



April/May 2011

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From the National Program Office (NPO)

It was wonderful to see so many of you at the recent seminar in San Diego. During the seminar we had the opportunity to launch the new external ENF website (www.executivenursefellows.org). When you have a chance, please take a look at the site. We were able to use resources from the UCSF site but some of the photos were too small to work well on the new site. Please check your information and if you have a new photo or any edits to your information as listed, let us know at rwjfen@ccl.org.



David Altman,
 ENF Co-Director

We also previewed the ENF Community site, which will be password protected, and will allow fellows, alumni, NAC, RWJF, and NPO members the opportunity to search and interact with each other, in addition to providing resources and other key program announcements. Alumni at the seminar gave us some terrific suggestions for improving the profile page. We immediately took these suggestions back to our programmers and are working on these changes. This has slightly delayed our anticipated launch. We expect to launch the community site in early June.

We are also eagerly anticipating the decisions on the 2011 cohort. NAC members will be interviewing 46 candidates on May 16 – 17 in Chicago. As soon as we have the list of the newest fellows we will email you their contact information so you may welcome them



Linda Cronenwett,
 ENF Co-Director

From the Alumni Association

I have heard from ENF Alumni across the country expressing support for the ongoing work of the Alumni Association. I truly appreciate the expressions of support and meaningful input for future planning.

Alumni Association and CCL Collaborate on Future Programming

At the annual meeting in April, you were made aware of future changes for the ENF Alumni Association. On your behalf, the Board of Directors is working with Andrea Williams, Program Deputy Director and David Altman and Linda Cronenwett, Program Directors from the Center for Creative Leadership to base future program planning on the priorities identified by members of the Alumni Association. Look for announcements over the coming weeks highlighting upcoming networking and educational opportunities. Please complete your information on the CCL website when it is released. Our goal is to have 100% of the Alumni engaged in the online network/learning community.

Renewal of Membership

The UCSF NPO has generously agreed to facilitate the collection of 2011 dues for the Alumni Association. It is important to renew membership in a timely manner in order for funds to be collected and transferred to the Alumni Association's designated account which will be utilized for assets moving forward. Please take a moment to click on the following link

<http://www.acteva.com/booking.cfm?bevaid=129918> and submit your dues payment no later than June 15, 2011. Your participation in this effort is more important than ever as the Board and Association members move toward the future to assure sustainability of the organization. In addition, submitting membership renewal will allow you to participate in the upcoming elections (another important step as this group moves forward).

Nominations for the 2011 Election for Alumni Association Board of Directors

Debra Pendergast, serving as Chair of the Nominations Committee, is recruiting qualified candidates for office. If you are interesting in being on the ballot or would like to nominate another member for office, please contact her at debra.pendergast@johnmuirhealth.com. The positions to be elected this year are: President-Elect, Secretary and 3 Directors-at-large. Members interested in being candidates for a Board position must have paid dues to the Alumni Association by June 15, 2011 to be eligible.

IOM Initiative on the Future of Nursing

A great deal of energy was generated at the April meeting around the Institute of Medicine (IOM) Report on the Future of Nursing. Many of you participated in the discussions and are playing important roles leading implementation initiatives in your home states/regions. Sue Hassmiller generously provided ENF Alumni a hardback edition of the report and encouraged ENF Alumni to participate actively in implementation initiatives. These initiatives exemplify the collective power and influence of Fellows to impact future health and health care in America. Please continue the good work.

In conclusion, on behalf of the Board of Directors, I would like to again express appreciation for your support of the ENF Alumni Association. If you are not currently a member of the Association, I personally invite you to join. The Association's role has never been more important than it is today. We are all busy with day to day challenges, but we maintain ENF relationships through the Alumni Association as a source for professional renewal, connection, and collective strength.

Sincerely,



Marcella L. McKay (*04)
President, ENF Alumni Association

View Alumni Association President-elect Dennis Sherrod's remarks from the April 2011 seminar in San Diego by clicking here (<http://executivenursefellows.org/dennis-sherrod.php>)



to the ENF program. The new Fellows will have their first face-to-face session in September.

We invite you to sign up for the free version of MyCCL: <https://www.ccl.org/leadership/secure/myCCL/login.aspx>. This free online resource will provide you with occasional tidbits of information, articles and resources on leadership.

