



ACNL in Action:

Nurse Leaders Making a Difference!

Association of California Nurse Leaders

February/March 2017

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President's Message



Taking the Deeper Dive in 2017

Mary Wickman, PhD, RN
2017 ACNL President

Without a doubt, ACNL members are innovative, creative and leaders for today and tomorrow. As your 2017 President, it is my honor to work with our membership as we continue to actualize our vision of *creating and influencing the future of health care*.

My theme for 2017 is *Taking the Deeper Dive* – to explore below the surface and learn more about the important work that needs to be done in nurse leadership and health care. If you're not doing so already, I invite you to become involved in the work of ACNL at the committee level and/or through your local chapter. Our members are the driving force behind ACNL – *YOU* make ACNL the excellent organization that it is today. We will continue to be guided this year by our core values of integrity, innovation, inclusivity and diversity as we *take the deeper dive* in looking at the structures and processes that support and sustain the work we do.

Integrity – We remain committed to integrity because without it, we are nothing. The integrity of our profession, organization and leadership, as well as our efforts to mentor and model integrity to the next generation of nurse leaders, will ensure that they also embrace this important value. Personal and professional integrity is critical to who we are and what we do!

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Innovation – ACNL is committed to continued innovation at all levels of our organization. We acknowledge and celebrate the ongoing work of our committees and chapters in ensuring the development of innovative programming and best practices. This year, we will continue to develop nurse leaders through innovative programs and mentoring, advance nursing professional practice, influence and inform health policy, and promote quality and patient safety.

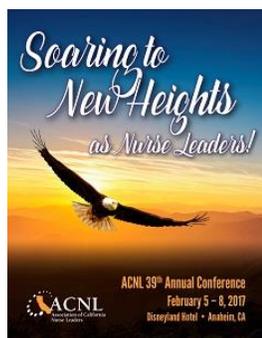
Inclusivity – We maintain our commitment to positioning *ALL* nurse leaders to create and influence the future of health care. Membership engagement is fundamental to ACNL’s growth and organizational health. This year, we will seek to ensure that membership engagement consistently begins with each new member’s first touchpoint with ACNL, while linking new members with their local chapters. A target goal is that each of our 16 chapters thrives individually, or in conjunction with other regional chapters, by the end of 2017.



Diversity – We acknowledge and celebrate the diversity of our ACNL membership! I am committed to ensuring diversity at all levels of our organization to fully represent the wide range of nurse leadership and practice roles. We will continue to embrace our partnerships with the California Association of Colleges of Nursing and the California Nursing Student’s Association while acknowledging ACNL’s commitment to making a difference in the lives of students and emerging nurse leaders.

What brought me to ACNL many years ago and keeps me coming back, is that my core values are aligned with the organization’s core values. As we *take the deeper dive in 2017*, these core values – integrity, innovation, inclusivity and diversity – will be the oxygen that sustains us. I look forward to *taking the deeper dive* with you in 2017!

Another Outstanding ACNL Annual Conference!



On behalf of the Board of Directors and membership, thank you to the Annual Program Committee for another outstanding ACNL Conference. From Sunday’s pre-conference session to Wednesday’s endnote, ACNL’s 39th Annual Conference, *Soaring to New Heights as Nurse Leaders*, was packed with outstanding speakers, hot topics, best practices and networking opportunities.

Participants representing a wide range of nursing roles and experience levels stated that ACNL’s Conference had something for everyone. Members left renewed, refreshed and committed to moving our profession forward. This is our time – ACNL members are positioned to lend our voices and energy to make a difference!

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Some comments from conference participants:

Great slate of speakers! Timely topics with experts who provided current content on them.

The meeting of dear friends and catching up with colleagues is invaluable.

Diverse speakers – all with common threads to the theme. Nicely done!

The annual conferences keep getting better and better each year.

Looking forward to next year's conference!

Strategic Career Planning for Nurse Leaders



Kimberly C. Horton, DHA, MSN, FNP, RN, FACHE
Chief Executive Officer
Vibra Hospital of Sacramento

This is a follow-up to Kim's popular session at ACNL's 2017 Conference.

Strategic planning is a well-known component of health care business activities. However, strategic concepts are rarely applied in the course of career planning, and even less so in the nursing profession. Recognizing the impact nurses have on health care and the importance of the nurse leader in creating the strategic direction of nursing and health care – ensuring strategic career planning and preparation for leadership is essential.

