



PONL 2016 Year In Review

Dear PONL Colleagues,

2016 was another highly successful year for PONL. Sincere thanks to all of you who helped to make this so!

As we do every year, here are the highlights of our efforts and accomplishments this past year. Okay, I admit this is a little lengthy but hey – we've been REALLY busy in 2016!

A handwritten signature in cursive script that reads 'Marion Burns Tuck'.

Marion Burns Tuck, PhD, RN, NEA-BC, FACHE

Focus on Emerging Nurse Leaders

The PONL Board approved two initiatives in 2016 to engage new nurse leaders in the organization.

Upon the recommendation of the Membership Committee, the Board approved a reduced dues program of \$75 per year for emerging nurse leaders with less than 24 months' managerial experience. This program has been successful in recruiting new leaders and, to date, has resulted in 50 new members.

PONL members voted to approve revised bylaws as proposed by the Board in October. The bylaws revision included five new board seats for emerging nurse leaders – one available seat for each of the five regions. For this purpose, an emerging leader was defined as one with less than five years of leadership experience. This addition was proposed to gain the input and perspective of our newer nursing leaders at the PONL Board level.

The program was publicized throughout the PONL Update, special emails, and on the website. Interested candidates completed applications, which were then reviewed by their regional leaders. The PONL Board voted on proposed candidates and final appointments were made by the Board. Appointed emerging nurse leaders are full

and voting members of the Board of Directors and will serve two-year terms that commenced Jan. 1, 2017.

The 2017-2018 appointed emerging nurse leaders are:

Joseph Barkovich, BA, MSN, RN (SWPONL)

Clinician, University of Pittsburgh Medical Center Passavant | Pittsburgh, PA

Amanda Esmond, MSN, RN (NWPONL)

Medical-Surgical Nurse Manager Meadville Medical Center | Meadville, PA

Heidi Seiberlich, MSN, RN, CCRN (SEPONL)

Nurse Manager, Cardiac Surgery/Cardiac Intensive Care, Abington Jefferson Health
| Abington, PA

Membership

We started the year with 397 members, and closed 2016 with 476!

At the request of the Membership Committee, the Board approved a free annual conference registration scholarship to each region. The membership application was modified to identify the reasons for new members choosing to join PONL. Not surprisingly, the primary response given is “colleague recommendation.”

In efforts to reach potential members, PONL placed ads in professional publications – The Western Pennsylvania Healthcare News and the program book for the Healthcare Leadership Network of Delaware Valley’s Spring Institute - for the first time.

The Membership Committee increased its presence through social media - most notably on [Facebook](#) and [LinkedIn](#). In addition to focusing on engaging new nurse leaders, the committee will pay special attention to recruiting nursing leaders from settings outside of acute care in 2017.

Programs & Education

Webinars have proven to be a popular offering to our members, and in September the Program & Education Committee collaborated with our partner, Walden University, to provide an hour-long, CNE granting webinar on Leadership Beyond the Bedside that was free to members.

The Annual Nursing Leadership Conference remains the jewel in PONL’s crown of membership benefits.

The conference was again held in Gettysburg on Oct. 26-27, 2016 at The Wyndham Hotel. Keynote speaker Dr. Jeff Adams set the theme for the two days by introducing ways that nurse leaders can use innovation in optimizing quality, outcomes and costs to our 205 attendees. Other speakers built on this with topics like fostering engagement during times of chaos and system-wide peer support with critical incident response teams. Changing organizational culture using the nursing research strategic plan was the focus of one presentation, and proven methods of changing and sustaining culture continued as the closing keynote message from Steven Handy and Betty Ann Rock, the CEO and CNO, at Uniontown Hospital. Scott Bishop from HAP provided an update on Pennsylvania legislative issues, and Sarah Hexem, director of the PA Action Coalition, reviewed accomplishments and plans for her organization. Once again, our research panel, moderated by Dr. Mary O'Connor, offered cutting-edge findings on a variety of topics: interventions for relational coordination in novice clinicians, impact of health policy education on RN astuteness and involvement, and an evidence-based CAUTI prevention program.

