



ACNL in Action:

Nurse Leaders Making a Difference!

Association of California Nurse Leaders

April 2017

In This Issue

Taking the Deeper Dive in Leadership

Countdown to Cuba Trip

BRN Update

Upcoming ACNL Regional Meetings

ACNL Nurse Leaders Recognized as Distinguished Alumni

Results of ACNL's Nurse Leader Competency and Behavior Survey

Circles of Giving Update

Visit ACNL's Webinar Library

Upcoming Events:

22nd Annual Conference: Los Angeles Chapter of the National Association of Hispanic Nurses

ACNL 40th Annual Conference



Taking the Deeper Dive in Leadership

By Beverly Quaye, EdD, RN, CENP, FACHE, NEA-BC
2016 ACNL President

Our priority as a professional organization is our membership – the core and life of ACNL! ACNL provides many avenues for our members to engage in activities and programs that promote personal growth and continue our evolution as *the* organization for nurse leaders in California. As a past president and ACNL member, I have observed innovative thought leadership from our Board of Directors, admirable commitment from our dedicated staff, and the passion, talent and skill of our membership.

We are an amazing demonstration of the human spirit and our desire to connect with others is innate. The value of those connections creates a sense of inclusiveness, community and a network of nurse leaders, at all levels and of all specialties, up and down our state. The relationships we build with our strategic partners is unrivaled by other groups. We can be proud of the aggregate of our efforts that results in positions, resources and programs for ongoing learning and development.

We are often seen as setting trends that other state organizations depend on, as they look to us to model the way. The investment in our members has built a healthy work platform that supports new knowledge, creativity, innovation and will support the demands of our healthcare consumers and population health. ACNL reflects its membership and we rely on each other to identify and adapt to environmental change and plot a strategic course for our future.

[Read Bev Quaye's Full Article](#)

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Countdown to Cuba Trip

On April 23, 16 ACNL delegates and several guests will travel to Havana for an opportunity to meet with leaders from the Cuban Nurses Association. The delegation will meet with key health care leaders for early morning discussions and sharing of information. They will then tour health care facilities in the afternoon. ACNL delegates will also visit the Cuban public health department, a tertiary care center, women's health clinics, skilled/palliative facilities, and a community neighborhood clinic.

This delegation will be led by ACNL 2016 President Bev Quaye. We hope this will be the first of many invitations for California nurse leaders to share information with leaders outside the United States. We anticipate that members of the delegation will share their experiences and learnings during a panel presentation at the 2018 Annual Conference. The ACNL Board of Directors extends their appreciation to those members participating in the Cuba delegation and wishes them safe travels.

Board of Registered Nursing Update

SB 799 (Hill-D), the 2017 bill supporting the Board of Registered Nursing's sunset extension is moving through the state legislature. Currently, SB 799 is simply a sunrise bill. ACNL's testimony and supporting conversations have strongly recommended that SB 799 provide the BRN with a four-year extension. This year, Senator Hill and his staff praised the BRN for the changes Dr. Morris and his leadership team have implemented to improve systems and functions over the past 10 months. The BRN's work has been recognized by the state legislature and continues in collaboration with nurse leaders across the state.

The Board has begun to address a number of issues raised in the sunset and audit reports. Clinical displacement and use of simulation are two areas where practice and academia can have a strong voice – if we work collectively and collaboratively with the BRN. The percentage of time a program is allowed to use simulation has been a long-standing issue with academia. More recently, the impact of program expansion on clinical sites has caused concern across the profession. In response, Dr. Morris formed both a Simulation Committee and Clinical Placement Committee to address these issues.

The BRN, in collaboration with *HealthImpact* and sponsored by the Community College Chancellor's office, held a meeting on April 10 to discuss the use of simulation. Members of the California Association of Colleges of Nursing (CACN), California Organization of Associate Degree Nursing Program Directors (COADN), ACNL and the BRN were in attendance. Dr. Marie Gilbert from Fresno, and Dr. Jan Keller-Unger from Southern California, represented ACNL at the meeting. Both Marie and Jan are simulation experts and can speak to the importance of simulation in pre-licensure as well as post-licensure education and training programs. At this point, the committee is looking at a common definition of simulation and questioning the need to expand the BRN's current regulation that limits simulation, which includes skills lab time, to 25% of clinical time. Dr. KT Waxman, internationally known for her work in simulation, is chairing the committee. Look to future BRN meetings and *ACNL in Action* to learn more about the work of the Simulation Committee.

