of nursing leaders on healthcare issues and policy affecting care across the continuum.
4. Provide education to the nursing community on population health, transitions of care and new roles emerging as a result of the changes in the delivery of healthcare.

Members can sign-up to join the committee during the conference. Anyone who is not able to attend the annual meeting can sign-up by contacting Susan Cholewka, executive director, at [scholewka@njha.com](mailto:scholewka@njha.com).

## *Research Day Conference*

The 16<sup>th</sup> Annual Research Day conference is June 7 at New Jersey Hospital Association. The title for the program is “Care for Our Own: Integrating Research into Nursing Practice.” Susan Scott, PhD, RN, CPPS, FAAN, will present the keynote message “The Second Victim Phenomenon: Insights into Care of Our Own.” She will follow-up in the afternoon session with “Second Victim Exploration: Building a Professional Research Trajectory.” Donna Fountain, PhD, RN, will discuss “Simple Steps for Valid Research Instruments.” An interactive session on “The Use of Gaming to Teach Evidence-Based Practice” will be facilitated by Roxanne Sabatini, RN. Co-presenters Mary Johansen, PhD, RN, NE-BC, Pamela De Cordova, PhD, RN-BC, and Susan Weaver, PhD, RN, CRNI, will discuss the research of the NWESC pilot program. Twenty-two abstracts have been submitted for poster presentations. The Research Committee will make the final selections at their meeting in April. Awards will be presented for the top three posters.

## 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.

### *Future Events*

Save the dates **Oct. 11** for the **Nurse Manager and Aspiring Nurse Leader Workshop** at New Jersey Hospital Association and **Dec. 7** for the **Annual Holiday Meeting and Awards Brunch** at Forsgate Country Club in Monroe Township.

Thank you for reading this letter. I hope to see you at the Annual Meeting.

Sincerely,



Ann Marie Leichman, MSN, RN, NEA-BC  
Senior VP Patient Care Services & Chief Nursing Officer  
The Valley Hospital  
President, ONL NJ

**ONL NJ PAC CONTRIBUTION FORM**

**I would like to support the ONL NJ PAC through**

(Please check all that apply)

\_\_\_\_\_ *Financial contribution:* \_\_\_\$25\_\_\_\$50\_\_\_\$100\_\_\_ *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:
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**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.