Capital Area Community Nursing Network

Meeting Minutes

May 8, 2019

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| Agenda Items | **Discussion/Decision Highlights and Next Steps** |
| 1. **Welcome and Introductions** | **Present:**  Angela Ackley, Eaton Rapids Medical Center  Kris Allen, Eaton Rapids Medical Center  Ashley Benjamin, Holt Senior Care & Rehab Center  Shari Carson, Illuminate HC, MI-NADONA  Nina Favor, LCC  Kathy Forrest, MSU-CON, Chairperson  Kathy Hollister, CAHA  Jeanette Klemczak, LCC Healthcare Consultant  Deborah Leblanc, McLaren Greater Lansing  Mary Machowicz, Ingham County Health Department  Aleta Pillai, Davenport University  Rob Rodway, Department of Veterans Affairs  Connie Smith, LCC  Brianna Sosebee, CAHA, Recorder  Carole Stacy, ANA-MI  Vickie Welton, Davenport University  Judy Wernert, Tri-County Office on Aging  Patty West, MSU-CON |
| 1. **Approval of Minutes** | The minutes from March 13, 2019 were approved. |
| 1. **CAHA Update** | CAHA Website – Kathy Hollister   * CACNN’s page on the CAHA website was highlighted. The page features the committee’s mission statement, strategic focus, meeting schedule and minutes, along with updates and photos from recent events such as the Millennial Speaker Bureau and Community Education Forum. The webpage can be viewed at <https://www.capitalareahealthalliance.org/readiness_for_care_cacnn.php> |
| 1. **CNO Conversation** | Deb Leblanc (McLaren Greater Lansing) and Kris Allen (Eaton Rapids Medical Center). It was noted that Christine Jodoin (Sparrow Hospital) and Tiffany Friar (Hayes Green Beach Memorial Hospital) send their regrets due to other previously scheduled commitments.  What gaps have been identified related to “readiness for practice” of new RNs?   * Communication and interaction with physicians * Situational awareness * Deference to own expertise/learning to speak up to say no and “stop the line” * Successful transition when Nursing Assistants move into RN role * Tanner’s Clinical Judgement Model – teaching nurses to notice/interpret/respond/reflect (opportunity for health systems to partner with academe to operationalize the model) * Opportunity for triad relationship between students, employers and academia. Partnership for curriculum development, build into preceptors * Incentives to be preceptors. As of March 2019, through the Board of Nursing, after completing 120 hours preceptors can earn 5 CEs per license cycle * MSU-CON currently provides online tracking of hours and certificates to preceptors * Collaboration between healthcare facilities and academia for clinical ladder * Hiring on behavior, teaching for skill. Bringing the whole picture together (MANATT report recommended as excellent reference) * Population health, bridging gap with behavioral health * Peer-to-peer discussion and accountability (Kim Scott-Radical Candor) * Patient-centric care, proactive instead of reactive care * Purpose and why concept. Why certain things need to be done a certain way. Example: whiteboard/bedside shift report. Need to learn skill of speaking at bedside (possibly teach nurses phrases to use?) and including family members as part of the team. * Importance of relationship building, respect and trust in patient care. |
| 1. **Readiness for Practice Initiatives** | **A. Community Engagement Activities**  **1. Educational Forum** – Follow up from Saturday, April 13. Community event for nursing students nearing graduation to address gaps in readiness for practice.  **SUBCOMMITTEE REPORT** – Carole Stacy  *Launch Your Nursing Career* was held on April 13 at MSU Federal Credit Union. Agenda topics included:   * Resume and Interviewing Tips * Hospice * Long Term Care * Behavioral Health * Communication with Providers * Working in a Community Hospital * Alphabet Soup of Nursing Degrees * Time Management and Prioritization * Ambulatory Care * Advocacy and Professionalism   25 nursing students attended this pilot event offering abbreviated sessions geared toward millennial learners. The level of engagement from the students was excellent and evaluations were very positive. 13 students noted on their evaluations that the event had changed their interest in an intended practice area. Common responses for new areas of interest were behavioral health and hospice. Students noted that interviewing tips, time management/prioritization, communication and nursing degree information were topics that were particularly meaningful. Planning will move forward for a larger event to be held on November 2.  **Discussion:**  What topics do committee members want to include for the November event?   * Patient centered communication; overcoming resistance; fostering relationship building (Kris Allen) * Opportunity for students to sit with nurses at lunch to network/ask questions * Ethical dilemmas – avenues for resolving; proper channels to follow; communication that is required * Self-care and destressing * Recognizing burnout symptoms * Resiliency * Transitioning to a paid job * Student debt/loan forgiveness * Session time/room set-up for role-playing (round tables). Learners want to be engaged * Vendors/exhibitors (higher education options, financial organizations – loan forgiveness, nursing associations) * Areas of Practice to Consider:   + LTC   + Hospice   + Behavioral health   **Next Steps:** The Subcommittee (Chair: Carole Stacy, Members: Shari Carson, Connie Smith, Nina Favor, Kathy Forrest, Patty West, Mary Machowicz) will meet at a future date to begin planning the November event.  **2. SPEAKERS BUREAU** - Millennial nurses - presentations in a panel-type format to raise awareness of a variety of practice settings available (not just acute care). The goal is for each speaker to do a short presentation at different schools, talking about their area of expertise and the positive aspects of it.  **SUBCOMMITTEE REPORT** – Angela Ackley  The Speakers Bureau had its first speaking engagement on March 19 at Michigan State University’s *Leadership in Clinical Practice* course. Angela Ackley, Ashley Benjamin and Antigoni Tzumakas presented to 80 nursing students, featuring their roles and professional sites in rural health, long term care, and community case management practice. The students were very engaged in the presentation and expressed particular interest in working in a critical access hospital and long -term care with loan forgiveness benefits of particular interest. The Speakers Bureau is available to present to other groups; please contact Angela Ackley to schedule.  **Discussion:**   * It was suggested that the Speakers Bureau may want to consider adding representatives of diverse ethnic backgrounds. Groups to consider are the local chapter of the National Association of Hispanic Nurses and the Lansing Area Black Nurses Association. * Target student nurse associations for possible presentations |
| 1. **Member Announcements** | Board of Nursing Public Hearing, May 22  MSU College of Nursing *Pain and Community Opioid Response Conference*, February 4, 2020, Kellogg Center, East Lansing  Linda Caputti, author of *Think Like a Nurse: A Handbook,* will bepresenting in Frankenmuth, February 7, 2020 |
| 1. **Next Meeting** | August 14; 9:00-10:30 am; ANA-MI, 2501 Jolly Road, Suite 110, Okemos |