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Clinical Site Displacement

Also on April 10, Dr. Morris invited leaders from academia and service to meet and examine clinical displacement. Staff from Senator Hill's office were also present for this discussion. Representatives from ACNL included Katie Skelton of Hoag/St. Joseph Hospital Orange, Margarita Baggett of UC San Diego Medical Center, Michelle Lopes of John Muir Medical System and CEO Patricia McFarland. This meeting provided a forum for service and academia to discuss innovative ways to address the impact of enrollment expansion on clinical sites, as well as brainstorm potential new clinical sites and creative alternative methods for supervising students.

Acute care clinical sites are experiencing pressure as California's nursing programs increase enrollment, expand into new communities and open pre-licensure programs. Leaders from academia and service voiced concerns about this expansion. The final decision regarding which schools and how many students can be placed in a facility resides with the hospital or health system. Nurse leaders, especially those from Magnet facilities and those who are on the Magnet journey, are choosing to partner with BSN programs – sometimes displacing existing clinical rotations previously held by local community colleges.

The BRN approves all pre-licensure RN programs in California. Therefore, if a school wants to increase capacity, or open a pre-licensure or satellite program in a new community, they must have approval of the Board. The process for achieving BRN approval is not a simple task. Deans, directors and faculty spend hours working closely with their assigned BRN Nurse Education Consultant (NEC) to ensure that the school meets all required regulations for program approval. Historically, the application process included documentation from the clinical agencies attesting that they will provide clinical rotations for future students. Existing regulations state that “in selecting a new clinical agency or facility for student placement, the program shall take into consideration the impact that an additional group of students would have on students of other nursing programs already assigned to the agency or facility.”

Recently, the BRN has required schools seeking expansion or approval to submit letters of support from other nursing programs that are using the same clinical sites. Leaders from academia and service have begun to question the need for this latest requirement. As a result, Dr. Morris called the circle to discuss the current process for program approval and to ask nurse leaders from service and academia to help resolve the issue by bringing innovative solutions to the table.

The day was full of candid discussions and creative ideas to successfully address the issue of clinical site displacement. The committee agreed that the current California clinical requirements for student experiences do not match the clinical experiences needed for tomorrow's nurse. It was recommended that the BRN and this committee examine the work *HealthImpact* did on emerging RN roles as a potential guide for addressing the clinical requirements that will prepare future nurses. They further recommended that the current regulations regarding clinical supervision be reviewed in light of where these clinical experiences will occur. Adoption of technology as an acceptable adjunct to supervision will be critical. These recommendations embrace the work of the IOM and Future Roles so that education, practice and regulations are aligned in preparing our new nurses for the roles they will fill after graduation.

Over the next few months, the Simulation Committee and the Clinical Displacement Committee will continue their work with the goal of presenting solutions on these critical issues at the fall Education and Workforce Committee Meeting. Look to future issues of *ACNL in Action* for updates on this work.

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Plan to Attend an Upcoming ACNL Regional Meeting

ACNL's Member Experience Committee, in collaboration with local ACNL chapters, will be presenting five regional programs for ACNL colleagues and chapter members to engage nurse leaders in important conversations, while providing professional development, continuing education credit and networking opportunities.

North Regional Meeting

May 12, 2017

9:00 a.m. – 3:00 p.m.

Blackhawk Country Club

Danville, CA

[More Information and Registration for the May Event](#)

Central Valley Regional Meeting

June 16, 2017

9:00 a.m. – 3:00 p.m.

Saint Agnes Medical Center

Fresno, CA

South Regional Meeting

August 18, 2017

10:00 a.m. – 4:00 p.m.

West Coast University - Las Palmas Campus

Anaheim, CA

San Diego Regional Meeting

July 21, 2017

9:00 a.m. – 3:00 p.m.

Location to be determined

San Diego, CA

Central Regional Meeting

September 15, 2017

9:00 a.m. – 3:00 p.m.

San Joaquin Agricultural Center

Stockton, CA

Online registration coming soon for the June, July, August and September meetings.

