The Nursing Voice

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INF Names the 3rd Annual Nurse of the Year at their Annual Holiday Gala & Fundraiser

The Illinois Nurses Foundation (INF) held its annual Holiday Fundraising Gala on December 7th, 2019, at the DoubleTree by Hilton in Lisle. It was a joyful evening for the Foundation and all those that came to celebrate. Various organizations and supporters of the foundation purchased entire tables for the event, which provided an excellent way to spend time with friends and family during the holiday season while supporting a great cause. As always, the Holiday Gala provided its guests with the opportunity to do some Holiday shopping, with an abundance of baskets and gifts to choose from. Thanks to the overwhelming support of all the attendees, the Gala raised over $14,000!

Again this year, the Foundation held its "Honor a Nurse" campaign. The project was designed to Honor nurses who have fought for the advancement of the profession and who inspire others to recognize their commitment to their patients and the work they do every day.

Nominations for the "Honor a Nurse" campaign were received throughout the year. The outpouring of stories collected were reviewed and narrowed down to five finalists, chosen by the Foundation Board members.

The 2019 Nurse of the Year award was then presented to Christopher Galloway. The story submitted to honor him read:

I would like to honor Dr. Chris Galloway DNP, APRN-FPA, FNP-BC, MOT. Dr. Galloway brings strong assets to his role as an APRN. First, this nurse is dedicated and hardworking both in the areas of patient care and innovation. He is extremely organized and focused on excellence in evidence-based patient care. He was not satisfied with the "status quo," and in order to provide the quality of care that he feels his patients deserve, he opened his own ambulatory practice "Elemental Care – Health and Wellness Center." His DNP project focused on alternatives to opioid use by using essential oils – thereby providing an evidence base for avoiding the use of opioids for chronic pain. Chris has the 68th Full Practice Authority license in Illinois – and I know how much he was looking forward to getting this license!!! In addition, Dr. Galloway mentors nurse practitioner students, frequently, serving as a preceptor – and even hired one of his former students for his clinic! Dr. Galloway not only serves his community, he has also served his country. He just completed his time serving in the United States Army Nurse Corps where one of his assignments was the executive officer of a combat support hospital. As if this all of this was not enough, Dr. Galloway is also an outstanding faculty member. I had the privilege of being his colleague at Resurrection University in Chicago. He teaches both online courses as well as face-to-face courses. I can honestly say that more than one student has approached me to tell me that Dr. Galloway is awesome. I am so very pleased to Honor Dr. Chris Galloway.

The other finalists included Amanda Buechel, BSN, RN, CCRN, Eileen Moss, DNP, RN, NCSN, PEL-CSN, Sue Clark, and William Ryherd, BSN, RN.

Amanda Buechel BSN, RN, CCRN

Amanda Buechel is an amazingly dedicated young nurse who never stops. She is a fantastic nurse, dedicated volunteer, and role model for other recent graduates. She started her nursing leadership journey as a student at the University of St. Francis in Joliet, Illinois. While attending school, Amanda was very active in student leadership, holding several positions at the St Francis student nurse association chapter. Amanda served as 1st vice president of the Student Nurses Association of Illinois (SNAI) in 2014. In 2016, she was appointed to the ANA-Illinois Board of Directors as a director at large and served until the end of 2017. During her time on the ANAIllinois Board, Amanda traveled up and down the state speaking at numerous nursing schools to inform students on the

