



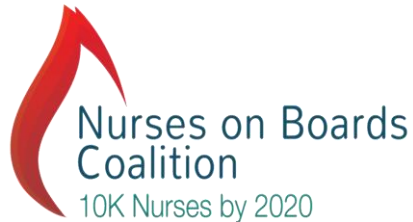
**June 8, 2018**

THE NATIONAL **FORUM**  
OF STATE NURSING WORKFORCE CENTER



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Nursing, Lead, Indiana Action Coalition-National Future of Nursing  
Campaign for Action,  
Nurses On Boards Coalition, Board Chair-Elect**





THE NATIONAL **FORUM**  
OF STATE NURSING WORKFORCE CENTERS

## **National FORUM of State Nursing Workforce Centers and Nurses on Boards Coalition (NOBC) Collaboration**

- FORUM was a founding member of NOBC
- FORUM representative has held a leadership role in NOBC since its inception

The mission of the NOBC is to improve the health of communities and the nation through the service of nurses on boards and other governing bodies



## Key Strategy

10,000 nurses on  
boards by 2020

*NOBC focuses on the  
impact of nurses on boards*

# Strategic Imperatives 2017 - 2019



# Where we are today:

- 3,517 Nurses currently on 6,190 boards  
4,343 boards count towards the 10,000
- 6,099 Nurses who want to serve on a board
- 2,046 Nurses who are currently serving on a board would like to serve on an additional board

# NOBC Website Resources

- NOBC Overview Documents
- Educational Offerings
- Board Readiness Tools
- Links to Member and Partner Organizations
- Nurse Stories of Board Service
- And so much more . . .

# What YOU can do

- Step up and be counted and/or indicate your interest in future board service at [www.nursesonboardscoalition.org](http://www.nursesonboardscoalition.org)
- Encourage your colleagues to register on the NOBC website
- Share your story <https://www.nursesonboardscoalition.org/resources/for-nurses/share-your-story/>
- Contact a local non-profit or other organization and ask them to consider a nurse for their board
- Engage in your state's efforts toward increasing the number of nurses serving on a board
- Support each other as you prepare to serve on boards
- Make a contribution and encourage others to do likewise



# How can we help you?

Please let us know how we can help you on your leadership journey in the boardroom and beyond!

# With THANKS and APPRECIATION!

Thank you for your  
personal and  
collective  
commitment to all  
you serve.

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317 574 1325



# Florida Action Coalition

## State Workforce Conference Presentation

Florida Action Coalition  
Board Service & Mentoring Initiative  
Dr. Andrea Uitti

# FCN Webinar Presentations

- **Board Fundamentals**
  - Various Board Structures and Regulations
  - Board Legal Structures and Bylaws
  - Board Legal Duties
- **Competencies for High Performance**
  - Setting Direction & Providing Oversight
  - Board Roles & Responsibilities
- **Board Leadership & Service**

## How Are Board Members Accountable?

To serve the  
public good and  
maintain the  
public trust

To uphold local, state  
And federal  
laws and regulations

To the organization.  
Prudent  
management  
of resources.

To institute a set of  
checks and  
balances

To safeguard  
from  
Conflicts of Interests





# Board Service Initiative Requirements

- Attend all three Webinars and the Retreat.
- Create their personal profile on the course site.
- Complete the homework assignments following each Webinar-upload to the course site.
- Participate in the group discussion on course site.
- Participate in group coaching calls
- Participate in individual coaching calls.
- Attend the final one day retreat.

# Learning Objectives

- Understand various board structures, purpose and requirements.
- Be able to demonstrate essential competencies for governing.
- Understand board roles and responsibilities.
- Identify unique personal and professional skills for your future board service.
- Understand how to contribute toward a stronger, more effective board.

## Success Stories



- Mary Mites Campbell, PhD., MSN-ADM, CTTS, CCPH
- Board of Directors Journal of Nursing and Women's Healthcare
- A member of the African American Advisory Council to the Commissioners of the City of Hollywood
- International ToastMasters, Inc.
- More to come...



# What is Mentoring?

Mentoring is a process where a more experienced or expert, imparts guidance or wisdom for the purposes of developing a less experienced person.

