Translating quality into practice

- Capital punishment
- Headlines from the Hill
- Donations at Work
Translating quality into practice

More than 1,100 nurses and other professionals gathered at ANA’s 2017 Conference in Tampa, Florida, March 8-10, to learn about the latest research, strategies, and best practices for improving safety, quality, and staffing in their healthcare facilities. “Nursing work environment, staffing, nurse health, patient and nurse satisfaction—all affect outcomes,” said ANA President Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN, in welcoming attendees to the conference themed “Translating Quality into Practice.”

Cipriano spoke of the strides nurses have made in ensuring quality care and emphasized the importance of engaging consumers in transforming health and health care—one of ANA’s strategic goals. “As we think about nurses serving consumers, what we focus on is quality.”

Cipriano said, “Our work is not only [to ensure] that their experience is great but that they have a great outcome.” She added, “As health care changes around us, one thing remains certain: ANA is working relentlessly to amplify nurses’ voices as policies are being created, fought for, and implemented.”

Shifting decision-making to consumers

Consumer voices are being elevated in the changing landscape of health care, with a transition to value. Opening keynote speaker Harry Greenspun, MD, chief medical officer and managing director, Korn Ferry Health Solutions, identified three factors for nurses to address in transforming health care: coordinating care, using big data, and the importance of a consumer focus.

“The data we have is not necessarily the data we need,” Greenspun said. Patients need data that help them understand risk and expected outcomes, for better or worse, he explained. As members of interdisciplinary teams, nurses are positioned to rally around patients and support them as they evaluate personal decisions about care plans and determine if those plans are right for them, Greenspun said.

Shifting the culture

With a cultural shift in health care from a provider to a consumer focus, nurses can look to leading consumer organizations and influencers for ways to engage and guide patients in making the best healthcare decisions.

Presenter Ed Tori, DO, associate director, MedStar Institute for Innovation (MI2), and director, MedStar Center for Health Influence and Engagement, offered suggestions for using influence and persuasion to yield dramatic results in improving engagement. “You move people with emotion,” Tori said. Quoting poet Maya Angelou, he added, “People will never forget how you made them feel.” He offered seven rules for influence, the first and most important being: “Manage your state.” For example, Tori suggested nurses do what helps prepare them for patient engagement by managing their emotions and physical health with proper rest, nutrition, and exercise.

Healthcare reform

On March 9, nursing and healthcare leaders participated in a panel discussion to address the latest developments surrounding Congress’ efforts to reform the nation’s healthcare system. “Policy is almost always informed by politics,” said ANA Senior Associate Director of Government Affairs Tim Casey. He described ANA’s intensive advocacy work, which included a public statement (www.nursingworld.org/FunctionalMenuCategories/MediaResources/PressReleases/ANA-Strongly-Opposes-New-Health-Care-Reform-Bill.html), ANA’s letter to Congress (www.nursingworld.org/ANA-AHCA-OppositionLetter), and ongoing, respectful conversations with Congressional staff.

“Don’t underestimate the power of your voice—the collective voices of nurses,” Casey told the attendees gathered for the town hall.

From a health system perspective, the panel included Jeff Doucette, DNP, RN, FACHE, CENP, vice president, Magnet® and Pathway to Excellence®, American Nurses Credentialing Center, former vice president and chief nursing officer, Bon Secours Health System; and Lillee Gelinas, MSN, RN, FAAN, Editor-in-Chief, American Nurse Today, past chief nursing officer, CHRISTUS Health.
Gelinas commented on a state of “certain uncertainty” affecting workforce issues and causing systems to delay major purchases. Doucette expressed concerns that health care is moving away from a focus on wellness, prevention, and care coordination. “As professional nurses, we’re called upon to give our opinion as those who are knowledgeable about health care,” Doucette said. “Influence becomes our role.”

Attendees contributed to the discussion, highlighting the wave of recent consumer activism and providing a historical perspective of healthcare reform.

