CLN HOSTS ITS 25TH ANNUAL NURSING LEADERSHIP CONVENTION

Over 150 nursing and healthcare leaders throughout Connecticut attended the 25th Annual Nursing Leadership Convention that took place on June 17, 2015. The theme of the event was, The Role of Debriefing in Simulation—Enhancing Clinical Reasoning Skills. Kristina Thomas Dreifuerst, PhD, RN, ANEF, CNE, nationally recognized expert in Simulation, was the Keynote Speaker; and she set the tone for a dynamic and interactive day that featured eight nursing professionals from Connecticut who showcased their research, initiatives and activities using Simulation to enhance the proficiency of their students and practicing nurses. Those who shared their work included:

- Desiree Diaz, PhD, RN-BC, CNE, CHSE; Director of Simulation & Clinical Resource Laboratories and Associate Clinical Professor, UCONN School of Nursing - Using technology to organize and enhance your simulation program in acute care and academia
- Kristina Thomas Dreifuerst, PhD, RN, ANEF, CNE - Keynote Speaker
- Cathleen Caulfield, RN, MSN, MS, CHSE; Simulation Coordinator for the Division of Nursing and Allied Health; Norwalk Community College - Orienting educators to facilitation and debrief of high fidelity simulation scenarios
- Michael LaPierre, RN, MSN; Simulation Lab Coordinator at St. Mary’s Hospital - What is CPR perfection and how can we achieve it?
- Melissa Dibble, RN, MSN, CAPA; Clinical Professional Development Consultant at MidState Medical Center - Using clinical simulation to increase staff confidence levels in caring for acute stroke patients
- Susan Deane, RN, MSN, CNE, Associate Professor Online RN-BSN at SUNY Delhi - Virtual clinical simulations
- Liza Nowicki, RN, MSN; Simulation Nurse Educator for the Center for Education, Simulation & Innovation (CESI), Hartford Hospital - Debriefing strategies – What to do and what not to do!
- Lillian Rafeldt, MA, RN, CNE, Professor of Nursing at Three Rivers Community College - H.O.P.E. (Helping Our Professionals Engage)
- Barbara Aronson, PhD, RN, CNE; Nursing Professor and Coordinator, EdD in Nursing Education at Southern CT State University - The effects of a deliberate practice debriefing model during a “Response to Rescue” simulation

(article continued on page 2)
CLN received support from (7) Sponsors and over (30) Exhibitors that showcased their services and products to nurses within the academic and clinical settings. CLN would like to recognize our sponsors: The Connecticut Nursing Collaborative-Action Coalition, Employers Reference Source, Quinnipiac University, Healthcare Financial Federal Credit Union, Roberts Wesleyan College, Stonington Institute and UCONN School of Nursing.

To round out the day, CLN hosted its Annual Meeting and featured two new major initiatives for 2015-16:

A Demonstration of CLN’s NEW interactive GUIDE to Nursing Education and Professional Development.

This new online format will allow individuals seeking to begin their career in nursing with listings of all the various degree options available, what type of work they can perform with the specific nursing credentials and which programs and schools offer that educational pathway. Information pertaining to school philosophy, program content, location, cost, and admissions criteria and financial aid resources are also highlighted. Direct links to each school and program are included to insure that each visitor receives the most up-to-date information. For the practicing nurse, all post-licensure and graduate programs are listed, highlighting content and length of coursework along with access to a “coach” that can help them assess their short and long term career goals and support them in the decision-making process to research those schools and programs to best meet their personal needs and professional goals.

An update on the much anticipated research and analysis of the National Minimum Data Set (MDS) for Education for pre-licensure RNs and LPNs in Connecticut. This project is a joint effort of the Connecticut Center for Nursing Workforce- A Program of the CLN, UCONN School of Nursing and the CT Nursing Collaborative- Action Coalition. Research reports and Infographics will be created and widely distributed to healthcare stakeholders in Connecticut in mid-August for each of the two datasets. This information and data will support and inform Connecticut’s healthcare employers, Department of Labor, Board of Regents, and the Department of Economic Development with statewide workforce forecasting and planning efforts.

