



Nebraska Organization for Nursing Leadership

State Board Business Meeting

Date: Nov. 18th, 2022

Time: 12pm – 1:35 pm

Membership (List District Members) Board Members: Teri Bruening- President, Dana Steiner- Secretary/Treasurer, Beth Gibbs- Past President, District 1: Sheri Cunningham – President; Teresa Hawlik- Past President; Shelly Luger- Secretary, Dana Steiner- Treasurer, Lilia Hansen – Treasurer; District 2: Jennifer Rystrom – President and NPSC board; Connie Rupp- Past President, Carrie Sousek- Secretary/Treasurer, District 3: Kimber Bonner- President, Carrie Edwards - President-Elect; Shelly Amsberry- Secretary-Treasurer; Delegates: Ronda Ehly Center for Nursing; Jan Morgan District 1; Jennifer Rystrom- District 2; Pam Uhler- District 3

Agenda Items:	Discussion/Decisions Made	Follow-Up/Responsible Person/Date
Attendees/Guests	Teri Bruening, Dana Steiner, Beth Gibbs, Sheri Cunningham, Shelly Luger, Lilia Hansen, Jennifer Rystrom, Connie Rupp, Kimber Bonner, Ronda Ehly, Janice Morgan	
Call to order	•Meeting called to order at 12:03 pm	
Review of minutes / approval	July 8 th minutes reviewed	
	Motion to approve: Sheri Cunningham Second: Shelly Luger	
Old Business		
Web site improvement to improve communication, recruitment and retention to elevate and empower nursing leaders across Nebraska	<ul style="list-style-type: none"> • Jan and Beth will develop criteria/guidelines for posting and keeping the website up to date to include District minutes, events, compelling member messages, messages of gratitude for nurses, etc. • Members are to send neutral events to Dana Steiner to be posted on website: NHA Caring Kind awards, Moods and Food, Strategic Planning Retreat, etc. 	Jan and Beth – January 2023 Margaret Woeppel, Dana Steiner (NHA Convention) Shelly Luger and Sheri Cunningham – Food and Mood
Standing Reports		
Treasurer’s Report	State Treasurer Report Review: Dana emailed the treasurer’s report. Dana is working with Brian Noonan for a new listing of website renewals and checks	Dana to share findings of website renewal.

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	that will go out once that is complete. Teri asked Dana about the recurring debit purchase for Zoom following the BOD meeting.	
	Motion to approve: _____ Second: _____	
<p><u>Professional Development and Education:</u> The duties of this committee shall be to plan, facilitate, and publish educational programs and to maintain education program records. The Professional Development and Education consist of the President-elect or Past President as chairperson and additional members appointed by the President.</p>		
<p><u>Communication and Recognition:</u> The duties of this committee shall be to: Review membership roster, notify the Board of membership numbers, and presents a comparison of membership to previous years. Develop methods of recruiting and retaining members. Determine the criteria for scholarship recipients, distribute scholarship information, review applications and make recommendations to the Board for scholarship recipients.</p>	Membership updates/actions:	
<p><u>Financial Review Committee:</u> The duties of this committee shall be to complete an internal review of NONL financial records and provide a report to the Membership annually. The committee shall consist of the Secretary/Treasurer of each District, as</p>	Review of accounting practices- Dana will get information to member treasures'.	Dana Steiner

