



# ACNL in Action:

## *Nurse Leaders Making a Difference!*

Association of California Nurse Leaders

December 2017



As the year draws to a close, our thoughts and prayers go to all those affected by the devastating fires and other horrific events that occurred in 2017. ACNL is extremely grateful to the health care professionals who played critical roles in aiding victims, families and communities in 2017. Your actions saved lives and eased suffering!

President Mary Wickman, along with ACNL's Board of Directors and staff, wish you a joyful holiday season and a New Year filled with happiness, peace and prosperity. We value your membership in ACNL and look forward to your continuing participation in 2018!

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### **2018 Strategic Planning Update**

President-Elect Dennis Kneepel and the 2018 Strategic Planning Committee (SPC) met in Sacramento on December 6 to begin planning for the coming year. Participants reviewed the current Strategic Plan, identifying strategies and opportunities for 2018. Given the coming change in staff leadership, the SPC recommended the development of laser-focused strategies in several areas, including leadership development, philanthropic expansion, membership recruitment and on-boarding of ACNL's new CEO.

Dennis will share more of this plan and his vision for our organization at ACNL's 40<sup>th</sup> Annual Conference in February.

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## Philanthropic Strategic Plan

The Philanthropic Committee has been busy this fall – in addition to selecting the 2018 Scholarship and Recognition Award recipients, the committee is also reviewing responses for the Philanthropic *Request for Proposals*. The committee will host a face-to-face meeting with three of the responding organizations in February. The goal of the meeting will be to select a consulting firm to work with the committee as they roll out Phase 2 of ACNL's Philanthropic Strategic Plan.

Look for an update on our Philanthropic activities at our Annual Conference. Help us honor recipients of ACNL's Recognition Awards and Scholarships by attending the Celebration Luncheon on Tuesday, February 6, 2018 in Monterey.



There's still time to make your 2017 donation to ACNL's *Circles of Giving* program. Donations are tax deductible.

[Make a Donation to ACNL's Circles of Giving](#)

## BRN Update: Clinical Alliance

Over the past few months, the Board of Registered Nursing and members of the Quad Council (ACNL, CACN, ANA\C and COADN) have been discussing clinical placements for our prelicensure RN students. It has been reported to the BRN that in some areas of the state, demand for acute care clinical placements, especially in pediatrics and obstetrics, have exceeded capacity. Direct care staff are feeling the strain of continuously being in preceptor/mentor roles. Since the primary function of health care facilities is to ensure safe, high quality care for their patients, some health care leaders have voiced concern and are considering limiting the number of clinical rotations in their institutions.

At the November BRN meeting, the Board moved to consider legislation to address clinical displacement. They plan to discuss this issue further at their February meeting and review potential language for legislation that may mandate facilities to accept specific programs. At this time, we have no further details about what is being considered in this proposed legislation. Collectively, professional nursing believes that this issue needs more discussion, data and alternate solutions before we move to legislation.

To determine the depth and breadth of the issue, the BRN sent out a survey to all deans and directors of California's nursing schools and programs. ACNL, in collaboration with *HealthImpact*, CHA and CACN, have determined that a similar survey should be sent to all CNOs in the state to ensure we have complete and accurate data. To achieve this, we ask that you complete the survey when it arrives in your email. Our goal is to better understand the reach of this issue and provide the BRN with alternative solutions.

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## **BRN Publishes Results of 2016 Survey of Registered Nurses**

By Judee Berg, MS, RN, FACHE

Reprinted from *HealthImpact Newsletter*, December 2017

The California Board of Registered Nursing has published the results of the 2016 Survey of Registered Nurses. The full report is available on their website, [www.rn.ca.gov](http://www.rn.ca.gov). The report highlights some of the changes occurring in the California RN workforce, including:

- 86.2% of RNs with a CA license and living in the state are employed in nursing.
- The mean age of working RNs in California is 45 years.
- 11.9% of the workforce is male.

[Read Survey Result Summary](#)

## **Next Generation NCLEX Project**

Due to the increasingly complex decisions newly licensed nurses make during the course of patient care, the National Council of State Boards of Nursing (NCSBN) is conducting research to determine whether clinical judgment and decision making in nursing practice can be reliably assessed through the use of innovative item types on NCLEX. This objective is the Next Generation NCLEX project (NGN).

You can learn more about this project at [www.ncsbn.org/nextgenerationnclex](http://www.ncsbn.org/nextgenerationnclex). In this section of the NCSBN website, you will find updates, frequently asked questions and research behind the project. Nurse leaders interested in this project can also subscribe to the *Next Generation NCLEX News* publication at: [www.ncsbn.org/subscribe.htm](http://www.ncsbn.org/subscribe.htm).

## **American Academy of Nursing Policy Brief: Increasing Capacity of Public Health Nursing to Strengthen Public Health Infrastructure**

*Academy Calls for Enlistment of Public Health Nurses as Leaders in Population-Focused Health Improvement*

The American Academy of Nursing recently released a policy brief recommending that actions be taken to increase the capacity of public health nursing to strengthen the public health infrastructure as the nation faces several threats to the health of communities and populations.

Despite a century of public health advances, the US health system faces challenges that include an aging population increasingly burdened by chronic illness, declining life expectancy, and inferior health system performance. Challenges specific to public health infrastructure include increasing health care costs, limited resources, and a declining public health workforce.

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The Academy's position statement, *Increasing the Capacity of Public Health Nursing to Strengthen the Public Health Infrastructure and to Promote and Protect the Health of Communities and Populations*, was published in the Academy's journal, *Nursing Outlook*.

