

MONL NEWS



Tracy Osborn, Team Leader,
Nursing Services at Northwest
Medical Center, Albany

MONL Leader You Should Know!

Name: Tracy Osborn

Hometown: Stanberry

Current Job: Team Leader of Nursing Services at Northwest Medical Center, Albany

Being in a Leadership Position Allows me the Opportunity to: "Take care of people who take care of people." As a leader my job is to support staff to make sure they have not only the tools, equipment and education, but also to make sure they have the emotional support. In my position I can lead by example and help create a culture of a servant's heart, which is the utmost importance to me.

First Job in Nursing: Interesting enough my first job was here at Northwest Medical Center, 23 years ago. I was part of the acute care/skilled nursing unit staff. I returned this past August when Mosaic Life Care, who I have worked for the past 20 years, entered a partnership with Northwest Medical Center.

Most People Don't Know: I have wanted to be a nurse since I was a small girl and watched my mom care for others. She would take me to work with her at the nursing home and county home. The way she could make people feel with her kindness and care made me want to follow in her footsteps. She truly was my inspiration and role model.

My Best Advice to Aspiring Leaders: Buddy up with a mentor, one who will be honest with you and give you constructive criticism. You are going to make mistakes and you should learn and grow from them. Listen to those on your team, especially the front line caregiver, those who live it have the best answers. Round with patients, families, and caregivers the value in their opinions is priceless.

Biggest Challenge I Faced as a Nurse Leader: Work-life balance-there is so much to get done and only so many hours in a day.

Interested in Learning More About: Recently, I have accepted additional responsibilities on the operations side of healthcare. I'm excited for the opportunity to see how other pieces fit together. Healthcare is so complex. I can see value in expanding my overall knowledge base. So, I'm very excited for this new journey.

*The secret of joy in
work is contained in
one word — excellence.
To know how to do
something well is to
enjoy it.
~ Pearl S. Buck*

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PRESIDENT'S MESSAGE



Colleagues,

Last month we said goodbye to Sharon Burnett and wished her well in her next phase of life. This month we want to extend an enthusiastic welcome to Sarah Willson, CHPCA, MBA, BSN. Sarah will serve as Vice President of Clinical and Regulatory Affairs for the Missouri Hospital Association as well as executive liaison support to the Missouri Organization of Nurse Leaders. We are thrilled to have Sarah, a nurse, serve as our MONL liaison.

Sarah will provide management, supervision and oversight on issues related to health facility regulations, licensure and accreditation. Sarah will continue the important collaborative work with health care leaders across Missouri to make a difference.

Sarah received her BSN from the University of Missouri-Columbia and her MBA in Health Management from William Woods University. Her professional career includes managing Labor and Delivery, Women's Health and Newborn Nursery at the University of Missouri Healthcare-Columbia, Missouri. At Capital Region Medical Center, Jefferson City, Missouri, Sarah served four years as a Clinical Educator for Obstetrics and Pediatrics before moving into the Director of Patient Care role for three years. The past seven years Sarah worked for Compassus Hospice and Palliative Care in the following progressive roles of responsibility; Executive Director, Regional Director of Operations and Divisional Vice President of Operations. Sarah received the Sinclair School of Nursing Alumni Achievement Award in 2002. We are excited to welcome Sarah to MONL!

As a reminder, it's time to renew your MONL membership. It's easy to forget to renew [memberships](#) in January, so please check to see if you have renewed your MONL membership and if not, please go online and renew today! It is easy to renew your MONL membership and for only \$50 a year you receive the opportunity for great networking, outstanding educational offerings and important partnerships to influence healthcare policy, regulation and legislation.

Last, I would like to encourage each of you to support a direct care nurse to attend the upcoming [Direct Care Nurses Leadership Academy](#) in your region. Answering the Institute of Medicine (IOM) *Future of Nursing* call to mentor more nurse leaders, the Missouri Center for Nursing is offering the Direct Care Nurses Leadership Academy. The academy takes place over three to four months with one day of in-class instruction per month. The academies are being held in the following locations and dates:

West Region: Saint Luke's East, Lee's Summit, Missouri March 2, April 13 and May 25

Central Region: Boone Hospital Center, Columbia, Missouri March 3, April 6, May 9

Thank you all for your continued dedication and exceptional leadership!