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Chairperson, and at least two (2) other board members.		
Bylaws Committee: The duties of this committee shall be to review the Bylaws at least annually and recommend any needed changes to the Board and the membership. Any approved changes are forwarded to the Secretary/Treasurer for distribution to the membership. The Past President serves as chairperson.	<p>NONL Bylaws were reviewed by Beth, Sheri and Teri (required annually every November). Revisions made to the Financial Review and recommended adding “Committees may include adhoc committees such as membership and recruitment”. The intent is that if we do not have these committees in coming years we would not have to amend our bylaws and the districts are not bound to have each of these committees.</p> <p>While reviewing the Strategic Plan for NONL the question arose as to revising bylaws to allow students post-licensure to participate in NONL.</p>	<p>Beth will forward updated Bylaws with date of 2022 review to Dana Steiner to be posted on NONL website in January <i>after each District President has disseminated to members.</i></p> <p>At State meeting and district meetings discuss allowing graduate students (post-licensure) to participate in NONL as a guest of a member or in student capacity.</p>
National Patient Safety Coalition	<ul style="list-style-type: none"> No report – Strategic Planning forthcoming 	Jennifer
Center for Nursing	<ul style="list-style-type: none"> HRSA grant financing being disseminated – comments and trends surround incivility and bullying. Supporting the use of Psychological First Aid NE Workforce Collaborative 2022- for workforce wellbeing. Transition of Care workbook developed. Focus in on increasing nursing alignment among nursing organizations across NE. 	Ronda
Affiliate Update/President’s- AONL Update	<ul style="list-style-type: none"> Teri attended the November AONL meeting and shared an educational presentation on Social Media for nurse leaders; an AONL CEO Update of upcoming offerings (in person, virtual, podcasts, etc.) for members. The AONL Covid 19 Longitudinal Study - July 2020- August 2022 was discussed in length. Hunter Joslin from Joslin Insight and a member from DeLoitte were present to explain data and answer questions. Teri offered to share more about these topics as State or District agenda item in the future. AONL Covid 19 Longitudinal Study July 2020- August 2022 was previously disseminated to State NONL BOD. Pam Uhlir responded with the question regarding the survey respondents represented ~16% of rural areas and with Nebraska being mostly rural- are the top challenges from the results reflective of rural NE vs. rural. 	Teri

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	<ul style="list-style-type: none"> • Teri reached out to Hunter Joslin sharing this question and he was receptive sharing that the goal would be to have an urban / rural filter in the tableau display. He will investigate and share charts. • UNMC College of Nursing has been awarded the Health Resources and Services Administration grant (\$4M) to bolster nursing workforce efforts. Teri reached out to Dr. Heidi Keeler - project coordinator and asked how the Nebraska Organization for Nursing Leadership (NONL) could support the goals of the award: innovative education, workforce development and community engagement to address growing and maintaining a prepared nursing workforce. Dr. Keeler responded with a Doodle poll to State NONL members - and only 6 could attend a meeting. Teri questioned if we would we want to open to other members of our three Districts to participate in this important initiative. Decision – to request a meeting with State NONL BOD and members will make it a priority. • AONL Region 6 asked NONL to share a best practice at AONL Affiliate meeting. Two Nebraska hospitals were selected however the meeting was canceled in lieu of the in person AONL Affiliate meeting 	
District 1 Sheri Cunningham President	<ul style="list-style-type: none"> • Update on annual dinner in Sept. Approximately 20 members in attendance. • At the Nov. 16th District ONE meeting the offering Food and Moods was shared. Fifteen attended and \$225 was raised. • Discussed work place violence. • And educational offering was provided by Jane Bies. 	
District 2 Jennifer Rystrom President	<ul style="list-style-type: none"> • Next meeting in Dec. 16th. • With Jennifer’s employer change to Faith Regional – she has not consistently received communication with the change in her email address. 	
District 3	<ul style="list-style-type: none"> • Next meeting Dec. 9th. Offerings will have a Family Advocacy focus related to Sex Trafficking. 	
New Business : Conference attendance/ learnings, NHA, NNA CFN, website updates, bylaws, district initiatives, etc.		
Strategic Plan	<ul style="list-style-type: none"> • Six members of the State NONL BOD met Sept. 16 in York, NE for a Strategic Planning Retreat. Shelly Luger centered the group with member’s participation in the research of Narrative Nursing Leadership: Promoting the power of nurse leadership a new decade. 	

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	<ul style="list-style-type: none"> • The group prepared their mindset for the goal of the day discussing the components of a Strategic Plan, Mission, Vision, NONL purpose as well as discussion of current state and future state of NONL. Further conversation was needed to conceptualize the goal, purpose, and intent of this organization as the voice of nurse leaders across the state of Nebraska. Other nursing organization’s Vision, Mission, purpose, etc. were compared and contrasted including AONL – which was recently updated to replace nursing administration with nursing leadership. A gap analysis was performed involving current state/future state, website, collaborating organizations, work force issues, and the data from the Center for Nursing. The group then went on to develop a Mission, Vision, Strategic Priorities, Actions and Measures of Success. The draft strategic plan, vision, mission was measured of success were reviewed. Vision - <i>NONL will be the influential voice for nurse leaders across the state of Nebraska</i> and Mission <i>Elevate and empower nursing leaders across Nebraska</i> was affirmed and will go the Districts for affirmation/acceptance. • Ongoing development of the Strategic Priorities. • Each District is to address: Strategic Priority #1: Elevate and empower nursing across Nebraska with a tactic and measure of success and affirm : • Disseminate the art of story-telling to nursing leaders Each District will provide story-telling education by 12/2023 • Optimize the website and set criteria/guidelines for posting and keeping the website up to date to include District minutes, events, compelling member messages, messages of gratitude for nurses, etc. 2023-2024 MOS: Website hits MOS: Increased membership Dana shared that licensure renewal appears to have increased 2022:2021. • Network with nursing colleges to gain nursing leadership students to complete assignments involving NONL to attract to NONL 2023-2024 MOS: Increased membership and number of nursing leaderships attending NONL District meetings and State meetings. Contact NONL undergraduate and graduate faculty at Nebraska Methodist, 	<p style="text-align: center;">Sheri, Kimber and Jennifer</p>