In Hansen's article "Developing a strategic vision for your career plan," he outlines the need to "think of career planning as building bridges from your current job to the next." That bridge provides stability and a structured outline of steps to take to prepare you for your ultimate career landing. The concept of strategic career planning requires consideration of four major areas of focus: educate, experience, expand and expose.

[Read Kimberly Horton's Full Article on Strategic Career Planning](#)

ACNL Honors Long-Time Nurse Leader Champion: Duane Dauner

During a special ceremony at ACNL's recent Conference, Duane Dauner, President and CEO of the California Hospital Association, was presented with ACNL's Lifetime Achievement Award for his work in advancing health care and nursing at the local, state and national levels.

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For more than 30 years, Duane has been a champion for the health care industry – advocating for optimal patient care delivery, health care reform and the nursing community. He is a visionary health care leader



with an astute talent for assessing a situation and developing an effective plan of action. The ultimate maestro, Duane’s ability to work across the aisle and bring diverse groups and coalitions together to develop effective solutions is phenomenal, resulting in decades of advances for health care organizations, patients and communities. A staunch supporter of ACNL, Duane’s commitment to our organization has been demonstrated in countless ways from free office space for over 20 years to ensuring a voting seat for ACNL on the CHA Board of Directors and the California Hospital Political Action Committee. Congratulations, Duane! And thank you!

ACNL past presidents honor Duane Dauner with the Lifetime Achievement Award.

Senator Hill Introduces BRN Sunset Extension Bill

California Boards and Bureaus under the Department of Consumer Affairs (DCA) are responsible for protecting consumers and the public by regulating the professionals they license. Each year, the Assembly Business and Professions and the Senate Business, Professions and Economic Development Committees hold joint sunset review oversight hearings to review the boards and bureaus under DCA. The sunset review process provides an opportunity for DCA, the Legislature, boards and interested stakeholders to discuss the performance of these boards. The ultimate goal is to make recommendations for improvements in all aspects of board activities. This year, both the BRN and the Licensed Vocational Nursing and Psychiatric Technicians (LVN/PT) board will appear before the Joint Committee for review.

The BRN has the authority to continue until January 1, 2018, when it will sunset unless both houses pass an extension bill and the Governor signs it. Senator Hill has introduced Senate Bill 799, to extend the BRN until January 1, 2022.

The introduction of the bill is only one step in the process. The BRN will appear before the Joint Committee on **March 6, 2017**. During the hearing, Executive Officer Dr. Joseph Morris will address issues identified in the Sunset Report, the California State Auditors Report on the BRN’s enforcement activities (Report Number: 2016-046), and quality improvement activities the BRN has undertaken since the last review.

ACNL President Mary Wickman and CEO Patricia McFarland will be present to provide testimony along with members of our Communication/Voice of Nursing and Health Policy Committees. Please consider attending this public hearing to show our elected officials that we are committed to working with the BRN to ensure public safety while implementing improvement processes related to licensing, enforcement and educational requirements for our state’s RNs and schools of nursing.

[Sunset Review Hearing Materials](#)

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Update on BRN Fingerprinting Issue

A significant number of California nurses have yet to comply with the BRN's mandate to submit fingerprints via the LiveScan process. Although these individuals were notified in December and again in January – just over 50 percent have complied with the mandate. If you or your staff have received notification from the BRN to submit fingerprints, please do so immediately. Failure to submit fingerprints may result in a citation and fine up to \$2,500 or referral to the Attorney General's office for possible disciplinary action.

How to Determine if You Need to Submit New Fingerprints:

- If you were licensed in California **by endorsement** and you were originally fingerprinted **using a hard card** instead of electronic Live Scan, then you will need to resubmit fingerprints.
- If you were licensed in California **by exam** and you submitted fingerprints **using a hard card or electronic Live Scan** prior to June 8, 2008, then you will need to resubmit fingerprints.

In these cases, the BRN currently does not have an electronic record of fingerprints on file with both levels of service (DOJ & FBI). Therefore, a new set of fingerprints must be submitted.

- ✓ RNs who are California residents must submit fingerprints via the Live Scan process.
- ✓ RNs outside of California may submit fingerprints via the hard card process or come to California and submit via the Live Scan process.