Debbie Wilson, R.N., MSN, MSA, NEA-BC
MONL President

Mercy's Top Nurse-Another High Point

Linda Knodel, Mercy senior vice president and chief nursing officer, [will be honored](#) with the Gold Medal Award from the [American College of Healthcare Executives](#) (ACHE).

The Gold Medal Award is ACHE's highest honor bestowed on outstanding leaders; it identifies ACHE Fellows who "best exemplify leadership at the organizational, local, state/provincial and national levels who go beyond the confines of their own organization to continually contribute to the improvement of health care services and community health."

Knodel is being honored for more than 30 years of experience in nursing and health care leadership, plus more than 15 years at the bedside as a nurse. She has contributed to numerous publications and books and is the author of the book *Nurse to Nurse: Nursing Management*. Knodel is an active member of the nursing community, having served as president for the American Organization of Nurse Executives and ACHE Governor. She is currently a member of ACHE's Counselors Committee.



"I couldn't be prouder of the fact that Linda is this year's recipient," said Di Smalley, Mercy's regional president for the state of Oklahoma. Smalley previously served as chair of the ACHE. "This is a testament to Linda's significant stature as a nurse executive, as well as a health care executive to the 44,000 members of the College from all 50 states and multiple foreign countries. Linda joins many icons in the health care executive field who have received this award in the past."

As part of her work with the American Organization of Nurse Executives, Linda was a nurse executive faculty with the Croatian Nurses Association. In 2013, she was a presenter at their biannual international nursing conference in Zagreb, Croatia, where she spoke about metrics for nursing finance and care quality. Linda is also a leader for Costa Rica People to People delegation of nurse executives. In this role, Linda led this group of nurse executives on trip to Costa Rica to meet with their counterparts to discuss changes and challenges in health care in both countries

Knodel will formally receive the award on March 14 during the ACHE Congress on Healthcare Leadership. [Click here](#) to learn more.

The Rest of the Story

AONE Spotlight

MONL is an affiliate of the American Organization of Nurse Executives (AONE). MONL provides information and opportunities for advocates on issues impacting nurse leaders in our backyard. It is invaluable to be active in MONL if you are in or looking to advance to a nurse leadership role. We also need nurse leaders to be involved in national issues. AONE provides that opportunity as well as networking beyond our borders. The MONL board members are all members of AONE. If you are interested, please visit [AONE](#) to learn more.

Working For and Through Its Membership

MONL is a very active organization. As a nurse leader and/or aspiring nurse leader you have multiple opportunities to impact nursing practice, provide education to those who regulate healthcare and refine and define your skills as a nurse leader through:

- opportunities to network with colleagues and share best practices
- collaboration with statewide nursing organizations to improve the image of nursing and increase recruitment
- regular updates on regulatory and legislative issues as well as upcoming professional opportunities through a monthly newsletter and through our website at www.missourinurseexec.org
- a professional MONL LinkedIn group so that members easily can obtain and offer feedback on pressing administrative and clinical issues
- a host of nurse manager training webinars throughout the year at no cost to you or your staff, with replays available on demand
- attendance at the MONL annual membership meeting and program in conjunction with the MHA Annual Convention and Trade Show at a reduced rate even if you are not employed by an MHA-member hospital or system
- opportunities to serve as policy advisors for legislation that will impact care in Missouri as well as on the federal level

If you want to be involved more, contact a Board member today!

Study: No Evidence That Decline In Readmissions Linked To Changes In Observation Stays

Hospitals with greater reductions in readmissions rates are no more likely to increase their observation service use than other hospitals, according to a [study](#) in the Feb. 24 New England Journal of Medicine (NEJM). The study examines readmission and observation service rates before, during and after implementation of the Affordable Care Act (ACA) and its Hospital Readmissions Reduction Program (HRRP). "Within hospitals, there was no significant association between changes in observation service use and changes in readmission rates after implementation of the ACA," the authors wrote. The study also found that readmission rates were falling before ACA implementation and declined more quickly after implementation and then at a slower rate after HRRP penalties were initiated.

House Committee Reviews APRN Bills

The state House Professional Registration and Licensing [committee](#) heard testimony on four bills to revise practice standards for advanced practice registered nurses. [House Bill 1465](#) would make modest changes to supervision requirements for collaborative practice arrangements between APRNs and physicians. [House Bill 1866](#) would make far more sweeping changes, such as removing most of the restrictions on an APRN's capacity to prescribe and creating a separate licensure system and scope of practice for APRNs. [House Bill 1697](#) would allow a physician to supervise more APRNs through collaborative practice agreements and loosens standards for geographic proximity of the physician and APRN. [House Bill 2275](#) indicates that a physician cannot supervise more than three practitioners through a collaborative practice arrangement. Current law has a cap of three practitioners for each of the three types of providers – APRNs, assistant physicians and physician assistants.