Lastly, the Financial Report was shared including the outcomes of a full audit conducted by Seward & Monde, CPAs in November of 2014 indicating that CLN is fiscally sound and with a certified opinion that the CLN Financial Statements were presented fairly and in accordance with generally accepted accounting principles. The Fiscal Year 2015-16 Budget was approved by the Board of Directors in May 2015, presented to membership and key elements were highlighted in the $429,558 balanced budget.

For more information on the activities of the day, visit www.ctleaguefornursing.org.

CLN INDUCS FOUR NEW BOARD MEMBERS

The Connecticut League for Nursing inducts four statewide nursing leaders making CLN’s Board of Directors one of the most diverse nursing organizations within Connecticut. “The breadth and scope of the new Board of Directors is by far the most diverse board that CLN has ever assembled”, stated Marcia B. Proto, CLN’s Executive Director.

Nursing leaders from the academic and practice settings as well as leaders from the Connecticut’s healthcare trade associations, insurance and quality organizations bring to bear the knowledge, expertise and passion to be the catalyst for changes in nursing education. CLN welcomes four NEW members of the Board who will service three-year terms until June 2018:

From Left to Right:
• Jessica Cummings, RN, MSN; Nursing Leadership
• Jan Costello, CLN Board President
• Sheila Sylourn, MSN, BSN; Division Director, Allied Health & Nursing, Gateway Community College
• Ann Sperand, MSN, RN-BC; Vice President/Principal, Qualidigm
• Korrine (Korey) Roth, MSN, RN-BC, NEA-BC, CPHQ, FACHE; Systems Director of Quality Improvement & Compliance Officer, Bristol Hospital & Health Care

They join the talented group of current Officers and Board members including:

OFFICERS
• President: Jan Costello, MSN, RN - Chairperson, Department of Nursing, Goodwin College
• President-Elect: Susan Deane, MSN, RN, CNE - Assistant Professor - SUNY Delhi
• Secretary: Barbara Morey - Associate Professor, Goodwin College
• Treasurer: John McNulty- Assistant Clinical Professor, UCONN School of Nursing

DIRECTORS
• Cindy Adams, Director of Nursing, Capital Community College
• Karen Barnett, Dean of Nursing, St. Vincent’s College
• Susan Kosman, Chief Nursing Officer, Aetna Inc.
• Mag Morelli, President, LeadingAge Connecticut
• Monica Ordway, Assistant Professor, Yale University SON
• Tracy Wodatch, VP of Clinical & Regulatory Services, CT Assoc. for Healthcare at Home

CLN also thanked and recognized the Board members stepping down from their years of service:
• Desiree Diaz, Director of Simulation Labs, UCONN School of Nursing
• Michelle Godin, Director of Patient Care Services, St. Mary’s Hospital
• Genice Nelson, Nurse Practitioner, Adult Comprehensive Sickle Cell Center, UCONN Health Center
• Lisa O’Connor, Professor & Undergraduate Chairperson, Quinnipiac University SON
CLN HONORS FOUR NURSING LEADERS FOR OUTSTANDING ACCOMPLISHMENTS

At CLN’s 25th Annual Nursing Leadership Convention held on June 17, 2015, four Nurse Educators were selected for their accomplishments, passion, expertise and commitment to the field of nursing education.

The Jane E. Murdock “Life-Long” Learning Award was awarded to Deborah Shelton, PhD, RN, NE-BC, CCHP, FAAN, UCONN School of Nursing. Dr. Shelton is an educator who demonstrates knowledge as an exemplar nurse educator, identifies the needs for continuing education within the nursing workforce, demonstrates a commitment to teaching, inspires nurses to pursue additional education and has earned the respect of students and colleagues.

The Ruth M. Olson Excellence in Nurse Education Award was awarded to Dawn Bunting, RN, MSN, CNE, EdD, Professor of Nursing at Capital Community College. Professor Bunting is an educator who demonstrates knowledge of the discipline, has a learner-centered teaching style, has a commitment to teaching, is dedicated to the profession, has success in inspiring students and has earned the respect of students and colleagues.

The CLN Nurse Leadership Award was awarded to Edith Ouellet, RN, MSN, Director of Nursing and Allied Health @ Three Rivers Community College. Edie Ouellet is an educator who demonstrates outstanding leadership, service & commitment to the mission of CLN, is recognized as a creative leader who makes a positive difference in the direction of the League, serves as a role model and mentor for future League leaders and who inspires others to become actively engaged in accomplishing the mission of the League.