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INF PRESIDENT'S MESSAGE

Cheryl Anema PhD, RN – President INF

Cheryl Anema PhD, RN

It's hard to believe another decade has ended and we started another. The INF finished out 2019 with a very successful Holiday Gala and Fundraising event. We had a great turn-out and saw success in our new giving experiences. As usual, the silent auctions drew great attention, as well as the raffles. Over $22,000 worth of donated items went out the door with attendees. The most successful new activity was the Giving Tree. The Giving Tree was filled with red and green envelopes containing a variety of gifts. With a donation of $20, one envelope was selected; with $30, two envelopes were selected and opened. Every envelope was a winner. Gifts included such things as $100 Amazon Gift Card, Overnight at the Hilton Lisle, Restaurant gift cards, Wine basket….. and so much more. Within 20 minutes of opening, the Gift Tree was SOLD OUT! Looks like next year we need to build this up even more. The other silent auction item new to INF, was a trip for two for an all-inclusive (hotel and food and photo safari trips) to South Africa. It was exciting to see the winners were an engaged couple who was going to use the trip for their honeymoon. I hope you will put the Annual INF Gala on your calendar for next December!

The INF BOD and Committee members have been busy throughout the year planning many events and promoting and supporting nursing in IL. This spring, the INF is planning a leadership retreat to continue to build the skills of its board members and do some serious strategic planning for the year and years to come. We are at a pivotal point of moving the INF forward and increasing our visibility within healthcare and nursing in IL. Our scholarship programs are growing, as well as the Grant Program with the help of our donors, nursing organizational support, and the License Plate program.

Another way to easily donate to INF and not pay out anything extra from your own pocket, is to shop on Amazon. Instead of signing into Amazon, sign in to smile.amazon.com, select INF as your preferred charitable organization, and Amazon will donate .5% of the your purchase price to INF. You are not charged anything extra; it is Amazon that is supporting charitable organizations, like the INF, through the Smile program.

It is not too late to order your IL "Nursing" License Plate through the Secretary of State. When you chose your license plate, look for the specialty nursing plate. For every nursing specialty plate ordered, the State of IL will send $20 to the INF. This money has been earmarked by the INF BOD to build our Grant and Scholarship programs.

Remember, your donations to the INF are needed on an ongoing basis so that we can meet our goals and support our vision and mission of transforming healthcare through the power of nursing in IL. Donating even $10 a month can go a long way. If you feel you can afford $10/month to support nursing advancement, please go to https://www.illinoisnurses.foundation/ today and sign up with your credit card or bank to be a monthly donor. Thank you in advance for your support!

Our sincerest gratitude is extended to

Mary Ann Tuft
Nancy Brent MS, JD, RN

Thank you for your dedication to the Foundation and the nursing profession. Your willingness to help lead the way as an Advisory Council member has helped us to reach a new level!

Illinois Nurses Foundation Board of Directors

STUDENT NURSE POLITICAL ACTION DAY
MARCH 31, 2020
SEE YOU THERE!

This year we are excited to announce that the 36th President of the American Nurses Association (ANA), Dr. Ernest Grant Ph.D., RN, FAAN, will be addressing the students. In an August 2018 article in The American Nurse, Dr. Grant stated, "I want to encourage diversity in the nursing profession. In 2015, only 19.5% of RNs in the workforce identified themselves as minorities, and only about 12% of baccalaureate and graduate nursing students in 2016 were men. It's important that the nursing workforce reflects the diversity of our patient populations to increase our ability to provide the culturally competent, quality care patients need, especially when they are most vulnerable. And welcoming people from diverse backgrounds into our profession with their unique perspectives and experiences will only strengthen it. As I visit states, I want to talk with younger nurses and new graduates to see what they want and need, and what ANA can do to help them grow."

A distinguished leader, Dr. Grant, has more than 30 years of nursing experience and is an internationally recognized burn-care and fire-safety expert. Grant is frequently sought out for his expertise as a clinician and educator. In addition to being a prolific speaker, he has conducted numerous burn-education courses with various branches of the U.S. military in preparation for troops' deployment to Iraq and Afghanistan. In 2002, President George W. Bush presented Grant with a Nurse of the Year Award for his work treating burn victims from the World Trade Center site. In 2013, Grant received the B.T. Fowler Lifetime Achievement Award from the North Carolina Fire and Life Safety Education Council for making a difference in preventing the devastating effects of fire and burn injuries and deaths within the state. Grant holds a BSN degree from North Carolina Central University and MSN and Ph.D. degrees from the University of North Carolina at Greensboro. He was inducted as a fellow into the American Academy of Nursing in 2014. He is the first man to be elected to the office of president of the American Nurses Association.