We are looking forward to working with you all in the coming years!



Updates from Maryjoan Ladden, RWJF Senior Program Officer

Future of Nursing: Campaign for Action

Regional Action Coalitions: The Future of Nursing: Campaign for Action (CFA) continues to work on implementing the recommendations of the IOM report, *The Future of Nursing: Leading Change, Advancing Health*. Regional Action Coalitions – a main component of the campaign’s field strategy – are busy developing their organizational structures, identifying priorities within their states, and engaging new partners to join them in their work. Each RAC state has an assigned liaison from our team at AARP to provide personalized technical assistance. RACs are particularly busy developing strategies to engage local funders in their work and hosting events in their regions to further the work of the campaign. Many of you are already involved in planning these events. Applications for the next round of Regional Action Coalitions for the CFA will be released this summer. We encourage you to become involved in Regional Action Coalitions in their states - for more information on Regional Action Coalitions, please visit www.thefutureofnursing.org or contact wquinn@aarp.org.

Tracking Organizational Integration of IOM Recommendations: Another component of the Campaign for Action’s work is tracking how individual organizations are analyzing the IOM recommendations, assigning priorities, and incorporating them into strategic plans. The CFA is tracking the work of major national nursing associations and organizations, service provider organizations, and other key groups such as the World Health Organization. These groups are all working to identify their own priorities within the recommendations. While each organization has its own priorities, there seems to be consensus that the leadership related recommendations (recommendation 7) are priorities for many groups. CFA staff will continue to track this work. If you are aware of any organizations that are actively analyzing, prioritizing and integrating the recommendations into their own work, please let us know.

RWJF Networking

RWJF launched two networking sites in the past month. The alumni website was launched in early April and already several thousand alumni are connecting around their interest areas. Just last week, the Scholars & Fellows section of the website was launched to encourage current scholars and fellows to virtually network. Join the action by registering at myrwjf.org. To learn more be sure to join the upcoming webinar,

“Making Connections: An Introduction to the RWJF Human Capital Grantee Network.”

When: Thursday, May 12, 2011 from 2:00pm – 3:00pm EST

How to Join:

Go here to register for the webinar: <https://cc.readytalk.com/r/l56dh8mrvoat>

Phone and web conferencing information will be emailed to you after you’ve registered.

Awards, Acknowledgements & Appointments

Ann L. O'Sullivan ('98) Received the 2011 NONPF - Lifetime Achievement Award; 2010 NCSBN - Meritorious Service Award; and is 2009 - 2011 Chair, NCSBN, APRN Committee.

Tara Cortes ('99) Received the Medalion for Distinguished Contributions to the Profession from Villanova University College of Nursing, April 9th, 2011.

Karen Hill ('00) Appointed the Editor-in-Chief of The Journal of Nursing Administration effective 5/1/2011.

Nancy Ridenour ('03) Member of Steering Committee for NM Regional Action Coalition on the Future of Nursing Campaign for Action. <http://nmnursingexcellence.org/displaycommon.cfm?an=1&subarticlenbr=83>

Jo Burdick ('06) Named the 2011 Distinguished Alumnus from the College of Pharmacy, Nursing, and Allied Sciences at North Dakota State University, Fargo, North Dakota.

Susan Fetsch ('06) Elected Kansas Action for Children chair-elect. Kansas Action for Children is a state-wide children's advocacy group whose mission is to shape health, education and economic policy that will improve the lives of Kansas children and families.

Lisa Massarweh ('06) Accepted position as Chief Nursing Officer for Kaiser Foundation Hospital, Walnut Creek. The medical center, a 233 licensed bed facility, is located in downtown Walnut Creek, CA.

Lisa Davis ('07) President of the Northern CT Black Nurses Association (NCBNA). This Chapter was one of 10 across the country that applied for and received a seed grant from the National Association of Black Nurses, Inc. to address obesity prevention. The NCBNA has: (1) developed a walking campaign; (2) partnered with a nutritionist and chef and are conducting nutrition and healthy eating sessions with churches in the greater Hartford area; and (3) donated a Nintendo Wii Fit system to the Hartford Public High School Nursing Academy to promote physical activity in high school youth. More information about the program is on the Chapter's website: www.ncbna.org.