Lastly, CLN’s 2015 President’s Award was awarded to Dr. Sue Eichar, PhD, RN, University of Hartford. Dr. Eichar is an individual who has made a significant impact on nursing and provides leadership, guidance and support to CLN. An excerpt from Dr. Eichar’s introduction given by CLN President Janice Costello shares that….. “Sue represents everything positive in a nursing professional. She is brilliant in both mind and spirit and so well respected within our state and nursing community. As she has contributed immensely to the body of knowledge of nursing practice and touched the lives of so many professional nurses, I believe she is very deserving of this award. Although petite in stature, she is a giant in the profession of nursing.”
The Connecticut League for Nursing supports and implements the mission of the National League for Nursing to promote excellence in nursing education to build a strong and diverse nursing workforce to advance the nation’s health at the constituent level.

**NATIONAL NEWS**

NLN and INACSL Publish Vision for Debriefing Across the Curriculum

The National League for Nursing and the International Nursing Association for Clinical Simulation and Learning urge nurse educators to “learn about and implement teaching methodologies that prepare novice nurses to practice in a participatory and information-driven consumer environment…Debriefing supports that call to action.”

“We nurse educators,” said NLN president Marsha Adams, PhD, RN, CNE, FAAN, ANEF, “must be open to examining and transforming our teaching methodologies. Debriefing is an evidence-based technique that works.” Added NLN CEO Beverly Malone, PhD, RN, FAAN, “We have much work to do in this area. As stated in “Debriefing Across the Curriculum,” a recent survey of pre-licensure nursing programs has shown that theory-based debriefing by competent debriefers is not the norm (Fey, 2014). It is critical that nurse educators address this challenge, starting with knowing debriefing’s foundational principles.”

Comprising a wealth of background and information about debriefing both in simulation and across the curriculum, the NLN/INACSL vision statement concludes with a call to action and recommendations for heads of nursing programs, nurse faculty, and the NLN. Examples include:

- Asking deans, directors and chairs to ensure enough faculty with expertise in theory-based debriefing
- Encouraging faculty to integrate debriefing across the curriculum
- Challenging the NLN to provide professional development in debriefing for all faculty

In summation, INACSL president Carol Fowler Durham, EdD, RN, FAAN, ANEF, said: “Health care educators are challenged to prepare reflective practitioners who will be curious about what is happening with their patients and families. In order to improve patient safety and the quality of care, learners need to know how to ask questions and explore what is happening, consider assumptions, and include the patient and family’s perspective. Quality debriefing techniques fosters critical reflection. An educator skilled in debriefing engages the learner to co-create meaningful learning experiences and develop the inquiry skills necessary to improve patient care.”

Read the complete “Debriefing Across the Curriculum” here. For more information about debriefing, contact Dr. Mary Fey.

**NURSE’S CORNER**

Practical Tips from a Meeting Planner

If you are the lucky one to plan your next meeting, check out these four friendly tips written by a hotel planner with ten years of experience booking and executing events. Save Time and Money!

1. Deciding on Meeting Dates and Rates:
   For the best cost-savings consider: Booking mid-week for a savings on meeting and guest room rates. Hosting your meeting in the “shoulder season” or off-season. Same services and better pricing.

2. Plan and Save:
   If you have found a location that you like, consider contracting for two years. This guarantee of business will give you a little extra buying power. Other benefits include consistency in planning the event and setting attendees expectations from year to year. Ask the hotel directly if they have “need dates” or “hot rates”. If you can be flexible with when you book you might be able to fill a need time and take advantage of great rates.

3. Booking Hotel Rooms Early IS Best:
   Remind your attendees early and often to book their hotel rooms. Hotels will hold a block of rooms at discounted rates but often times when the window closes and meeting dates approach those deals that you worked so hard to get will unfortunately expire.

4. Spend More Save More:
   Get creative in ways to book more rooms, maybe on shoulder nights you might find you can earn complimentary room nights to apply to your program dates. If there are meals that you can offer as part of your program, spending more on food and beverage might get you a reduced rate on meeting room rental.