I hope that each of you will encourage your colleges/schools of nursing to bring students down to Springfield to participate. I am sure Dr. Grant will inspire them, and each one will come away from the experience understanding what it means to be an engaged member of the nursing profession.

https://www.ana-illinois.org/…/student-nurse-political-act…/

The Nursing Voice

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Online Resources

New Continuing Education (CE) requirements for Illinois nurses; Adult Use Cannabis general information; print a copy of your license, update your address, and more

Continuing Education (CE) required for license renewal beginning in 2020: There are new CE requirements for Illinois LPNs, RNs and APRNs beginning January 1, 2020:

1) All LPNs, RNs and APRNs shall complete a one-hour CE course in sexual harassment prevention training from a pre-approved provider.
   a) This one-hour of sexual harassment prevention training CE course is intended to fit into the licensee's regular CE requirements. For LPNs and RNs, one of the 20 hours of required CE must be a sexual harassment prevention training course. For APRNs, one of the 80 hours of required CE must be a sexual harassment prevention training course.
   b) Additional information regarding this new requirement for license renewal in 2020 is available http://nursing.illinois.gov/PDF/2019-11_IDFPR_SexHarassPreventTraining_final.pdf
2) Safe opioid prescribing practices Continuing Education (CE) requirement in effect for all prescribers renewing in 2020. Prescribers with Controlled Substances Registrations are required to complete 3 hours of CE to renew their controlled Substances Registration. This requirement can be included in the total number of hours required to renew a professional license. https://www.idfpr.com/FAQ/DPR/Safe%20Opioid%20RX%20CE%20FAQ.pdf

General Continuing Education (CE) requirements for Illinois LPNs, RNs and APRNs are also available on the Illinois Nursing Workforce Center (INWC) website http://nursing.illinois.gov/NursingCE.asp

Adult Use Cannabis Program: Starting January 1, 2020, the law permits Illinois residents who are at least 21 years old to legally possess up to 30 grams of cannabis flower and up to five grams of cannabis concentrate. The Illinois Department of Financial and Professional Regulation (IDFPR) website has information on Illinois Cannabis Programs: both the Adult Use Cannabis and the Medical Cannabis programs https://www.idfpr.com/ILCannabis.asp

Located in the Adult Use Cannabis Program section is information for purchasers; this page includes a courtesy page for informational purposes only for purchasers of cannabis.

Print or store a copy of your license: To print a copy of your license or store a copy on your smartphone or tablet, go to the Illinois Department of Financial and Professional Regulation website https://idfpr.com/. Under the blue sky is the icon "Print My License," click on this icon, on the "Print My License" page select the middle box, "Licensed Professionals," and follow directions. Licensees only need to provide their individual license number and either date of birth or last four digits of social security number.

For licensees interested in storing an electronic license pocket card on their smartphone or tablet, the link is at the bottom of this same page, "Electronic Pocket Card Overview." Electronic pocket cards may be saved as a PDF file or by taking a screenshot and storing as a photo.

Address update: Please note that all IDFPR correspondence are now delivered electronically, including renewal reminders (in lieu of the paper postcard sent by U.S. Mail). Licensees are strongly encouraged to visit IDFPR's online address change webpage (https://www.idfpr.com/applications/LicenseReprint/) to provide a current email address and ensure contact information is up-to-date and accurate.