Keela Herr ('07) Received the John A. Hartford Foundation/Midwest Nursing Research Society (MNRS) Award for Leadership in Geriatric Nursing Research at the Annual Research Conference in Columbus, Ohio held March 2011. The purpose of this award is to recognize outstanding leadership in geriatric nursing science, and individuals who have impacted quality of care for older adults in the MNRS region through their scholarship and mentorship. The recipient of this award has conducted research that has guided and improved geriatric nursing practice and/or promoted science-based education in geriatric nursing.

Victoria Niederhauser ('08) Awarded "Nurse Researcher of the Year", Sigma Theta Tau, Gamma Psi Chapter, April 2011.

***Correction** from Jan/Feb 2011 Newsletter **Judy A. Beal ('08)** was named Interim Dean of The Simmons College School of Nursing and Health Sciences.

Publications, Media, Presentations, & Websites

Ann L. O'Sullivan ('98) O'Sullivan, A. L. (2011). Reflective response to the evolution of advanced practice nursing roles. In H. Michael Dreher and M.E. Smith Glasgow, eds.

Ann L. O'Sullivan ('98) Radcliffe, J., Mautone, J., Carlson, E.C., Esposito, T.L., Askew, M., & O'Sullivan, A. (2011). Aggression in urban children: Results from a randomized controlled trial of a maternal home visiting program. Generating Feminisms the 36th Annual Conference for the Association for Women in Psychology. (2011). Role Development for Doctoral Advanced Nursing Practice. New York, Springer Publisher

Tara Cortes ('99) Mezey, M., Mitty, E., Cortes, T., A Competency-Based Approach to Educating and Training the Eldercare Workforce, *Generations*, 34:4 (53-60).



Karen Hill ('00) Nursing and the Aging Workforce: Myths and Reality, What Do We Really Know? *Nursing Clinics of North America* 46(1) p.1-9 (2011).



Margaret Flinter ('02) Testified before the House Steering and Policy Committee Hearing of Congress on March 29, 2011 on the Economic Impact of the Affordable Care Act.

Margaret Flinter ('02) Reports www.NPResidency.com is the website for the country's first nurse practitioner residency training program, established in 2007, as a direct outgrowth of her ENF project. They are now in their 4th year and have received a great deal of national attention and interest; the program was described and referenced in the IOM/RWJ Future of Nursing Report.

Nancy Ridenour ('03) Health Reform and Policy Implementation Keynote address for National Organization of Nurse Practitioner Faculties 37th Annual Meeting, April 16, 2011, Albuquerque, NM.

Amy Barton ('05) Delivered one of the plenary sessions at the Western Institute of Nursing meeting held in Las Vegas, NV April 13-16, 2011. The title of the paper was, "Quality and Safety Competencies in Nursing Education: State of the Science." <http://www.ohsu.edu/son/win/conference/2011statescience.html>



Victoria Niederhauser ('08) Searching for Hardship and Obstacles to Shots Survey Website can be found at www.shotsurvey.org. This survey was developed and validated by Dr. Niederhauser to identify parental barriers to immunizations. The



Lois Skillings ('08) Quoted in the article, "2020 Vision: An essential next step." Click here to read the article.



Mary Ellen Glasgow ('09) Dreher, H. M., & Smith Glasgow, M. E., (2011). Global Perspectives on the Professional Nursing Doctorate. *The International Journal of Nursing Studies*, 48(403- 408).

Mary Ellen Glasgow ('09) Smith Glasgow, M.E., & Waite, R. (2011, April 20-21). Preparing the Professional Doctorate Practitioner beyond the Master's Degree. International Conference on Professional Doctorates, Middlesex University & UK Council for Graduate Education, Edinburgh, Scotland. [refereed abstract].



Mary Ellen Glasgow ('09) Smith Glasgow, M.E., & Zoucha, R. (2011, April 20-21). The Experiences of Doctor of Nursing Practice Graduates in their Current Professional Position in the United States: A Phenomenology. International Conference on Professional Doctorates, Middlesex University & UK Council for Graduate Education, Edinburgh, Scotland. [refereed abstract].

