Message from the OONL President

Dear Ohio Organization of Nursing Leadership Colleagues,

November was our month to give thanks! I give thanks and appreciation for each of you and your contribution to your nursing teams and organizations! You are leading at a critical time in our profession, state and country. Your leadership to support the care environments with innovation, steadiness and exceptional nursing practice support is vital at this time and especially in the 20th month of the COVID pandemic!

I was thrilled for the announcement a few weeks ago to support COVID vaccines for the 5-11 age group. I have witnessed vaccine clinics that serve this pediatric population and the enthusiasm of the parents who arrive with their children for the vaccinations is very rewarding. This progress in vaccine eligibility continues to help support a hopeful “end” someday to the world we are living in right now!

I give thanks to Ramona Cheek, MS, RN, CPHQ, OONL Program Committee Chair and the Program Committee who provided a fantastic first virtual OONL Conference Oct. 7-8.
The conference virtual platform, logistics and program was exceptional. I also want to recognize our OONL Nurse Leader of the Year, Jacalyn Buck, PhD, RN, NEA-BC, The Ohio State Health System, and Kate Barrett, RN, MS, CPON, as the Ohio Aspiring Nurse Leader of the Year. We are blessed with so many deserving nurse leaders in our state and we congratulate all our nominees!

Special appreciation to the leadership of Diane Sprankle MSN, MHA, RN, NE-BC and her leadership with our OONL Legislative and Practice Committee. On Nov. 12 we had a fantastic day of collaboration with Ohio Senators and House Representatives through our first annual Virtual Day at the Statehouse. As a team we focused on the following platform(s):

- **Creation of corridors.** Request for legislation to assist with creation of corridors of control for agency spend.

- **Increased clinical sites for educating future nurses.** Ohio’s schools of nursing are challenged with admitting all the students interested in a nursing career. Our pipeline needs for nursing have never been more critical. While nurses are prepared in academic institutions of higher learning, student nurses gain experiential learning in hospitals and other facilities where care is delivered. The top reason for not offering admission to all applicants was insufficient clinical sites. Hospitals and other facilities generously open their sites for education yet more is needed. These experiences help students develop psychomotor skills and knowledge to provide high quality nursing care when they graduate. These partnerships for clinical learning offer hospitals a pipeline for hiring graduates who had a positive learning experience during their nursing program.

- **Increase number of nurse faculty.** Almost half of generic baccalaureate nursing programs have rejected qualified nursing school applicants due to insufficient number of faculty; and 72 percent of those programs reported that there was inability to hire additional faculty due to insufficient university funds to add the much-needed faculty (AACN, Aug. 17, 2021). Insufficient funding of higher education, especially private not-for-profit schools of nursing, have limited resources to pay to partner with clinical sites for training and education of students.

- **Increased financial commitment to nurse faculty.** Nurse educators are required to have advanced degrees to teach yet their annual salaries may be less than half that of a nurse working on a hospital floor. The pandemic exacerbated financial strains, forcing many educators to find other work. Paying faculty bonuses to stay on and teach the next few years, and providing higher education financial support for hiring additional faculty will allow schools of nursing to attract and retain nurse educators.

- **Support educational infrastructure.** As part of the higher education complex, many nursing schools are financially challenged to maintain and update
infrastructure and simulation labs. Larger classroom space, faculty development for online technology and increased use of it as well as replacing outdated and increasing amounts of simulation facilities will allow schools of nursing to recruit and retain more faculty and more students.

Our emotional wellness and those of our nursing care leaders and teams is vital. Our strategic plan and its focus could not be more in tune with our workforce reality. Thank you for focusing on those essentials to retain, recruit, foster our pipeline and innovate our models of care delivery with diversity, equity and inclusion as our foundation.

Jayne Gmeiner, MS, RN, NEA-BC
OONL President
Members who would like to become more involved with an OONL committee in 2022 should return a completed Willingness-to-Serve Form to Stephanie Meade by Dec. 10.

There are six committees to choose from: bylaws, engagement, program, legislative & practice, communications and evidence-based practice. See the form for complete details on each committee. Those who reply will be notified of their appointments by late December.

Wrap-Up: OONL Fall Conference

Over 130 nurse leaders from across the state of Ohio attended the OONL Annual Fall Conference. The conference was held virtually this year due to the pandemic, but that did not affect the enthusiasm and engagement of those who attended! The Program Committee, led by Ramona Cheek, did an excellent job pivoting to the virtual platform and provided an informative and interactive learning experience.

The conference kicked off with Keynote Speaker, Rosemary Laird, MD, who presented “Hardwiring Healthcare Excellence: Nurses Will Lead the Way!” followed by a live Q&A. There were many other wonderful presentations throughout the conferences on hot topics for nurse leaders such as the Power of Positivity, Diversity, Inclusion and Racial Justice, the Impaired Nurse, Therapy Dogs to Support Employee Well Being and Finding Joy and Preventing Burnout. There were seven CEUs available for the conference. There were also 14 posters submitted which highlighted the work focused on evidence-based practice by nurses throughout Ohio.

The program committee also found a way to hold a Basket Raffle, which is a favorite tradition at the OONL conferences. The raffle was held via an online Auction Site and was very successful in raising funds to support educational opportunities for nurse leaders. Thank you to all who donated a basket or participated in the raffle. Congratulations to the winners!