Name change: Change of name CANNOT be completed via this online process. If your name has changed, you must submit a written notice to the Department and include documentation of the name change (marriage license, court order, or divorce decree). For a copy of the written notice, please use this link https://www.idfpr.com/Forms/DPR/DPRCOAnamechange.pdf

If you have questions, assistance is available Monday through Friday by contacting the IDFPR call center at 1-800-560-6420, or by email at FPR.PRFGROUP09@illinois.gov

ANA-ILLINOIS PRESIDENT'S MESSAGE

Liz Aquino, PhD, RN

2020 is off to an incredible start for Nursing! This is the Year of the Nurse & Midwife, and the annual Gallup poll announced that nurses were rated, for the 18th year in a row, as the most trusted profession with the highest honesty and ethical standards. Let's keep that Gallup poll record going! Congratulations to all nurses on these well-deserved international and national recognitions. Additionally, ANA is extending Nurses Week to the entire month of May. Be sure to share on social media how you are celebrating the nursing profession during this month, and all year long.

Are you interested in maximizing your ANA membership and getting more involved? There are many ways to make 2020 the year that you take further action in nursing, and ANA can help you do that. Show your support and pride for the nursing profession by ordering a nurse license plate, submit an abstract for the Professional Issues conference to share your unique contributions to nursing, and donate $20 for 2020 to the Nursing PAC to support advocacy work to advance nursing policy. If you have set a resolution to focus on your health, then join Healthy Nurse, Healthy Nation, to connect with a nursing network that will provide resources and support to help you reach your individual goals. If you're interested in increasing your service, and influence decision-making, then join a board or committee; if you are already doing board service, then make sure you are counted in the 10,000 nurses on boards by 2020 initiative by the Nurses on Boards Coalition. If you aim to become more involved with policy and advocacy work, there are many ways to get involved. Visit nursesvote.org to stay informed about presidential candidates, make sure you are registered to vote, encourage others to vote, share your nursing perspective with your elected officials, volunteer for candidates, donate to causes, and show your support at advocacy days. Support nurses running for office, learn about the candidates, and ways to support them by visiting our new Nurses4Nurses page on the Advocacy portal: https://www.il-nurses.com/nurses4nurses/.

I invite each of you to join ANA-Illinois at some important upcoming events. We are honored and lucky to have ANA President, Dr. Ernest Grant, join us at Student Nurse Political Action Day on March 31st in Springfield, Illinois. He is a dynamic speaker who will inspire our nursing students while also seeking to learn more about the needs of today's nursing students. Please encourage all nursing students to attend, so they may experience and learn about policy and advocacy work that will influence their future. April 1st is Nurse Lobby Day in Springfield, Illinois. This year we are aiming to have 200 nurses in our state capital for Nurse Lobby Day to advocate for essential bills that will impact the future of nursing, please consider attending and encourage your colleagues to join you.

Let's make sure 2020 is the year nurses are more visible, more involved, and heard louder than ever before by taking action and showing up. This is our year, and it starts with you!

Sincerely,

Elizabeth Aquino, PhD, RN
President, ANA-Illinois
@LatinaPhDRN

INF Names the 3rd Annual Nurse...continued from page 1

Nurse Practice Act Sunset and to encourage them to fulfill their duty as nurses and get involved with their state professional association. She continues to serve as a co-consultant for the Student Nurses Association of Illinois and continues to give back to nursing. In 2017, Amanda ran for and won a seat on the American Nurses Association's board of directors, serving as Director at Large-Recent Graduate. Her term in that role ends in Dec 2019. In this position, she has participated as an ANA-PAC Board of Trustees member, Committee on Honorary Awards member, and Committee on Appointments Chair, the first recent graduate to serve in that role. With her role on the ANA Board of Directors, one of her main goals was to increase the engagement of recent graduates at the annual Membership Assembly. She accomplished that goal. She was able to double the number of recent graduates that attended and had the highest number of recent graduates participate this past June at the 2019 Membership Assembly. There is no doubt this is only the beginning of a very long and successful career.