- *Mentors tend to take an important interest in seeing their protégé achieve their goals.*

# Mentoring Competencies

- A Curious Nature and Ask Effective Questions
  - Who, what, when, where and how?
  - Tell me more about....
  - Non-judgmental and non-leading listening
- Deep Listening Skills
- Caring and Empathy
- Understanding
- Patience
- Observing-asking for descriptive information if observation isn't possible

# Focus on FL-AC Board Service Mentorship

- The Task- serve as a mentor for a group or individual from the FL-AC nurse participants to assist them with obtaining board service membership.
  - Focus on strategies provided in the Board Recruitment Materials
  - Create a safe place for the participants to learn from the mentor and each other
  - Share the details of your board service and lessons learned to further prepare participants.
  - Develop a reliable pattern of coaching-date/time that is consistent and good for all mentees.

# The GROW Model

- G oals – What do you want?
- R eality – What have you tried?
- O ptions – What might you do?
- W hat next – What will you do next?

# Be prepared – Cycles of Mentoring

- Development Phase – mentor is most knowledgeable and mentee is in novice role
- Disillusionment or Realistic Appraisal – mentee is evaluating options and choices more realistically.
- Confirmation & Parting- mentee works more independently, needs less support and encouragement from mentor.
- Transformation – mentee successfully achieves goals, mentor and mentee begin more of a peer like relationship.

# Mentoring Requires Support, Guidelines and Limits

- Find right times, no minimum, once a month should be fine.
- Use Technology – Freeconferencecall.com, dropbox.com, google chat, google docs
- Be aware of mentee over dependency, anxiety, and failure to follow through
- Respond with support and quickly to any disruptive behaviors.

# Guidelines Continued

- Be Supportive
- Be honest
- Be flexible
- Give Advice- not directions
- Feel comfortable setting limits
- Redirect sharing when topics are unrelated to board service
- Encourage humor or laughter
- Be innovative – invite other board members to your call, share articles, discuss news events related to board service.



*Thank you!*



Florida Action Coalition webpage is located at the Florida Center for Nursing  
Special thanks to Robin Stacia – Sage Consultant to the Stars!!!



# OHIO ACTION COALITION



**Ohio Action Coalition**

*Driving the future of nursing and healthcare*

# Regional Response: Ohio Action Coalition



- 2011: OAC convened and formed work groups to focus on five areas related to the IOM report.
- 2013 & 2015: OAC received State Implementation Program (SIP 2 & 4) grant funding. Focus on *Campaign* pillars: Academic Progression, Leadership, Workforce Data Analysis and Inter-Professional Collaboration.
- May 2016: OAC Leadership Workgroup began work on meeting deliverables for SIP 4 grant related to leadership.

# SIP 4 Project Deliverables

Project Goal: Increase nursing representation on Ohio boards to enhance nurses' ability to lead change in advancing health

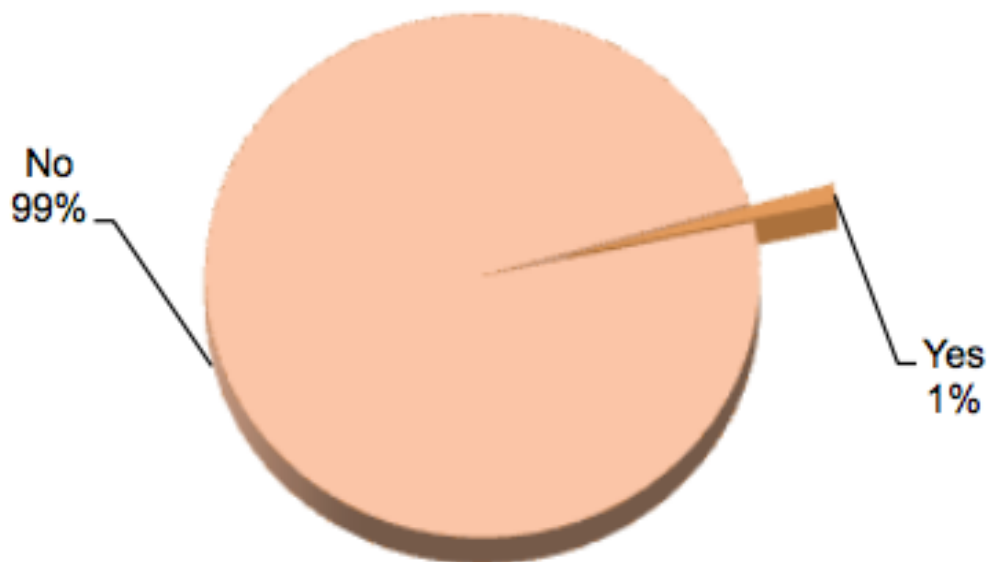
- Establish and analyze baseline data collected on nurses serving on boards
- Develop toolkit for mapping leadership content in undergraduate nursing curricula
- Create board leadership training materials and offer education sessions
- Identify opportunities for nurses to serve on boards