For more tips and information, contact Dana Cox, Sales Manager at The Cape Codder Resort and Spa at 508-568-2956 or e-mail dcox@cataniahospitalitygroup.com

The International Nursing Association for Clinical Simulation and Learning is nursing’s portal to the world of clinical simulation pedagogy and learning environments. INACSL is a community of practice for simulation where members can network with simulation leaders, educators, researchers, and industry partners. INACSL also provides the INACSL Standards of Best Practice: SimulationSM, an evidence-based framework to guide simulation design, implementation, debriefing, evaluation and research. INACSL represents over 1,500 members from 13 countries.
The business case for diversity does exist and by understanding and using the tools and resources available to you, you can move from merely understanding the business case to actualizing the Diversity & Inclusion business case specific to your organization and an ability to leverage diversity in support of your goals and priorities. As a first step it is important to understand some of the links between diversity and the ability to deliver quality, culturally competent care.

- **Ability to source and attract talent** – the success of any organization is heavily linked to its talent and an organization’s ability to source talent. A diverse employee base will provide access to diverse talent resources. And having your community represented in your workforce is the best way to ensure you are delivering care that is culturally competent.

- **Enhanced employee attitudes and engagement** – inclusion benefits everyone, not just underrepresented employee groups. Who wouldn’t feel more engaged in an environment where new ideas are welcomed, where employees are respected and where leaders and managers lead by building trust and loyalty? The attitude of employees will certainly be reflected in the care and service that is provided to patients and customers.

- **Reduction in turnover** – investing in the inclusivity of your work environment is the best way to keep employees happy and engaged. If employees are happy and engaged they will be far less likely to leave the organization, taking valuable knowledge and experience with them.

- **Increased innovation and ability to respond to client/patient needs** – Diversity of talent by definition provides opportunity for more ideas. In healthcare, innovation can drive creative ideas for cost-reduction and process improvements in care delivery, can accelerate the translation of research into cures, and can lead to the development of new therapies and drugs. Innovative thinking can also lead to new ways to approach problem solving and care coordination leading to improved diagnosis and health management.

- **Attract and serve diverse patient populations** – As the countries demographics continue to shift to a more racially and ethnically diverse population, a dedicated effort is required to not only attract this new patient population but also to provide more culturally sensitive care. Hospital administrators, caregivers and staff must deepen their awareness of cultural values such as reliance on family input, collective decision-making and religious/spiritual beliefs.

- **Improved Quality of Care** – diverse employees have a better understanding of the needs, habits and cultural norms of customers like themselves. Diverse employees have been known to provide keen insight on patient customs and belief systems that directly impact the ability to provide care and service.

Some key strategies to move from concept to actualizing the Diversity & Inclusion business case include:

- **Seek out diversity** – the first step to leveraging diversity is actually having diversity. As a study conducted by the Center for Talent Innovation concludes, organizations with 2-dimensional diversity (both inherent and acquired diversity) enjoy a clear competitive advantage. When sourcing new talent make efforts to ensure a diverse set of candidates are represented.

- **Know the community you serve** – understand your customers and patients, and the current challenges and opportunities that exist within the communities you serve. Deepen your understanding of where there are opportunities to reach and serve new patient populations and what intelligence is needed to be successful in such endeavors.

- **Manage your teams inclusively** – create a culture where all your employees feel comfortable and confident bringing their uniqueness to work. This will provide you with keen insight on what kind of knowledge and intelligence you can leverage in pursuit of new opportunities and/or in efforts aimed at solving challenges. An inclusive culture will also create an environment of idea exchange and create solutions to dealing with some of the most challenging patient cases.

- **Be open to new ideas** – building on the previous point, the best way to leverage the diversity on your team is to welcome out-of-the-box thinking, even ideas that may challenge your own opinions.

- **Develop relationships with your organization’s Employee Resource Groups (ERGs)** – Business managers in best practice companies across all industries are finding new and creative ways to leverage ERGs. For example, North Shore-LIJ Health System leverages their ERGs to better understand and meet the needs of certain patient populations.

- **Accountability** – hold yourself and your team accountable to inclusive behavior. Do not tolerate any less from anyone on your team.

The business case for diversity does exist and by understanding and using the tools and resources available to you, you can move from merely understanding the business case to actualizing the business case.