Opportunities

Solicitation of Articles for Nursing Administration Quarterly

Lois Skillings ('08) and Phil Authier are guest editors for an upcoming issue of Nursing Administration Quarterly on the topic of expanded leadership roles in nursing.

Nursing Administration Quarterly: From CNO to CEO Vol. 36:1 Deadline for submission: July 1, 2011

Nurses are increasingly being appointed to assume expanded leadership roles in healthcare organizations, including CEO, Executive Director and COO roles. The success that nursing leaders have experienced in traditional nursing leadership roles has paved the way for these opportunities. A growing number of CEOs in hospitals across the country were registered nurses in their earlier careers. This recognition of the unique talents and perspectives that nursing leaders bring to expanded leadership roles will help transform the future of healthcare delivery. From reducing medical errors to increasing the quality of care, promoting wellness, improving efficiency and reducing costs, a new survey finds that an overwhelming number of opinion leaders say nurses should have greater influence. These are key findings from a first-of-its-kind survey: Nursing Leadership from Bedside to Boardroom: Opinion Leader's Perception conducted by Gallup. In this issue of NAQ, "Over the Top: From CNO to CEO", we are searching for manuscripts that will explore the differences that CEOs with nursing backgrounds are making and the role competencies needed for nursing leaders to move into the CEO role. Additionally, case studies of individuals who have transitioned into expanded leadership roles will be described, including lessons learned, barriers experienced while moving into these roles, and strategies used to overcome them.

Productive Organizational Change program will be offered in Portsmouth, New Hampshire, July 10-15, 2011

For more than thirty-five years, we have partnered with organizations of every description. These organizations have been incredibly diverse, but they have all held in common one important goal: each of these organizations wanted to change something of significance about its ways of working.

We've certainly learned from those years of experience, both from our many successes, and from our occasional failures...

Participants in our Productive Organizational Change program will have the opportunity to enhance their own skills of truly productive organizational change. Of course, they will have opportunities to learn many new concepts, but this is primarily an effort of skill development. As a result, our program participants will be provided both familiar and novel skill practice opportunities as a core of their experience.

This program is very well suited to people who identify themselves primarily as practitioners of organizational change. But beyond that, it is ideal for managers, leaders, and any others who wish to make their efforts of change more successful, lasting, and productive.

Websites

All manuscripts must be submitted online through the new NAQ website: www.editorialmanager.com/naq

Instructions for Authors: http://edmgr.ovid.com/naq/accounts/NAQ_IFA_Revised.doc

Contacts

Lois Skillings

lskillings@midcoasthealth.com

Phil Authier

phil@edgeworkinstitute.com

Website

http://www.SoleAssociates.com/programs_productive_organizational_change.htm

5th Annual On the Edge Nursing in the Age of Complexity Conference

Join the 5th Annual Plexus nursing conference to learn how nurses, individually and as a group, can make dramatic contributions to improving health care. We will examine the recent Institute of Medicine (IOM) report, *The Future of Nursing, Leading Change, Advancing Health*, and explore how to tap complex systems approaches to advance the goals and ideals of the nursing profession.

The nursing profession has more than three million members and is the largest segment of the nation's health care workforce. Nurses, as a group and individually, can make dramatic contributions to improving health care in America. Understanding complexity science principles can inspire effective change strategies and solutions to the complex problems continually emerging in health care. Just as complexity science is transforming our comprehension of biological life—its structures and functions, its care and well-being—it is also providing new insights into human health and behavioral and organizational change.

Dates

June 26-28, 2011, University of San Francisco, San Francisco, CA

Website

www.plexusinstitute.org/event/on-theedge2011

Assuring the Future of PHSSR: Dissertation Grant Program Releases Call for Proposals

In the fall of 2005, the Robert Wood Johnson Foundation funded the University of Kentucky College of Public Health to develop a database for Public Health Systems & Services Research (PHSSR) in conjunction with the National Library of Medicine (NLM) to strengthen the capacity to conduct research in the emerging field of public health systems. One of the project objectives was to disseminate information about the new NLM PHSSR database to the research community. The goal of our initial funding was to assure the future of PHSSR by encouraging young investigators to engage in research using datasets described in the public health systems research (PHSR) subset of NLM's Health Services Research Resources (HSRR). Since then, we have provided additional funding to continue to grow the field of PHSSR. This new round is intended to fund promising young investigators who will engage in research using data sets contained in the PHSR subset of HSRR, other relevant data sets that may be available, or data collected by the researcher.