# OHIO DATA SOURCES

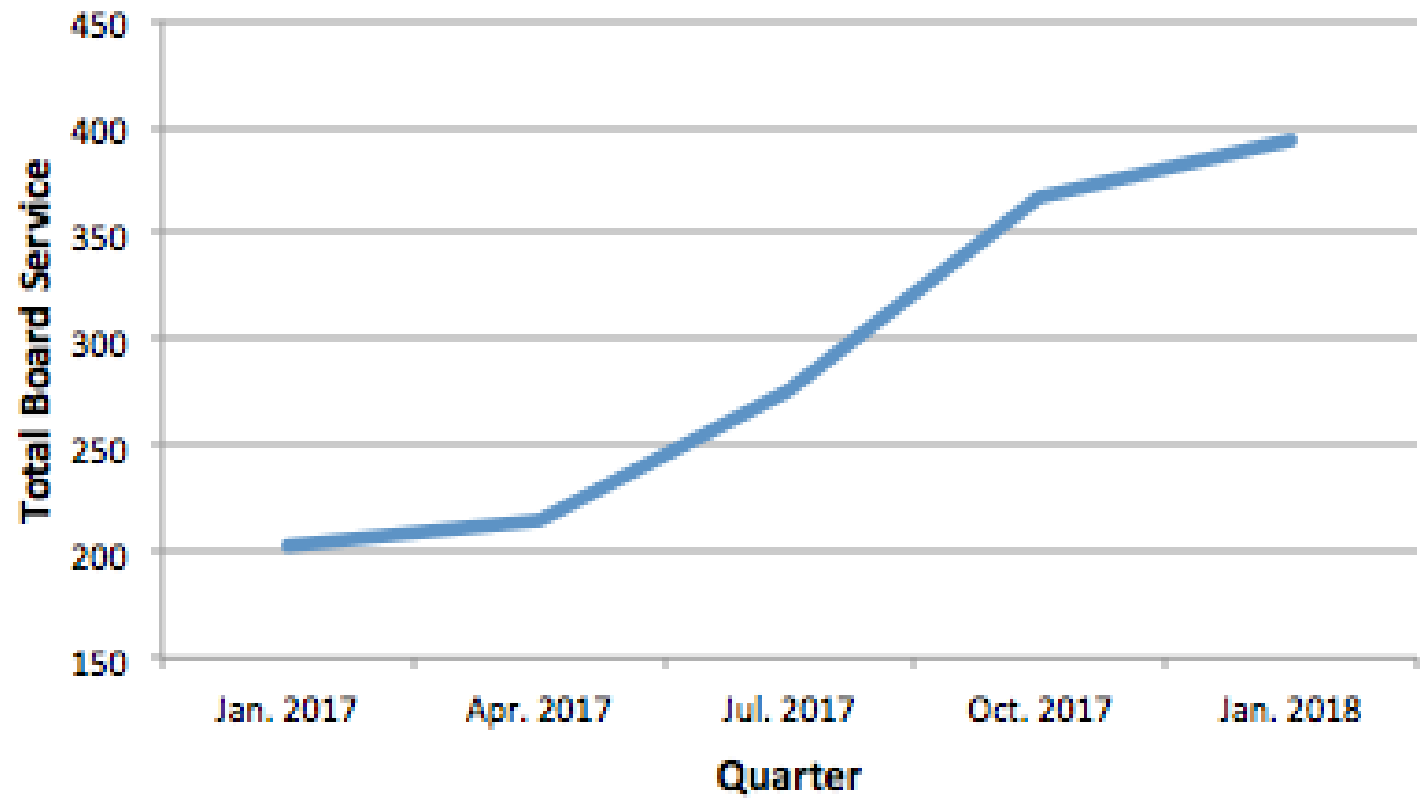


# Ohio Board of Nursing Data 2017

## Board Service / Leadership



## NOBC Data for Ohio



# LEADERSHIP TOOLKIT

A Toolkit for Mapping Leadership Content in Undergraduate Nursing Curriculum is available online for all nursing programs in Ohio at:

<https://www.ohioleaguefornursing.org/page/OAC>

***Nurses on Boards: Are You Ready to Serve?***

***Agenda – October 27, 2017***

***8:00-8:30    Registration    \*Chamberlain CON Tour starts @ 8:10***

***8:30-9:00    Overview of Nurses on Boards Initiative – Deborah Young***

***9:00-10:00   Overview of Board Governance, Part 1 – Deborah Arms, Ann Stalter***

***10:00-10:15   Break***

***10:15-11:15   Understanding Financial Reports – Terry Pope***

***11:15-12:15   Overview of Board Governance, Part 2 – Deborah Arms, Ann Stalter***

***12:15-1:00    Lunch    \*Chamberlain CON Tour starts @ 12:35***

***1:00-3:00    Sunny Meadows Board Meeting – Simulation***

***3:00-3:15    Break***

***3:15- 3:45    Next Steps: How/Where Do You Fit? – Terry Pope***

***3:45            Adjourn***



# BOARD MEETING SIMULATION EXPERIENCE

The following video is available on the NOBC website:

<https://www.youtube.com/watch?v=QiMpg-S59is&feature=youtube>

# Ohio Action Coalition

Partnering with the Nurses on Boards Coalition to Improve Health Through Nursing Leadership

## Background

The landmark 2010 Institute of Medicine (IOM) report, *The Future of Nursing: Leading Change, Advancing Health* recommended increasing the number of nurse leaders in pivotal decision-making roles on boards and commissions that work to improve the health of everyone in America.

The Robert Wood Johnson Foundation and AARP Foundation initially brought groups together as part of their collaborative effort to implement the recommendations of the IOM report through the *Future of Nursing: Campaign for Action*.

The *Campaign for Action* provides a voice and vehicle for nurses at all levels to lead and manage system changes, in partnership with others

All 50 states, plus the District of Columbia, have formed Action Coalitions designed to meet the IOM recommendations.

## Ohio Action Coalition (OAC)

The OAC was formed to meet the IOM recommendations in Ohio. In May 2016, the OAC Leadership Workgroup began to focus on **Nurses on Boards**.

The Project goal:

To increase nursing representation on Ohio boards to enhance nurses' ability to lead change in advancing health. To meet this goal, the following strategies were developed:

- Establish and analyze baseline data collected on nurses serving on boards
- Identify opportunities for nurses to serve on boards
- Create board leadership training materials and offer education session
- Develop toolkit for mapping leadership content in undergraduate nursing curricula

## Are you currently serving or interested in serving on a board?

The **OAC** and **NOBC** are collaborating to increase the number of nurses on local, state, and national boards.

- ✓ Identify nurses currently on local state, and national boards
- ✓ Provide training opportunities and resources
- ✓ Identify potential board opportunities
- ✓ Connect nurses with board opportunities

## Why Nurses on Boards?

**Largest segment of healthcare workers** - recognized as the most trusted profession.

**Advocates** - ensure that clients have a voice.

**Patient and consumer-focused** - consider implications of decision-making on staff, families, hospital, and community.

**Experts in quality care and patient safety** - Create/implement plans to achieve client outcomes.

**Innovators** - Increase access to health care and play a huge role on the frontlines of care in our schools, hospitals, community health centers, long-term care facilities and other places.

**Problem solvers** - integrate experience and decision-making skills

**Team players** - adept in working in teams & interprofessional collaboration

## Nurses on Boards Coalition (NOBC)

NOBC was created in response to the IOM report and represents national nursing and other organizations. The goal is to ensure that **at least 10,000 nurses are on boards by 2020**, as well as raise awareness that all boards would benefit from the unique perspective of nurses to achieve the goals of improved health, and efficient and effective health care systems at the local, state, and national levels

NOBC defines a board as one with strategic influence to improve the health of communities and the nation

Examples of boards:

- ✓ Non-profit, non-nursing boards
- ✓ Citizen-elected boards (i.e. school boards)
- ✓ Corporate/industry boards
- ✓ Insurance company boards
- ✓ Hospital or health system boards
- ✓ Philanthropic boards
- ✓ Advisory boards, commissions, task forces or positions appointed by the President, a governor, mayor, or state legislature

Visit the Nurses on Boards Coalition Website at <https://www.nursesonboards.org> and register. Those listed as interested in serving will be contacted as positions become available.



# Connecting RNs to CASA Programs

## CASA in OHIO