24 posters selected by peer review were on display throughout the conference. An independent panel of judges assessed each poster, and plaques were awarded for 1st, 2nd, and 3rd place:

First Place

Strategies to Increase the Percentage of BSN-prepared Nurses Leads to a
Decrease in Patient Mortality

Diane Hupp, Gabriella Butler | Children's Hospital of Pittsburgh

Second Place

Perceived Leadership Skills of Clinical Coordinators in the Physician Practice Setting
Nicole Hartman, Janelle Sharma, Kay Werhun, Kim Hitchings | Lehigh Valley Health
Network

Third Place

From Idea to Implementation: Development of a Nursing Professional
Practice Evaluation Model

Kathleen Rosatti, Sandralee Hartman, Christine Wentzel, Neil Amina, Helen Burns |
Excela Health

Each year our registration and sponsor/vendor support continues to rise. Once again, exhibitor space sold out far in advance of the conference. We very much appreciate the 33 sponsors and vendors who supported PONL with their presence and brought their innovative ideas and products to share with conference participants.

PONL members circulated through the conference selling raffle tickets for an Apple Watch. Proceeds from ticket sales were donated to The Pennsylvania Nightingale Foundation Jayne Felgen Scholarship Fund.

Conference attendees had the opportunity to obtain 11.15 CNEs if they attended all sessions and evaluated the maximum permissible number of posters.

The substantial increase in membership and another highly successful annual conference saw PONL again financially close the year “in the black” for 2016.

Don't forget to hold Oct. 19-20, 2017, free on your calendars for the 2017 Annual PONL Nursing Leadership Conference! We are once again at The Wyndham in Gettysburg, and because many expressed your interest in bringing your families to Gettysburg and staying for the weekend, we changed the days in 2017 to Thursday and Friday.

Legislative Activities

The Legislative Committee had a busy year tracking legislation and urging PONL members to communicate with their legislators.

High on the list of committee activities was the composition and distribution of letters and talking points to legislators urging them to support full practice authority for PAs certified registered nurse practitioners (HB 765 and SB 717) and not to support staffing legislation. The House bill was approved, but SB 717 got stalled and will be reintroduced in early 2017.

Committee members and PONL leaders actively participated and personally met with both state and federal lawmakers at Legislations Days in Harrisburg in April and in Washington, D.C., in May. The committee sponsored a one-hour, CNE-providing, webinar in November for members titled Leading the Way: A Legislative Primer for Nurse Leaders presented by Committee Chair Dr. Carol Amann.

Communicating and Representing You

At the June 29 face-to-face meeting in Harrisburg, the PONL Board engaged in a “SOAR” strategic planning exercise led by PONL President Barbara Wadsworth. SOAR stands for Strengths, Opportunities, Aspirations, and Results. Before the conclusion of the day, each board member identified two items on the list they felt were most important. Those that had the highest number of votes from board members were given high-priority status. Some high-priority items were placed in a “just do it” category and are in, or will shortly be in, the process of being completed (e.g., Bylaws revised in October and creation of a speakers bureau - more to come on this in early 2017). [Check out the SOAR document on the PONL website.](#)

Revised bylaws sent to all PONL members were overwhelmingly passed by membership vote. Much of the content was “housekeeping” in nature, but three key changes voted in include:

- Elimination of the Associate Membership Category - this category of membership has been eliminated, and all those who fell into that category

(unemployed members, retired members, RNs in graduate programs in nursing) have been incorporated into their own Membership category. All PONL members will be voting members and dues structure did not change – i.e., membership for retired members will still be free, and graduate students, emerging leaders and unemployed members will continue to pay a reduced rate.

- Introduction of the five new PONL Board Seats for Emerging Nurse Leaders, as previously discussed.
- Formalized the three PONL committee chairpersons and the PONL representative to the Pennsylvania Action Coalition Board (PA AC) as voting members on the PONL Board.

As noted earlier, PONL is present on [Facebook \(LIKE US!\)](#), [LinkedIn](#), and we are constantly updating our own website at www.ponl.net.

Available career opportunities are published in all issues of our bimonthly electronic newsletter – The PONL Update. Please consider this effective and reasonable way of searching for job candidates! [Visit the PONL website for policy and costs](#).

PONL Updates also includes information and breaking news of value to nurse leaders on a wide variety of contemporary topics. Published legislative alerts and calls to action regarding state and federal initiatives impacting healthcare are sent out regularly to members throughout the year.

PONL is an active and participating member of both the American Organization of Nurse Executives (AONE) and AONE Region 2 with our colleagues from New York and New Jersey. PONL leaders contributed to AONE quarterly affiliate conference calls and attend two yearly face-to-face chapter leader meetings. During these sessions, PONL leaders discuss issues, concerns, and activities from the PONL perspective and share information and ideas gleaned from AONE and other state chapters with our members.