In concluding the event, Cipriano underscored the importance of action. “ANA is in conversations giving [critical] input, and our state nurses associations are also involved,” she said. “The public trusts us, and our Code [of Ethics for Nurses] articulates the inherent responsibility of our role.” Cipriano urged attendees to take a few minutes to determine what they can do to advocate for healthcare reforms that guarantee patients have access to safe, quality health care.

Cross-continuum care

The final conference day sessions continued to equip nurses for leading transformational change in health care. “We must prepare for cultural and operational change in nursing practice,” said Carol Boston-Fleischhauer, JD, MS, BSN, chief nursing officer, The Advisory Board Company, in the general session “Care Across the Continuum: New Nursing Roles.” Reporting on trends, she noted, “One in every three healthcare dollars is wasted, according to the Institute of Medicine. The current system is challenged by the cost of chronic disease and poor care coordination.”

She emphasized that nurses are being looked to for solutions. “This is our ‘Kodak moment’—our opportunity to adapt to the world we find ourselves in;” she said. Boston-Fleischhauer pointed to ANA’s healthcare reform principles (http://nursingworld.org/healthcare-reform) as consistent with cross-continuum care. She identified imperatives for nurse leaders, who must understand the changes and essential skills for the workforce needed across the continuum of care, and urged nurses to embrace change and prepare for new roles, including those in acute care settings, nurse-run clinics, home-health care, and long-term care.

Embracing change

Closing keynote presenter and motivational speaker Jeff Vankooten introduced seven habits to manage change effectively. “Every one of us is resilient,” Vankooten said. “We just need to practice it.” He gave examples from the lives of Mother Teresa and Florence Nightingale who demonstrated resilience in the face of adversity. And he stressed that practicing the tactics of resilience allows individuals to keep moving forward in their lives and career.

The conference included preconference sessions on staffing, ethical practice, and big data; 42 concurrent sessions on best practices; more than 100 exhibitors offering innovative solutions and opportunities; and more than 170 poster presenters with nurses sharing their knowledge.

Save the date for next year’s ANA Annual Conference, March 21-23, 2018, at Gaylord Palms Resort & Convention Center, Orlando, Florida. To learn more, visit www.nursingworld.org/ANAconference.
Weston named one of Top 25 Women in Healthcare

In February, Modern Healthcare selected ANA Enterprise CEO Marla J. Weston, PhD, RN, FAAN, as one of its 2017 “Top 25 Women in Healthcare.” The prestigious biennial program honors highly accomplished healthcare executives who are making a positive difference in the field.

Weston was selected by Modern Healthcare due to her leadership skills and accomplishments in health care, mentorship of female healthcare executives, and her contributions to health care at the local, state, and national levels. Modern Healthcare also honored Weston with placement on the 100 Most Influential People in Healthcare list in 2014.

Since becoming CEO in 2009, Weston has transformed ANA into one of the fastest-growing national associations in terms of membership. Her stature continues to expand and enhance ANA’s success in advocating for the nation’s registered nurses. In December 2016, Forbes described ANA as “an increasingly politically powerful lobbying force in Washington and state capitals across the country.”

“It is an honor to receive this recognition from Modern Healthcare,” Weston said. “I am proud to be among such an impressive group of visionaries and leaders—especially at this pivotal moment in health care. I will continue to advocate for nurses to have a seat at key decision-making tables and to speak up, because no one is better equipped to advocate for consumers than registered nurses.”

Weston was recognized for promoting a strong national voice for nursing in her role as CEO of ANA; the American Nurses Foundation, ANA’s charitable arm; and the American Nurses Credentialing Center, an ANA subsidiary that promotes excellence in nursing and health care globally through credentialing programs.

Weston has dedicated her career to improving the work and public policy environment for nurses and quality of care for patients. She has been a leader in a broad range of roles, including direct patient care in intensive care and medical-surgical units, nurse educator, clinical nurse specialist, director of patient care support, and nurse executive.