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	<p>UNMC, and Creighton to request this be included in curriculum.</p> <ul style="list-style-type: none"> • Incorporate “roundtable” discussions into each District & State agendas’ to share experiences and best practices -2023-2024 MOS: Meeting minutes will reflect • Increase collaboration / Develop a presence with other nursing organizations: Nebraska Nursing Organizations: NNA, CFN, Deans & Directors, NE Board of Nursing, NNF, NOBC, etc. -2023-2024 MOS: • Create an outreach plan, targeting other healthcare organizations to inform them of what NONL can offer regarding nursing leaderships’ opinion or position-2023-2024 MOS: • Implement cross-mentoring of nurse leaders (across organizations) using the (NAC) mentor toolkit, ANA mentor guidelines, or AONL Competencies -2023-2024 MOS: Number of nurse leaders mentored <p>Strategic Priorities #3: Elevate NONL’s impact through innovation to be an engaged, vibrant, and diverse membership</p> <ul style="list-style-type: none"> • Incorporate the New Jersey ONL road map to form a “coalition” across Nebraska hospitals with NONL memberships (?) to address nursing work environment & staffing MOS: 1 hospital Nursing Work Environment & Staffing Council developed by 12/2022, 2 by 3/31/2023, 3 by 7/31/2023 and 4 by 10/30/2023.... Methodist Hospital and Women’s Hospital developed NWESC November 2022 • Broaden and address the needs of members and develop a planned approach to increasing diversity and membership 2024 MOS: Develop and survey members to identify needs and incorporate in to future strategic planning/modifications • Strategic Priority #3: Elevate NONL impact through innovation to be an engaged, vibrant, and diverse membership • Increase the diversity of NONL <p>MOS: Baseline 2022: _____ 2023: _____</p>	

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	<p style="text-align: center;">2024: _____</p> <ul style="list-style-type: none"> • State NONL President to attend District Meetings 1-2 times/year -2023-2024 MOS: • Region 6 Affiliate to join State NONL meeting to share regional information and best practice 1-2 times/year -2023-2024 MOS: <p>NONL will share one best practice with AONL Region Six once a year -2023-2024 MOS:</p>	
Round table	Beth Gibbs – developing a Common Spirit Health Nurse Residency. iCARE – a clinical ladder which was previously implemented is being evaluated for next steps.	
	Sheri Cunningham- 2023 NE Nurses Day at the Legislature is Feb. 23 rd . Registration opens in January. All education sessions will be on demand. 100 nurses will be allowed to attend the live session.	
	<p>Shelly Luger – shared she recently found the AONL Nursing Leadership Workforce Compendium: Attracting, Acquiring, Recruiting and Retaining Nursing Leadership Workforce. She will send out.</p> <p>Lilia Hansen- asked questions regarding membership tracking. Each District President to share a list of members to Dana Steiner and Teri Bruening before the end of the year.</p> <p>Kimber- organization is improving pediatric care through staff education. Partnered with Children’s.</p> <p>Twelve staff participated and completed their clinical ladder in 2022.</p> <p>Holding Advisory meetings with UNMC twice/year.</p> <p>Bryan Hospital started a nursing program on the Hastings campus</p> <p>Ronda Ehly– Developing a CE model immersion program to elevate the clinical experience of students. A coordinator has been hired for this.</p> <p>Fall of 2023 a nursing program will be on their campus.</p> <p>Jan Morgan – leaders have had the opportunity to participate in an 8 week course green belt pilot.</p>	Kimber, Sheri and Jennifer

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	Dana – Brian Noonan shared that there are analytics we can retrieve to evaluate our NONL website, for example the number of hits. Will report back.	
Next Meetings Date/Time and Location	January 20 th 2022 TEAMS	