Application Deadline

June 1, 2011 (3:00 PM EDT)

[Click here](#) for more details and how to apply.

Second International Public Health Nursing Conference

Public health nurses from around the world will gather in St Paul, Minnesota USA on October 9-11, 2011 to promote "Visibility and Voice in Public Health Nursing." The conference is being hosted by the University of Minnesota School of Nursing.

Please join us at this conference! Public health nurses from many different countries will:

- identify similarities and differences in health policies, public health nursing practice, and health outcomes;
- share innovative strategies to prevent disease and promote health;
- energize a global public health nursing workforce; and
- share best practices in public health nursing.

This conference builds on the commitment and energy of the first conference held in Oslo, Norway in October 2009, which was hosted by Diakonova University College.

The program will highlight speakers from Norway, New Zealand, the Netherlands,

Kenya and the United States. As part of this conference, public health nurse educators, practitioners, and researchers will come together to discuss establishing an international association of public health nursing to advance global cooperation and health.

Four RWJF Executive Nurse Fellows are members of the planning committee: [Linda Olson Keller '01](#), [Debbie Swanson '02](#), [Bonnie Brueshoff '06](#), and [Jill Briggs '07](#).

Dates

October 9 - 11, 2011

[Click here](#) to see additional information.

Contact

PHNconference2@metroconnections.com

CCNA Launches Photo Contest Focused on Nursing's Impact on Health Care in Rural America

For a second year, the Center to Champion Nursing in America (CCNA) is seeking photographs of nurses leading and delivering patient-centered, collaborative health care, especially in rural areas of the country. Our goal is to contribute to a repository of images of nurses as they work to achieve the highest quality of health care for all Americans. In addition to a focus on rural health, this year we are guided by the recommendations of the RWJF Committee on the Future of Nursing, at the Institute of Medicine (IOM), which recently published its landmark report, *The Future of Nursing: Leading Change, Advancing Health*.

Last year, CCNA received more than 200 entries. Six issue area winners were selected and one overall winner was featured on AARP.org. Additionally, over the past year CCNA has spotlighted contest photos on our website and incorporated the photos into presentations, online articles, and print materials. A number of photos were featured at the National Summit on Advancing Health through Nursing, the official kick off of the Future of Nursing: Campaign for Action.

Our goal is to showcase images that will highlight the work of nurses and their unique relationship with patients and families in all health care settings with particular emphasis on the "multidimensional qualities of rural America" drawing attention to rural health challenges and nursing-related solutions. We will use these images on our website, and share them far and wide, including with members of the Champion Nursing Council, Champion Nursing Coalition, and the Future of Nursing: Campaign for Action Regional Action Coalitions, among others.

This year, CCNA, in collaboration with the National Rural Health Association and the Robert Wood Johnson Foundation, will feature outstanding photographs at a June 13, 2011 AARP Solutions Forum on rural health and nursing solutions.

Contest participants are asked to identify one of four categories for entries; each category aligns with a recommendation area of the IOM Future of Nursing report. Images should reflect the multidimensional qualities of health care in rural America. A winner will be selected in each category with one overall grand prize winner.

The categories are:

- Nursing educational progression
- Nursing leadership
- Increasing access to health care through nursing
- Promoting interprofessional collaboration

Deadline

May 31, 2011

Contact

bakinwole@aarp.org or 202-434-3907

Deadline

June 15, 2011

Contact

Linda J. Shinn

lshinn@virtualcmg.com

National Association of School Nurses (NASN) is seeking an Executive Director

NASN is not for profit professional membership association located in Silver Spring, Maryland (adjacent to Washington, DC). Members are nurses who care for students in public and private elementary and secondary schools. The organization formed in 1968 and has grown steadily, with membership approaching 16,000

Qualifications include: Baccalaureate degree in nursing and a masters degree in nursing or related field. Registered nurse with at least four years experience in managing associations or not for profit organizations, governmental agencies or state or local education agencies. School nursing, school health or school administration

experience a plus. Excellent communication, interpersonal, political, operational and fiscal skills required. Experience in strategic and business planning, grant writing and contract development and working with a Board of Directors also required. A competitive compensation and benefits package to qualified candidate.