As an affiliate member of the Hospital & Healthsystem Association of Pennsylvania (HAP), PONL regularly consults with and serves as a consultant to HAP on matters of legislative importance to our members. Additionally, PONL works closely with representatives of the PA Coalition of Nurse Practitioners in furthering our shared goal of seeing CRNPs in Pennsylvania attain full practice authority.

Three members of the PONL leadership team hold board seats on the PA Action Coalition Advisory Board; Susan Hoolahan, representing PONL; Holly Lorenz, representing UPMC; and Barbara Wadsworth, representing HAP. They are also members of the newly formed CNO subcommittee of the PA Action Coalition formed to provide oversight and guidance for key PA AC initiatives.

Hail and Farewell

Effective Jan. 1, PONL switched their management support services from Kassalen Meeting & Events (KME) to Concepts Management Group (CMG). The PONL support person at CMG is Allison McIntosh. Allison can also be reached at allison@ponl.net. The new PONL phone number is 412-723-2535 and mailing address is 2400 Ardmore Boulevard, Suite 302, Pittsburgh, PA 15221.

All of us at PONL want to thank the entire Kassalen staff, particularly Beth Kassalen and Jessica Sikes, for their support and guidance over the years.

PONL held its officer elections in November, and Paula Coe was elected as the 2017 President-Elect (2018 President) and Mary O'Connor elected as Secretary 2017 - 2018.

Effective Jan. 1, Holly Lorenz assumed the role of PONL president and Barbara Wadsworth became the immediate past-president.

Special acknowledgement and appreciation is extended to the 2016 PONL Officers, Board, Program & Education Committee, Membership Committee, and Legislation Committee. Your dedication, energy, and creativity were an inspiration and have paved the way for others in 2017!

2016 PONL Officers, Board & Staff

President: Barbara Wadsworth

President-Elect: Holly Lorenz

Treasurer: Gregory M. Gurican

Secretary: Helen Burns

Immediate Past-President: Paul E. Tarves

Regional Chairs and Co-Chairs:

Carol Amann, Chair, Legislation Committee

Helen Baker, Co-Chair, NWPONL

Margie DiCuccio, Chair, SWPONL

Darla Frack, Co-Chair, PERONL

Katrina A. Fritz, Chair, PERONL

Nicole Hartman, Chair, Membership Committee

Susan Hoolahan, PA AC Representative

Diane Hupp, Co-Chair, SWPONL

Margaret Iacobacci, Co-Chair, SEPONL

Cathy McQuait, Chair, SCONL

Elizabeth Menschner, Chair, Program & Education Committee

Denise Morian, Co-Chair, NWPONL

Theresa Stine, Chair, SEPONL

Bonita Trapnell, Co-Chair, SCONL

Executive Director: Marion Burns Tuck

PONL Headquarters Staff: Beth A. Kassalen & Jessica Sikes

Legislation Committee

Chairperson: Carol Amann

Co-Chairperson: Frank Ricci

Carol Amann, NWPONL

Denise Frasca, SEPONL

Rosa Hickey, SCONL

Darlene Hinkle, PERONL

Diane Hupp, SWPONL

Jan Nash, SEPONL

Joy Peters, SWPONL

Terry Reilly, SEPONL

Frank Ricci, SWPONL

Susanlee Wisotzkey, SCONL

Marion Burns Tuck, Executive Director

Membership Committee

Chairperson: Nicole Hartman

Co-Chairperson: Beverly Kantz

Robin Allen, SEPONL

Heather Ambrose, SWPONL

Kathleen M. Burkey, SEPONL

Nicole M. Hartman, PERONL

Beverly A. Kantz, NWPONL

Terri Long, SEPONL

Pamela Lundy, SCONL

Jan Phillips, SCONL

Marion Burns Tuck, Executive Director

Program & Education Committee

Chairperson: Elizabeth Menschner

Ginny Glazier, SEPONL

Barbara Hannon-Vishio, SCONL

Christine Hunt, SCONL

Sharon Johnson, SEPONL

Deborah A. Lampo, SCONL

Mary (Muffi) Mascaro, NWPONL

Elizabeth Menschner, SEPONL

Mary A. O'Connor, SWPONL

Kate O'Neill, SEPONL

Bonita Trapnell, SCONL

Marion Burns Tuck, Executive Director