Eileen Moss, DNP, RN, NCSN, PEL-CSN

Dr. Moss has been the Lead Nurse for 17 years in the New Lenox School District #122, supervising 13 nurses for 5000 students in 12 schools. She is an innovator as she developed the very position she holds in her district. Among her many achievements in her area, she coordinated care integration for students with significant needs after dissolution of the local special education cooperative agreement with her district. Dr. Moss is the founder and leader of the monthly Will County School Nurse group. She received her Doctorate of Nursing Practice in Advanced Nursing Population at UIC last May and serves as an adjunct clinical instructor for the UIC School Nurse Certification Program. At the national level, Dr. Moss is a member of the National Association of School Nurses (NASN) Scholarship Committee and has been a presenter for IASN and NASN. She co-authored an article for the Journal of School Nursing in April 2019, a poster presentation for IASN, and developed a toolkit for school nurses, based on her DNP project related to school nurse website design. Dr. Moss epitomizes excellence in school nurse leadership, innovation, and professionalism. Here is what some of Eileen's nursing colleagues and coworkers have to say about her: "Through data, Eileen successfully negotiated an improved school nurse ratio from one nurse to three buildings to a nurse in every building…". "Dr. Moss' exemplary leadership abilities, professional knowledge, and appropriate utilization of resources has contributed to our district being able to provide quality healthcare services within our schools……She leads the district nurses by modeling ethical decisionmaking skills and provides a professional environment that fosters excellence in nursing services…" "Eileen's personal touch is what elevates her practice from a science to art. I think every nurse in our district would call her advocate, mentor, leader, and friend." "Eileen has gone above and beyond to ensure school nurses are using best practice..."

Susan Clark, Nurse Lobbyist

It is my honor to recognize Sue Clark with an Honor a Nurse Nomination. After a successful career as a registered professional nurse, Sue Clark linked her passion for healthcare into a second career as a lobbyist in Illinois. Sue Clark has served as lobbyist for nursing in Illinois since 1994. For 25 years, she has stood under the dome of the Capitol and represented nurses and the profession. She has mentored the Board Members of the Illinois Nurses Association, ANA-Illinois, and the Illinois Society for Advanced Practice Nurse, and countless others. She has educated those individuals on the importance of grassroots advocacy and how to develop public policy. She has also spent countless hours educating legislators and other policy leaders on the role of registered nurses and advanced practice registered nurses in health care. There is not an introduced bill or adopted statute that Sue has not been involved in the last 25 years. Many of these bills were, in fact, written by her and then perfected with legislators, nurses and other stakeholders. Her negotiating skills and ability to see a path to resolution has resulted in the passage of the many pieces of legislation in Illinois. Her accomplishments also include the hundreds of laws that she helped to stop or to amend to remove onerous language detrimental to the profession of nursing. I would be neglectful if I did not note that in Springfield, when a bill addresses nursing, legislators know to talk to Sue Clark. Her respected presence has served the entire profession well for over 25 years.

In summary, it is a proud moment for me that I have this opportunity to honor Sue Clark in this manner. If it were not for her and the time she has invested in so many nurses throughout the state, we would not have advanced the profession in Illinois as we have. There is nothing I know regarding public policy and nursing regulation that I have not learned from Sue. She is an amazing woman, mentor, leader, and nurse. Nurses are using best practice…"

Amanda Buechel, Eileen Moss, Christopher Galloway, William Ryherd and Susan Clark.