ANA recognized for role in reducing patient harm

Six years ago, ANA joined the Partnership for Patients, a coalition of hospitals, providers, patient advocates, employers, and state and federal officials formed by the Centers for Medicare & Medicaid Services (CMS) and dedicated to creating a safer, higher quality healthcare system. The partnership’s primary goal of reducing accidents and avoidable infections was one that ANA fully supported.

Its work was recently recognized when the Partnership for Public Service awarded the Samuel J. Heyman Service to America Medal to CMS staffers Paul McCann, MD, Jean Moody-Williams, and Dennis Wagner. They received the 2016 Federal Employee of the Year Award for their work to improve patient care through the creation of a public-private partnership. According to CMS Chief Medical Officer Patrick Conway, MD, among the partnership’s accomplishments are 87,000 lives saved, 2.1 million fewer patient harms, and nearly $20 billion in cost savings.

In receiving their award, McCann, Moody-Williams, and Wagner acknowledged the important contribution that ANA and other organizations had made to its success. “We were thrilled to be selected, but knew that we were accepting such an award on behalf of a large impactful team of hospital improvement and innovation networks, quality improvement organizations, federal partners, private partners, and CMS staff and managers that collaboratively made these results possible,” they wrote in a letter to ANA thanking the organization for all it has done to contribute to the partnership’s life-saving and cost-saving results.
Issues continue to move quickly in Washington, DC, many of which dramatically affect RNs and their practice. With ANA’s Principles for Health System Transformation and position statements in hand, ANA is working diligently to shape the healthcare reform conversation. Some recent efforts are highlighted here.

**ANA opposes the American Health Care Act**

Republicans revealed their long-awaited health reform legislation: the American Health Care Act (AHCA). After careful review, ANA concluded that the AHCA did not align with its principles on healthcare reform. Republicans withdrew the bill from consideration on March 24. ANA continues to monitor developments.

**Legislation and Federal regulations to watch**

ANA encourages RNs to learn more and support the following bills and regulations at RNaction.org:

**Home Health Care Planning Improvement Act (S. 445).**

This bill would allow advanced practice registered nurses (APRNs) to certify home health services for Medicare beneficiaries. The change would remove the barrier of physician sign-off on home health plans and allow more timely access to home health services under Medicare.

**Title VIII Nursing Workforce Reauthorization Act of 2017.**

A bipartisan group of colleagues introduced the Title VIII Nursing Workforce Reauthorization Act of 2017 (H.R. 959), which provides the largest source of federal funding for nursing education.

**VA Rule on APRNs.** Late last year, the Department of Veterans Affairs (VA) released a final rule granting full practice authority to three of the four APRN roles when they are acting within the scope of their VA employment. ANA was disappointed that the VA failed to extend full practice authority to certified registered nurse anesthetists (CRNAs). ANA continues to urge newly confirmed Secretary of Veterans Affairs David Shulkin to support full practice authority for all four APRN roles, including CRNAs, in the VA.

The best way to stay on top of the latest news is to follow ANA’s new Capitol Beat blog at anacapitolbeat.org, sign up for action alerts at RNaction.org, and check out ANA’s healthcare reform site at NursingWorld.org/HealthCareReform, which is updated regularly.

---

**ANA and nursing in the news**

Here’s a partial roundup of the prolific media coverage about ANA’s statement of opposition to the AHCA. Nurses’ voices are being heard!

- **ANA President Cipriano** appeared on MSNBC with Ali Velshi on March 10.
- **The Atlantic:** Doctors, nurses, and hospitals oppose the new health-care bill
- **Forbes:** Nurses blast Trumpcare as danger to public health
- **The Hill:** Nurses join doctors, hospitals in ripping GOP health plan

— Kelly Mahon is speechwriter for ANA.
ANA releases new position statement opposing capital punishment

ANA announced its opposition to capital punishment and nurses’ participation in capital punishment in February. This new position is particularly relevant given the nomination of Judge Neil Gorsuch to the Supreme Court of the United States, who, if approved, will likely tip the court in favor of capital punishment.