Next year, we are planning to be back together in person! There is so much value in networking and connecting with other nurse leaders from around the state to learn and share best practices. We encourage you to save the date for the 2022 OONL Fall Annual Conference which will be held Nov. 9-11, 2022 at the Renaissance Columbus Westerville-Polaris Hotel.
OONL Announces 2021 Award Winners

Every year at the OONL Annual Fall Conference, the organization recognizes the achievements of exemplary nurse leaders. There are two awards presented, the OONL Leadership Award and the OONL Aspiring Nurse Leader Award.

The OONL Leadership Award recognizes excellence in nursing leadership and considers accomplishments in Innovative leadership, practice, strategic planning and mentoring. The 2021 recipient of the OONL Nursing Leadership Award is Jackie Buck from The Ohio State University Wexner Medical Center.

The OONL Aspiring Nurse Leader Award is awarded to an upcoming leader with demonstrated excellence in education, certifications and committee work and recognizes informal leadership qualities, clinical expertise and participation in outside activities. The 2021 recipient of the OONL Aspiring Nurse Leader Award is Kate Barrett from Dayton Children’s Hospital.

There were many exceptional nominations this year, and the selection committee had a difficult time choosing just one recipient for each award. Congratulations to all the nominees and the award winners for demonstrating excellence in nursing leadership and continued work toward transforming health care!

The Ohio State University Wexner Medical Center Wins 2021 ANCC Magnet Prize
The American Nurses Credentialing Center, ANCC, awarded University Hospital and Ross Heart Hospital at The Ohio State University Wexner Medical Center the 2021 ANCC Magnet Prize at the 2021 ANCC National Magnet Conference and the ANCC Pathway to Excellence Conference in Atlanta last month. Read the full press release here.

OHA COVID-19 UPDATE

James Guliano, MSN, RN, NPD-BC, FACHE
Vice President, Operations & Chief Clinical Officer
Ohio Hospital Association

OHA Convenes Professional Societies to Discuss Health Care Workforce Challenges

Nursing leaders have been at the forefront of a multitude of pandemic-related issues, such as personal protective equipment shortages, mechanical ventilator capacity, testing sites, patient visitation, surgery cancellations, monoclonal antibody clinics, vaccination clinics and supply chain shortages, to cite merely a few. Perhaps one of the most challenging issue that prevails is health care staffing.

OONL and the Ohio Society of Health Care Human Resources Administrators, OSHHRA, joined together virtually on Sept. 23 to share effective strategies for addressing the current clinical staffing challenges. Short-term solutions they shared reflect staffing solutions, models of care and workflow solutions, education solutions and advocacy actions. The value of collaboration was evident in the exchange of ideas which included:

- Placing a contact name/number (to call or text) for 24/7 access to an HR staff member on all open position listings
- “Helping Hands” – hospital staff who are willing to assist with tasks by decreasing the workload of direct patient care providers
- Leadership teams deployed
- Runners for supplies/food are provided during the first 4 hours of day shift and 7-11 p.m. daily
• Quality Department RNs begin a virtual nursing admission assessment
• Contingency and Crisis Standards of Care implementation
• Decreased documentation burden
• Identification of core critical care nurse interventions/responsibilities and role of non-critical care interventions so that non-critical care nurses can practice in critical care units
• Electronic medical record tool for minimizing documentation burden
• Licensed practical nurses incorporated into care model
• Explored creative ways to utilize paramedic skills
• “APRN as a lead” model
• Partnering respiratory therapy students as “technicians” with respiratory therapists to increase capacity
• Fast track orientation for new hired, experienced staff
• Meeting with elected officials about current trends in agency rates
• Incentive pay/bonuses
• Double red bonuses
• Adjusting primary care office practice hours to offload admissions and to share staffing
• “Travel at Home” - PRN status contracts to staff additional shifts with increased rates and bonuses
• Education/Quality/Triage nurses moved to bedside care

The forum will continue and will next focus upon highlighting effective models of care with patient safety as top priority. We are grateful for the willingness of the participating leaders to share their valuable time and expertise through professional collaboration.
Committee Update, Nurse Leaders Engage Policymakers through Virtual Statehouse Visits

What a year for the Legislative and Practice Committee. Despite the pandemic the committee stayed busy following legislation. Current bills of interest: SB 161 Revised Code Regarding Surgical Smoke-Requires hospitals to have a policy to prevent exposure to surgical smoke, HB 466 Establish Requirements for health staffing agencies and HB 221 Enact Better Access, Better Care Act regarding nursing (APRN scope of practice).

Nov. 12 marked the first virtual day at the Statehouse. 15 enthusiastic members across the state joined online to talk with legislators about the national staffing crisis, potential strategies to enhance programs to build our nursing pipeline and the invaluable resource of OONL nursing leaders.

Hoagland’s Office - Giovanna Loccisano; and Sen. Cecil Thomas.

The day was a success as we told our stories, conveying to legislators how we are impacted by policy. Attendees concurred that it is critical for our legislators to hear directly from us about nursing and health care related issues.

Diane Sprankle MSN, MHA, RN, NE-BC
Legislative and Practice Committee Chair

Kate Huffman
Director, Advocacy & Government Affairs

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