William Ryherd BSN, RN

It is with great admiration and a thankful heart that William (Bill) Ryherd, BSN, RN, from the Family Practice Clinic at the James A. Lovell Federal Health Care Center be nominated for Nurse of the Year. When our son, who has autism, turned 20, we found ourselves buried in a mountain of paperwork for the State and Federal Governments. These organizations required multiple forms and letters be submitted in order for Andrew to continue to receive his medical benefits. We did not know where to begin, so our son's nurse recommended asking Bill, another Clinic nurse for assistance because of his proficiency in this area. In spite of having his own extensive workload, Bill didn't hesitate to offer assistance with the exhaustive and complex paperwork required for these special needs programs. Bill's dedication to caring for others has led to him becoming an acknowledged expert in completing the intricate and often convoluted forms associated with special education mandates and Government programs. The paperwork systems created by these organizations were designed as navigational tools. What we needed, and found in Bill, was our navigator. He worked closely with us, Andrew's School, and Andrew's Doctor in coordinating schedules, collecting information, completing forms, and creating and sending the required supporting documentation to the appropriate agencies. He was instrumental in helping us manage the process and explaining expectations, options, and possible outcomes.

Through his diligence, Andrew was granted continuing medical coverage on his 21st birthday by the Department of Defense and will continue to receive his much-needed benefits from the Social Security Agency. We dedicate this quote to Bill from Vincent Van Gogh. "Your profession is not what brings home your weekly paycheck; your profession is what you're put here on Earth to do, with such passion and such intensity that it becomes spiritual in calling." Thank you Bill, you are an amazing nurse who has proved to be an extraordinary advocate, confidante, pathfinder, and friend. You used your valuable time to look out for Andrew's best interests and helped us to successfully traverse the confusing world of special needs programs to obtain the support he will need well into the future.

The INF strives to continue evolving and making this event a MUST ATTEND for all those in the nursing profession and its supporters. A very special thank-you to each of our major sponsors and our many donors, as well as the volunteers who worked to make this event a success. Thank you for all that you do to support Illinois Nurses Foundation!

A special thanks to all of our generous sponsors and donors.

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The Case for Evidence-Based Nurse Staffing

Essential for cost-effective, high-quality hospital-based care and patient safety

Overview

Registered nurse (RN) staffing makes a critical difference for patients and the quality of their care. We champion the role of direct-care nurses and nurse managers in working with their hospital leadership to define the best skill mix for each hospital unit, recognizing the role of nurses in managing each patient's treatment plan and continuously assessing each patient's health status.

The American Nurses Association commissioned a comprehensive evaluation of nurse staffing practices as they influence patient outcomes and health care costs. The resulting white paper, *Optimal Nurse Staffing to Improve Quality of Care and Patient Outcomes*, authored by consulting firm Avalere, can be found here info.nursingworld.org/staffingwp.

Key findings

Best practices consider many variables when determining the appropriate care team in each hospital unit:

- **Patients:** Ongoing assessment of patients' conditions, their ability to communicate, their emotional or mental states, family dynamics, and the amount of patient turnover (admission and discharges) on the unit
- **Care teams:** Each nurse's experience, education, and training; technological support and requirements; and the skill mix of other care team members, including nurse aides, social workers, and transport and environmental specialists

Nurse staffing models affect patient care, which also drives health care costs. Safe staffing affects a range of hospital-based care issues, including:

- Medical and medication errors
- Length of stay
- Patient mortality
- Readmissions
- Preventable adverse events, including falls, pressure ulcers, healthcare-associated infections, and other complications
- Nurse injury, fatigue, and low retention

Findings point to the importance and cost-effectiveness of nurse staffing decisions that are based on evidence rather than traditional formulas and grids. To foster innovation and transparency in staffing models, it is essential to capture and disseminate outcomes-based best practices.

Staffing and cost containment

Nurse salaries and benefits are among the largest components of a hospital's expenses and thus are an easy target when balancing budgets. However, decisions to cut labor costs are sometimes shortsighted when the long-term impacts on cost and patient care quality are not considered.

Other variables to consider in addressing hospital-based care costs include:

- High-tech devices and procedures
- Prescribed drugs and other medicine
- Clinician and system practice insurance
- Facility construction, renovation, and maintenance
- Information technology investments and upgrades

Well-managed hospitals/health systems continuously balance competing needs to keep organizations fiscally sound.