"The Academy supports the call to enlist public health nurses as leaders in population-focused health improvement as the key to a healthier future," said Academy President Karen Cox, PhD, RN, FAAN. "We urge key stakeholders, including Congress, to take actions that improve the capacity of the public health workforce."

The Academy endorses two recent National Advisory Council on Nurse Education and Practice (NACNEP) reports: *Public Health Nursing: Key to Our Nation's Health*; and *Preparing Nurses for New Roles in Population Health Management*. Most importantly, the Academy supports these reports' call for increased training and education for nurses in public health and population health management, under Title VIII of the Public Health Services Act.

[Read the AAN's Full Policy Brief](#)

## **RWJ Mindfulness Videos: Providing Inspiration for Nursing Staff**

*In the Moment – Stories of Mindfulness in Nursing*, are videos produced through the Robert Wood Johnson Foundation Executive Nurse Fellows Program to provide real-life examples of how nurses employ mindfulness to build resiliency and foster their own health and wellness. These short motivational videos can be used for staff meetings and other events. Beginning with this issue of *ACNL in Action*, we will share one of these videos, along with the link for your use.

Allie's Story: <https://www.youtube.com/watch?v=XWW1pz-AasQ>

## ***Leadership Opportunity***

### **ACNL Seeks Professional Development Director**

ACNL announces an exciting opportunity for nurse leaders with a background in professional development programs and creating and implementing curriculum for a broad range of educational programs. Working in collaboration with ACNL's CEO, Board of Directors and committees, the Director of Professional Development will have primary responsibility for ACNL's Leadership Institute, including the ongoing management of the Foundation for Leadership Excellence program and the Executive Leadership Academy, as well as the development of new and innovative leadership educational offerings.

To learn more about this tremendous opportunity, contact the ACNL office at 916-779-6949.

[Job Description – ACNL Director of Professional Development](#)

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## ACNL Webinars – Free for Members

### *Mind-Body-Spiritual Stress Buster for Nurse Leaders!*

**January 16, 2018; 12:00 – 1:00 p.m.**

**Presenter:** Jill E. Bormann, PhD, RN, PMHCNS-BC, FAAN  
Clinical Professor/Research Health Scientist  
Hahn School of Nursing & Health Sciences/Beyster Institute of Nursing Research  
University of San Diego

Dr. Bormann will present an overview of the Mantram Repetition Program – an evidence based set of ancient, spiritual strategies that have been adapted for use in the modern workplace to manage stress and promote wellbeing. Content will include practical, down-to-earth instructions, along with stories and examples that illustrate research evidence.

There is growing evidence that the *Mantram Repetition Program* is an effective, complementary approach to symptom management that is invisible, inexpensive, non-pharmacological, and complementary to mainstream medicine.

[More Information and Webinar Registration](#)

### *Leading the Way! Saving Lives by Adding SBIRT to Your Patient Assessment*

**March 7, 2018; 12:00 – 1:00 p.m.**

**Presenter:** Beverly Quaye, EdD, RN, CENP, FACHE, NEA-BC  
Assistant Professor  
School of Nursing, CSU, Fullerton  
ACNL 2016 President

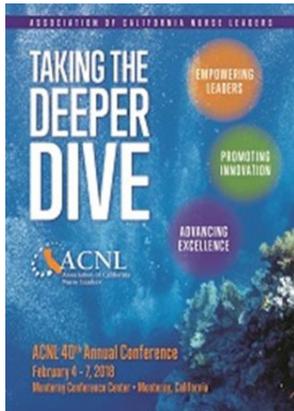
**Screening, Brief Intervention and Referral to Treatment (SBIRT)** is an evidence-based practice used to identify, reduce and prevent problematic use, abuse and dependence on alcohol and illicit drugs. The SBIRT model was incited by an Institute of Medicine recommendation that called for community-based screening for health risk behaviors, including substance use. Learn more about SBIRT and how to implement it during this informative webinar.

[More Information and Webinar Registration](#)

[Visit ACNL's Webinar Library](#)

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## ***Online Registration Now Open!***



### **ACNL's 40<sup>th</sup> Annual Conference**

#### ***Taking The Deeper Dive!***

**Empowering Leaders | Promoting Innovation | Advancing Excellence**

**February 4-7, 2018 at the Monterey Conference Center**

**[More Information and Registration](#)**

***Register by Dec. 31 to Receive Discount***

## **Sponsorship Opportunities at ACNL's 40<sup>th</sup> Annual Conference!**

ACNL invites you and your organization to be a part of this outstanding event by partnering with ACNL as a Conference Sponsor. Your generous contribution as a Conference Sponsor will provide valuable visibility for your organization, while communicating support for nurse leaders throughout California. Sponsors will be recognized in signage at the conference, as well as our conference mobile app, our 40<sup>th</sup> Anniversary publication and on our ACNL website.

**[Learn More About Opportunities as a Conference Sponsor and/or Exhibitor](#)**

## ***Celebrating 40 Years! Share Your ACNL Stories and Experiences***

ACNL's 40th Anniversary Planning Committee invites you to provide us with memorable information about your experience in ACNL. Stories selected will be shared at ACNL's Annual Conference and 40th Anniversary Celebration, on our website and in future ACNL publications.

Please take a few minutes to retrace your path as a leader during our organization's first 40 years and recount those experiences that you feel made a difference. Humor and relevance to our past and future will be highly regarded as we select "story gems and memories of people and places." Use the link below to share your stories via Survey Monkey. **Whether you're a long-time member or a recent one, YOU are part of ACNL's legacy and we want to hear from you! Thank you in advance for sharing your stories with us!**

**[Share Your ACNL Stories and Experiences](#)**



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