Director of Quality, Safety, and Risk Management Sanford Health of Northern Minnesota

Sanford Health of Northern Minnesota is a not-for-profit healthcare organization comprised of Sanford Bemidji – Medical Center, an acute-care hospital with 118 beds, the Sanford Bemidji–Clinic, a multi-specialty clinic comprised of 85 physicians and 15 mid-level providers, and WoodsEdge, a campus for seniors that includes independent, skilled, assisted services, and memory care options.

This key Director will have the opportunity to build a robust Quality, Safety, Risk Management, and Infection Control program that provides for safe clinical practice and outcomes and high patient satisfaction results. SHNM is devoted to creating and living a culture of excellence, honesty and integrity, continuous improvement, efficiency and effectiveness, and team work.

Contact

Kim Kueser, Consultant

816-795-1947 main

816-795-0301 fax

kim.kueser@IHStrategies.com

www.MSAExecutiveSearch.com

Contacts

Charles Meng or Stephen Peeps,
Executive Search Consultants
(310) 316-0706

Chuck@mfsearch.com

Stephen@mfsearch.com

Full Position Details

<http://ahc.buffalo.edu/son-dean/>

University at Buffalo (UB) Dean of the School of Nursing

The University at Buffalo (UB), the State University of New York (SUNY), invites applications and nominations for the position of Dean of the School of Nursing. The University at Buffalo is a member of the prestigious Association of American Universities (AAU) and is one of the nation's premier centers for academic excellence. UB is the most comprehensive, research-intensive university within the 64 campus SUNY system, and is its primary center for professional education and training. UB currently enrolls over 29,000 students and offers over 300 degree programs at the baccalaureate, master's, doctoral, and professional levels.

The Dean of the School of Nursing (SON) is a senior member of the university's leadership team. The Dean will work collaboratively and in partnership with the UB Vice President Health Sciences, Provost and President, and other college and school deans to implement UB 2020, UB's ambitious strategic plan to advance academic excellence in selected strategic strengths, in order to lead it into the ranks of the most renowned public research universities in the world.

The University at Buffalo, the State University of New York, invites inquiries, nominations, and applications for the position of Dean of the School of Nursing. Interested qualified individuals should provide an electronic version of their curriculum vitae and an optional letter describing their interest in and qualifications for the position. The appointment date is open. To ensure full consideration, materials should be received as soon as possible. Review of nominations and applications for the position will commence immediately and continue until the position is filled. All submitted materials should be received as soon as possible. This search will be conducted with full confidentiality of all candidate information .

Contact

Judy Mandelman

(416) 216-4633

judy.mandelman@promeus.ca

Executive Vice-President, Clinical Programs, Centre for Addiction and Mental Health (CAMH) (Toronto, Ontario, Canada)

As Canada's largest academic health science centre devoted to mental health and addictions (600 inpatient beds, 3,000 hospital admissions and nearly 500,000 ambulatory care visits each year), CAMH is fully affiliated with the University of Toronto and houses Canada's largest mental health and addictions research program. With over 3,000 staff, 400 physicians and 750 volunteers, CAMH is also in the midst of a large redevelopment project that will transform their model of care. We are conducting an international search to identify exceptional candidates who have demonstrated achievements in leadership as well as expertise in the role of change and innovation.

conducting an international search to identify exceptional candidates who have demonstrated achievements in leadership as well as expertise in the role of change and innovation.

The Robert Wood Johnson Foundation focuses on the pressing health and health care issues facing our country. As the nation's largest philanthropy devoted exclusively to improving the health and health care of all Americans, the Foundation works with a diverse group of organizations and individuals to identify solutions and achieve comprehensive, meaningful and timely change. For more than 35 years the Foundation has brought experience, commitment, and a rigorous, balanced approach to the problems that affect the health and health care of those it serves. When it comes to helping Americans lead healthier lives and get the care they need, the Foundation expects to make a difference in your lifetime. For more information, visit www.rwjf.org.



Robert Wood Johnson Foundation