HB 618 Expands Authorization To Complete Death Certificates

The Missouri Department of Health & Senior Services' Bureau of Vital Records released a [notification](#) of Revised Statutes of the State of Missouri through the passage of HB 618 (2015). The amended state statute allows physician assistants, assistant physicians and advanced practice registered nurses in a collaborative practice agreement to complete and sign the medical certification portion of a Missouri death certificate using the electronic vital records system. Additional training is available [online](#).

Senate Advances Infection Control Legislation

The Missouri Senate has given first-round approval to legislation that would update state laws governing infection control. [Senate Bill 579](#) is a slightly updated version of a 2015 negotiated accord that would curtail duplicative state and federal reporting. MHA supports the bill.

State House Approves Mental Health Measures

The Missouri House of Representatives has given its final approval to two legislative proposals relating to behavioral health issues. [House Bill 1619](#) creates a two-year statute of limitations for malpractice liability claims against mental health providers. [House Bill 1658](#) promotes awareness and research of the prevalence of and responses to depression and suicide among medical students. The bills now move to the Missouri Senate.

House Select Committee Approves Health Care Workforce Analysis Legislation

The [House Select Committee on Social Services](#) met to consider [House Bill 1850](#), which relates to health care workforce analysis and planning. With substantial shortages in certain health care professions in Missouri, the bill authorizes funds from the State Board of Nursing, Board of Pharmacy, Missouri Dental Board, State Committee of Psychologists and the Board of Healing Arts to use their license fee moneys to collect and analyze workforce data in their respective professions. Added by amendment were the professions of occupational therapists, optometrists and chiropractors. HB 1850 was approved by a vote of 9-0 as amended.

CMS Issues Survey And Certification Letter

In February, the Centers for Medicare & Medicaid Services released a survey and certification group letter ([S&C: 16-07-AO](#)) to state survey agency directors. The 2015 annual report to Congress details the review, validation and oversight of the fiscal year 2014 activities of approved accrediting organization's Medicare accreditation programs, as well as the Clinical Laboratory Improvement Amendment Validation Program.

CDC Provides Zika Virus Resources To Health Care Providers

The Centers for Disease Control and Prevention has made Zika virus [resources](#) available to health care providers as the virus continues to spread throughout the Americas. Zika is spread to people through mosquito bites. New data suggests other routes on infection. The most common symptoms are fever, rash, joint pain and conjunctivitis. While only 1 in 5 people infected with the mosquito borne virus will get sick, the CDC is cautioning pregnant woman because the virus may be linked to birth defects. [Interim guidelines](#) have been issued for providers caring for infants born to mothers who traveled or lived in an area where the virus was present during their pregnancy.

CDC Responds To Increased Hepatitis C In Dialysis Patients

Recently, a [Centers for Disease Control and Prevention Health Advisory](#) was released urging dialysis providers to assess and improve infection control practices to stop Hepatitis C virus transmission. The advisory is in response to the increased identification of HCV transmission in dialysis clinics.

TJC Releases New Prepublication Standards For Substance Abuse, Palliative Care

The Joint Commission has approved two new prepublication standards. The revisions for publication regarding [opioid treatment programs](#) will take effect Friday, July 1. The Substance Abuse and Mental Health Services Administration issued an update to its 2007 Guidelines for the Accreditation of Opioid Treatment Programs. TJC reviewed and incorporated the guidelines for continued accreditation. In addition, home health and hospice facilities already accredited by TJC can receive community-based palliative care certification for providing a [CBPC](#) program.

What's in Your OB OR?

A recent study in the New England Journal of Medicine found the use of chlorhexidine–alcohol for preoperative skin antisepsis resulted in a significantly lower risk of surgical-site infection after cesarean delivery than did the use of iodine–alcohol. (Funded by the National Institutes of Health and Washington University School of Medicine in St. Louis; ClinicalTrials.gov number, [NCT01472549](#).) As a nurse leader I always appreciated when someone would send me information from a reputable source. I hope over the newsletters to come I will to be able to interject a few items for you.