ANA has long been opposed to nurse participation in executions, either directly or indirectly, as it is contrary to the fundamental goals and ethical traditions of the nursing profession. The announcement strengthens ANA’s position, adding it to the ranks of many U.S. and global human rights organizations opposing capital punishment, such as the International Council of Nurses, the American Public Health Association, and Amnesty International.

“The American Nurses Association is gravely concerned with the human rights of individuals facing execution,” said ANA President Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN. “Capital punishment is a human rights violation, and ANA is proud to stand in strong opposition to the death penalty. All human beings, regardless of their crimes, should be treated with dignity. For those states where capital punishment is currently legal, the American Nurses Association will continue to provide ethical guidance, education, and resources for nurses and other healthcare providers dealing with these ethical dilemmas.”

ANA’s Center for Ethics and Human Rights Advisory Board reviewed and unanimously approved the position statement. The statement was presented to the public for a 30-day comment period and subsequently approved by the ANA Board of Directors in December 2016. Read the full position statement at www.nursingworld.org/CapitalPunishmentNursesRole-ANA PositionStatement and FAQs at www.nursingworld.org/FAQ-ANAPositionStatement-CapitalPunishment.

In Brief

Moral distress in health care

Nurses in all roles and specialties face complex ethical situations that challenge their values, giving rise to moral distress. New approaches to overcoming the challenges of moral distress by increasing moral resilience are presented in a supplement to the February issue of the American Journal of Nursing (AJN). The journal is published by Wolters Kluwer.

Based on the proceedings of a recent expert symposium, the special report outlines strategies to mitigate the harmful effects of moral distress in the healthcare workforce and to create healthy work environments—with the goal of providing safe, high-quality care for patients and families. The supplement, titled “State of the science: transforming moral distress into moral resilience in nursing,” is now available on AJN’s website. Cynda Hylton Rushton, PhD, RN, FAAN, and Kathy Schoonover-Shoffner, PhD, RN, are the guest editors for the special report.

The project was a 4-year collaborative effort of The Johns Hopkins School of Nursing and Berman Institute of Ethics, AJN, and the Journal of Christian Nursing, along with the American Association of Critical-Care Nurses and the American Nurses Association. Funding support came from Johnson & Johnson, the Heilbrunn Family Foundation, and Nurses Christian Fellowship/USA.

The full supplement, including a concise executive summary, is free to read and download at: http://journals.lww.com/ajnonline/Pages/Moral-Distress-Supplement.aspx. The report also can be found in a digital magazine format at http://mydigimag.rrd.com/publication?i=379260.
I had the opportunity to be one of the writers of the 2016 ANA position statement “Capital punishment and nurses’ participation in capital punishment.” Many hours were invested in creating this statement, but it all began when I read the International Council of Nurses (ICN) 2012 position that “considers the death penalty to be cruel, inhuman and unacceptable….” Since 1983, ANA has been against nurse participation in capital punishment. I agreed with that statement, but still supported the death penalty for some heinous crimes. However, the ICN statement made me question my stance. I wondered what it would take to change my mind and recommend that ANA support ICN’s request for nursing associations to oppose capital punishment. It turns out it took days of research, an in-depth review of our Code of Ethics for Nurses With Interpretative Statements (Code), and significant amount of discussion with other ANA Ethics and Human Rights Advisory Board members.

Exploring the facts
I researched both U.S. and other countries’ stances, as well as court decisions and other professional associations’ positions. I found that the death penalty varies from state to state, so whether a person is killed depends on geography. The same is true internationally; I was displeased to be in the company of the top five countries for executions with China, Iran, Saudi Arabia, and Iraq. On the other hand, abolishment of the death penalty is a requirement for membership in the European Union.

At present, the Supreme Court has ruled that capital punishment has not violated the Constitution’s Eighth and Fourteenth amendments, but two justices are asking for cases so courts can take another look at the death penalty, especially in light of the shortage of drugs used for executions. Many states have put executions on hold. Only the American Public Health Association asks for the abolition of the death penalty; all other associations only prohibit participation in the execution process.