ACNL Nurse Leaders Recognized as 2017 Distinguished Alumni



ACNL's CEO Patricia McFarland was recently honored with the UC San Francisco School of Nursing's prestigious 2017 Jane Norbeck Distinguished Alumni Award. McFarland was selected for this award in recognition of her outstanding leadership service to UCSF's School of Nursing and her commitment to health care advocacy, mentoring and the expansion of new directions in nursing. McFarland earned her Bachelor's and Master's degrees in nursing from UCSF. Dr. Catherine Dodd and Dr. Mary Foley presented the award to McFarland during the Nursing Gala at the Fairmont Hotel in San Francisco on April 8, part of the UCSF School of Nursing's Alumni Weekend Celebration.

[Learn More Patricia McFarland's Award](#)

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BRN Executive Officer Dr. Joseph Morris has been named one of UC Los Angeles School of Nursing's 2017 Distinguished Alumni. Dr. Morris graduated with top honors from UCLA with a PhD in Nursing Science, with an emphasis on Alzheimer's disease and Bio-Behavior. In addition to holding several influential leadership roles in nursing and academia, Dr. Morris has published and presented several research articles and scholarly papers at state, regional and national conferences. His latest project includes a self-published children book: *The World's Greatest Grandpa...*, a fictional novel that focuses on educating parents and children about Alzheimer's Disease. Dr. Morris will receive this award at the UCLA School of Nursing's awards luncheon on May 6.

[Learn More Joseph Morris' Award](#)

Results Summary of ACNL Nurse Leader Competency and Behavior Survey



By Beth Eichenberger DNP (c), MPA/HSA, RN, CNML
Nurse Leadership Development Committee

At the 2017 Annual Conference in February, ACNL unveiled plans for the organization's Executive Leadership Academy (ELA). Details about this exciting program were presented by Nurse Leadership Development Committee (NLD) Chair Chantel Johnson and Co-Chair Candy Judson. Launch of the first cohort is planned for ACNL's February 2018 Conference in Monterey.

The Executive Leadership Academy is designed to challenge nurse leaders in all settings to pursue innovative strategies to advance their capacity to lead, and to support the transition from *experienced to expert* leader. NLD Committee members are working closely with ACNL's Board and curriculum experts to complete program development. This work is being accomplished through several subcommittees, including marketing, curriculum advisory, academy opening and closing sessions, and academy mentors.

As the NLD Committee puts the finishing touches on the Executive Leadership Academy, we want to update our members on the results of a survey conducted during the 2017 Annual Conference. NLD created the survey to validate the expectations and contributions of our membership as we move forward in developing ELA modules and simulation scenarios.

[Read Full Article and View Survey Results](#)

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ACNL would like to thank and recognize those members who donated to ACNL's *Circles of Giving*. These generous members contributed to ACNL's future by pledging nearly \$140,000 in 2016 as founding members of the fund. At ACNL's 2017 Annual Conference in February, Members pledged \$36,600 during the event and beyond.

The Philanthropic Committee has set a goal of 51% of our membership donating this year. Philanthropic Co-Chairs Paul Wafer and Stephanie Mearns each pledge to donate \$1 for every contribution received. Phase II of our Strategic Philanthropic Plan focuses on obtaining grants from foundations who share ACNL's vision and will support our work. These potential donors look more favorably on organizations with a high percentage of member support. Therefore, your contribution, in any amount, is important!

[Learn More About ACNL's Circles of Giving Or Make a Contribution](#)

Support ACNL's *Circles of Giving* Today! Together We Make A Difference!

22nd Annual Nursing Conference: Los Angeles Chapter of the National Association of Hispanic Nurses

Enhancing Leadership for Our Communities

May 5, 2017

California Endowment Center in Los Angeles

[View Conference Brochure](#)

ACNL's Webinar Library: Sharing Valuable Information and Best Practices

ACNL has produced several informative webinars, available at no cost for our members. Most recently, ACNL's Quality, Safety and Care Experience Committee presented an excellent webinar on *Defeating C-Diff Through Team Accountability and Resiliency* on April 18.

[Visit ACNL's Webinar Library and Learn More About the Resources Available](#)

More webinars coming soon! Watch your email and the ACNL website for more details.

Mark Your Calendar for ACNL's 40th Annual Conference:

TAKING THE DEEPER DIVE!

Empowering Leaders / Promoting Innovation / Advancing Excellence

February 4 – 7, 2018

Monterey, California

More Details Coming Soon!



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