The Side Effects of a Better Informed Patient

While shared decision-making for elective procedures could negatively affect volumes, leaders need to consider that, like value-based reimbursement, it's coming. So is it better to get ahead? [*The Side Effects of a Better Informed Patient*](#) is a great read and one for leaders to discuss.

Health Equity

Recently, the Missouri Hospital Association made a commitment to the National Call to Action to Eliminate Health Disparities Equity of Care Campaign launched by five national health care associations — American College of Healthcare Executives, American Hospital Association, Association of American Medical Colleges, America's Essential Hospitals and Catholic Health Association of the United States. MHA's Board President and CEO sent a letter to every Hospital CEO asking for their participation on February 1, 2016. We want every hospital in Missouri to participate. To learn more and encourage the signing of your pledge, click [here](#). Through analysis, resources and education, MHA will support your organizations participation.

Nurse e-Notify

Lori Scheidt, Executive Director, Missouri State Board of Nursing sent out a correspondence the first week of February regarding e-Notify. According to Lori, they experienced a facility call in which the facility discovered one of their nurses had been working without a license for about 6 weeks now. The nurse was hired based on a multi-state license from Iowa. In mid-December 2015 the nurse changed her address with the Iowa Board of Nursing to a Missouri address. The compact laws indicate that you may only have one multi-state license and it must be issued by your primary state of residence. Since she changed her address to Missouri (another compact state), Iowa inactivated her license. The nurse did not obtain a Missouri license like she should have.

If the employer had this nurse enrolled in e-Notify, they would have received notification when the Iowa multi-state license was inactivated.

RWJF Publishes Tools On How To Increase Nursing Workforce Diversity

A new Robert Wood Johnson Foundation [report](#) shares strategies that have effectively increased nursing workforce diversity, highlights lessons learned and offers a list of resources to support future efforts. Studies show that Americans tend to receive better quality care when health professionals mirror the ethnic, racial and linguistic backgrounds of their patients. The report aims to bridge the demographic gap between the nursing workforce and the population as a whole.

Seeking Hospital Chief Nurse Executives For A Study On Fatigue

We are currently recruiting participants for a study to explore nurse executives' personal experiences with fatigue and monitoring and management practices of fatigue conducted by the University of Wisconsin-Madison School of Nursing. The [survey](#) will take no more than 30 minutes. Your responses are completely confidential and your responses will not be linked to your identity. Participation is voluntary and there is minimal risk associated, and you may change your mind at any time and discontinue your participation in this study at any time. If you have questions about the study please contact [Barbara Pinekenstein](#). [Click here](#) to participate.

WELCOME NEW MEMBERS!

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Children's Mercy Kansas City
MHA District 2

Sarah Patton
Children's Mercy Kansas City
MHA District 2

EVENTS

MONL District 5 Webinar

March 4

- April 21, Hampton Inn & Suites Kansas City
- July 21, Courtyard by Marriott

MONL District 3 Conference Call

March 8

Nurse/Health Care Preceptor Combined Academy

Hannibal

CMS' Hospital CoP and State Licensure Regulations for Acute Care Hospitals

March 23 and 24, Camden on the Lake

- April 6, Quality Inn and Suites

Springfield

CMS' Hospital CoP and State Licensure Regulations for Critical Access Hospital

March 24 and 25, Camden on the Lake

- April 20, Hilton Garden Inn

St. Louis

- July 14, St. Louis Marriott West

Behavioral Health 7th Annual Conference

April 14 and 15, Camden on the Lake

Nurse Preceptor Academy

St. Louis Metro Area

- March 8, St. Louis Marriott West
- May 17, Embassy Suites St. Louis
- July 13, St. Louis Marriott West
- Sept. 1, Embassy Suites St. Louis
- Nov. 16, St. Louis Marriott West

Kansas City Metro Area

- March 1, Hilton Garden Inn - Independence
- April 13, Hilton Garden Inn - Independence
- April 20, Hampton Inn & Suites - Kansas City Country Club Plaza
- July 20, Courtyard by Marriott at the Adams Pointe
- Aug. 24, Courtyard by Marriott at the Adams Pointe
- Nov. 10, Courtyard by Marriott at the Adams Pointe

Health Care Preceptor Academy

St. Louis Area

- May 18, Embassy Suites St. Louis

Kansas City Metro Area

- March 2, Hilton Garden Inn - Independence

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