Making a change
Drawing on what I learned, I developed a proposed position statement for ANA to take a stance against capital punishment and took it to the ANA Ethics and Human Rights Advisory Board for approval. Lively discussions ensued for several meetings, as those supporting and opposing capital punishment debated the issues. In the end, the unanimous decision was not only to oppose nurse participation, but to oppose capital punishment. The ANA Board of Directors unanimously approved the revised position statement. The ethics board and I celebrated, because we know that capital punishment is the wrong solution for criminal actions. We know our profession is making a statement to the world that the death penalty is cruel, inhumane, and unacceptable.

— Vicki D. Lachman is past chair of the ANA Ethics and Human Rights Advisory Board.
Foundation names 2016 Nurse of the Year

It’s been said that the true test of character is what a person does when no one is watching. This statement describes the American Nurses Foundation’s Honor a Nurse 2016 Nurse of the Year, Laurene Elauria Johnson, MSN, RN, CDP.

For nearly 3 years, Johnson supervised Lead Health Technician Maria Grier at the Department of Veterans Affairs in Coatsville, PA. Each day, Grier observed Johnson’s compassion for her patients, her employer, her coworkers, and herself.

In the nomination, Grier described Johnson’s “innate desire to help and care for people in their time of need. I admire her patience, warmth, and compassionate heart, caring for our national heroes in mental health at Coatsville’s Veterans Medical Center.”

“Hundreds of deserving nurses were honored through the Foundation’s program last year. However, Maria Grier’s tribute to Laurene Elauria Johnson spoke precisely to the purpose and intent of Honor a Nurse,” said American Nurses Foundation Chair Tim Porter-O’Grady, DM, EdD, ScD(h), APRN, FAAN, FACCWS. “We are thrilled to recognize her dedication to nursing and inspirational leadership.”

Johnson said it was both a privilege and an honor that Grier chose to recognize her. As a child growing up in the Philippines, Johnson dreamed of becoming a nurse, but education was out of her reach financially. In 1981, when Johnson and her family moved to the United States, she was hired as a nursing assistant in a nursing home. She subsequently obtained her LPN, RN, and MSN.

Johnson completed her clinical hours at the Department of Veterans Affairs, and found her calling to help veterans in their times of need. Johnson believes it is her responsibility to give back to the veterans because thanks to them, “we sleep in peace every night while they fight for our freedom.”

The Foundation created the Honor a Nurse program to recognize nurses’ extraordinary contributions to health care. Nurses who have been honored qualify for the Nurse of the Year award. For more information and to honor a nurse, visit www.givetonursing.org/honoranurse.

Focus on combatting stress

ANA is declaring 2017 to be the Year of the Healthy Nurse. Join us as every month we tackle specific wellness issues where all of us can improve. In April, turn to the following resources to help manage stress and maintain work-life balance.

Online courses and articles from ANA’s Nursing Knowledge Center (https://learn.ana-nursingknowledge.org)
- Nutrition for nurses: Healthy eating and shiftwork
- Cultivating mindfulness online course
- How can nurses encourage patients to live healthy lives (April 27 webinar)
- Civility: Conversations to inspire and promote a more civil workplace (American Nurse Today continuing nursing education article)
- Living & working mindfully: Exploring mindfulness techniques for self-care, leadership & nursing practice

Online courses from ANA Leadership Institute™ (https://learn.ana-nursingknowledge.org)
- Dealing with fatigue: Strategies for nurse leaders
- Practicing resiliency in times of increasing change: Build your team
- Success under stress: Leading a stress-free environment

Resources from ANA NursesBooks (www.Nursesbooks.org)
- Bounce forward: The extraordinary resilience of nurse leadership
- Mindfulness and YOU: Being present in nursing practice
- Information overload: Framework, tips, and tools to manage in complex healthcare environments