Instructions for Submitting Fingerprints:

California Residents – will need to complete a new fingerprint submission via the Live Scan process if you do not have current fingerprint results on file for both DOJ and FBI levels of service, and you are renewing your license to an **ACTIVE** status. Please **FAX** or **MAIL** the completed Live Scan form back to the Board once it has been done. Keep one (1) copy of the completed Live Scan form for your records.

[Download the Fingerprint Request for Live Scan form](#)

[View a list of Live Scan locations](#)

FAX Live Scan form to:

ATTN: Michelle Meier

(916) 574-7700

Allow **1-2 weeks** for processing and renewal of a license (if license is on hold due to a fingerprint issue).

[More information about Fingerprint Requirements for License Renewal](#)

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Nursing Community Offers Help to New Administration

The *Nursing Community*, a coalition of national nursing associations including AONE, is a united voice for our profession to advocate on a wide spectrum of healthcare issues, such as practice, education and research. In December, the *Community* reached out to offer nursing and health care expertise to then Vice President-Elect Mike Pence. They followed-up in February with a letter to Health and Human Services Secretary Tom Price, MD.

Their message was clear – the nursing profession welcomes the opportunity to serve as a resource to the new Administration to ensure that Americans receive high-quality, cost effective health care. To this end, the *Nursing Community* identified their core principles that have compelled their actions since 2009:

- A robust and diverse nursing workforce is essential to the health of all Americans.
- Nurses are an integral part of the healthcare team, are involved in every aspect of care delivery, and are committed to the patient, their families, the community, and the nation.
- The contributions made by the practice and science of nursing are critical to the delivery of high quality, life-saving, preventive, and palliative health care across all care settings, geographic areas, and social determinants of health.
- The services RNs and APRNs provide are linked directly to the availability, cost, and quality of healthcare services.
- Affordable, accessible, high-quality health care and improved health outcomes depend upon a model of care that is patient-centered and comprehensive. This can only be achieved through the full complement of expertise gained from broad-based, inter-professional partnerships of all health professionals, including RNs and APRNs.
- Nursing's involvement is essential to the development of new healthcare information technology infrastructure. Nursing data are key to identifying patient outcomes and required improvements in the delivery of patient care.

[View the Full Text of These Letters](#)

ACNL's Social Media Subcommittee Produces Webinar about Twitter

The Social Media Subcommittee, a work group of ACNL's Communications/Voice of Nursing Committee recently released the webinar, *The Power of Social Media: Twitter*. The goal of the webinar is to expand members' knowledge of ACNL social media platforms, including Twitter and Facebook. Utilization of social media enables ACNL to more frequently and effectively interact with members, as well as the wider community of nurse leaders. The webinar's presenter is Christine Gamlen, DNP, RN, NEA-BC, member of the Social Media Subcommittee and an experienced Twitter user. Use the link below to view this 25-minute video.

[View Twitter Webinar and Access Handouts and Evaluation](#)

If you haven't viewed the Social Media Subcommittee's webinar about using Facebook, you can use the link below to access this informative webinar.

[View Facebook Webinar and Access Handouts and Evaluation](#)

Please note: you will be prompted to log onto the ACNL website to access these webinar recordings.

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UPCOMING EVENTS

ANA\California's RN Day at the Capitol

Monday, April 3, 2017

State Capitol

Each year, ANA\C presents a dynamic educational conference in Sacramento to provide the tools nurses need to effectively participate in the legislative process and support the nursing agenda throughout the state of California.

[More Information About ANA\C's RN Day at the Capitol](#)

Integrating the QSEN Competencies to Transform Education and Improve Practice

April 21, 2017

Methodist Hospital in Arcadia, CA

The Quality and Safety Education for Nurses (QSEN) project addresses the challenge of preparing nurses with the knowledge, skills and attitudes necessary to continuously improve the quality and safety of the healthcare organizations where they work. This workshop will focus on improvement strategies.

[View Program Brochure](#)

[Online Registration](#)

Call for Abstracts: 23rd International Caritas Consortium

One World: Connecting Through Caring Consciousness

October 26-27, 2017

San Mateo Airport Marriott

The International Caritas Consortium (ICC) is an exciting forum for innovative collaboration, uniting and energizing healthcare professionals and committed individuals from various clinical and educational systems, actively engaged in Caring Science and the Theory of Human Caring.

[More Information About Abstract Submission](#)



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