FACTS AT PLAY IN ILLINOIS

2007 (August) – Nurse Staffing by Patient Acuity signed into Law

Every hospital is to have developed a staffing plan, recommended and reviewed by a committee made up of 50% direct-care staff nurses. The plan must consider admissions, discharges, transfers, the complexity of each patient, skill mix of all staff, the experience of staff, use of special equipment or technology needed. A semi-annual evaluation of the plan must also be completed.

2018 – Survey was conducted by ANA-Illinois on Staffing – over 700 respondents

- Only 27% reported working in a facility that has a Staffing Committee
- Only 18% reported that the staffing plan is being used on their report
- 79% reported staffing issues weekly while 25% reported issues daily
- 33% reported "dangerous staffing" levels in the last 30 days
- 69% felt "safe" when reporting concerns about staffing
- Solutions to short staffing –
  - Nurses are assigned more patients – 85%
  - Float nurses are used – 55%
  - Nurses volunteer for overtime – 51%
  - Managers/Supervisors fill in – 25%
  - Agency nurses brought in – 20%
  - Routine care altered – 19%

LEGISLATED NURSE-PATIENT RATIOS STAFFING

Some organizations advocate for legislated nurse-patient ratios, believing that strict ratios will ensure patient safety. Based on our experience with unintended consequences, we do not believe that numeric, fixed ratios will solve the problems with staffing and may, in fact, cause new issues in care delivery in other healthcare sectors.

Possible unintended consequences –

- We know that we currently have regional nurse shortages – we do not know how many nurses facilities in those regions would have to hire to meet the requirements, and we do not know if our current educational system has the capacity to educate the number of new nurses needed secondary to faculty shortages, clinic site limitations, and simulation limits.
- Historically, it can take three to six months to obtain a license from IDFPR.
- Safety Net (SN) and Critical Access Hospitals (CAH) do not have the resources to meet these requirements and are vital to our underserved populations.
- Are we robbing Peter to pay Paul?
  - Will this cause a shifting of nurses away from Community Settings, where we already have difficulty recruiting nurses because of pay disparities?
  - How will this impact Long Term Care facilities' ability to recruit RNs?
  - Will this increase our faculty shortages – as faculty retire will we be able to replace them?

Conclusion

Staffing in Illinois is an issue that we cannot ignore nor can we afford to support legislation that has so many unanswered questions. We must explore all possible outcomes before advancing new legislation, and we must enforce adherence to the current law. We know that staffing models require partnerships between nurses and hospital/health system leadership, including those in finance, operations, and clinical areas. Together, we can find pragmatic solutions to complex and pressing issues.

Solution

Over the summer, ANA-Illinois has been working for a solution to the staffing crisis. We know that we cannot allow another legislative session come and go without a solution. To that end, we have negotiated and now partnered with the Illinois Health and Hospital Association to correct this problem.

Nurse Staffing Improvement Act of 2020

A 21st Century Solution That Recognizes the Individual Contribution and Added Value of Each Nurse as a Provider of Care

The American Nurses Association-Illinois and IHA have agreed on a legislative proposal to strengthen the *Nurse Staffing by Patient Acuity Act*, giving nurses a voice in determining appropriate staffing levels at hospitals, based on the conditions and care needs (acuity) of their patients. This proposal provides a meaningful opportunity to improve quality and patient safety by advancing the partnership between direct care nurses and the hospital community.

Key provisions include:

- The Nursing Care Committee, comprised of at least 55% direct care nurses, must produce a hospital-wide staffing plan, including inpatient emergency departments. If the staffing plan developed by the Committee is not adopted by the hospital, the Chief Nursing Officer must provide a written explanation of the reasons why and an explanation of the changes that were made to the proposed plan.
- Require the Co-Chair of the Nursing Care Committee to be a direct care nurse.
- In reviewing the staffing plan, the Nursing Care Committee shall consider issues such as: patient outcomes; complaints related to staffing; the number of nursing hours provided compared to the number of patients on the unit; aggregate overtime nursing hours worked; the degree to which actual shifts worked varied from what is provided for in the staffing plan.
- Require a mechanism for nurses to report variations from the staffing plan with respect to the assignment of nursing personnel and for a process for such reports to be reviewed and addressed.
- Require the Nursing Care Committee to meet at least twice per year (now annually), with reports and information from the committee to be provided to direct care nurses.
- Require the Nursing Care Committee to issue an annual report to the Hospital's governing board, including recommendations for future changes to nurse staffing.
- Prohibit any retaliation for any employee who expresses a concern or complaint regarding a violation of the *Nurse Staffing by Patient Acuity Act* or concerns related to nurse staffing.
- Authorize the Illinois Department of Public Health to enforce compliance with these requirements by requiring the submission of a corrective action plan, imposing fines if a hospital engages in a pattern or practice of violations, and publicly disclosing violations. Money from any fines would fund scholarships under the Nursing Education Scholarship Law.

Addressing Illinois' Nurse Shortage Crisis

Illinois faces a regional shortage of nurses and will lose 1/3 of the workforce to retirement in the next five years, according to the Illinois Nursing Workforce Center. To help address this crisis:

- Hospitals will provide $2 million during academic years 2020-2021 through 2023-2024 – through the Hospital Licensure Fund – for nurse scholarships to increase the number of new graduate nurses entering the profession.
- Nurse educators will be entitled to an income tax credit of 2.5% to recognize, reward and retain registered nurses with graduate degrees in nursing employed by academic institutions who educate nursing students at all levels of higher education.

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A Guide to Displaying Nursing Credentials

Kathryn Handy, DNP, RN, CNE

Reprinted with permission from Maryland Nurse November 2019

In today's complex health care system, a competent nursing workforce possessing the knowledge and skills to provide safe, high quality care, is essential. In 2010, the Institute of Medicine (IOM) released the landmark report, *The Future of Nursing: Leading Change, Advancing Health*, on the nursing profession and identified the need for nurses to take on leadership roles in all settings to meet the ever increasing demands of our changing health care system. Nurse academicians and clinicians continue to heed this call, advancing education and engaging in a wide range of professional development activities that support the evidence-based recommendations of the IOM. Credentialing and certifications validate the skills, knowledge, and abilities nurses need to succeed and create change in this ever-changing profession.

Utilizing a standard process of credentialing nurses ensures that nurses, healthcare providers, consumers, and other relevant entities understand the significance and value of credentials. To avoid confusion, there is a specific procedure for displaying credentials in a uniform manner. The American Nurses Credentialing Center (ANCC) provides a step-by-step guide to understanding and displaying your nursing credentials (ANCC, 2013).

Every day we see the multiple streams of initials within a nurse's signature. There is a vast array of credentials to note. Educational degrees include doctoral degrees (PhD, DrPH, DNS, EdD, DNP), master's degrees (MSN, MS, MA), bachelor's degrees (BS, BSN, BA), and associate degrees (AD, ADN). Licensure credentials include RN and LPN. State designations or requirements recognize the authority to practice at a more advanced level in that state and include Advanced Practice Registered Nurse (APRN), Nurse Practitioner (NP), and Clinical Nurse Specialist (CNS). National certification, which is awarded through accredited certifying bodies such as the ANCC, the National League for Nursing (NLN), or the American Organization for Nursing Leadership (AONL), includes Family Nurse Practitioner-Board Certified (FNP-BC), Certified Nurse Educator (CNE), and Certified in Executive Nursing Practice (CENP) respectively. Awards and honors that recognize outstanding achievements in nursing include those such as Fellow of the American Academy of Nursing (FAAN) and Fellow of Critical Care Medicine (FCCM). Other possible recognitions include non-nursing certifications that recognize additional skills, such as the EMT-Basic/EMT, awarded by the National Registry of Emergency Medical Technicians. As nursing continues to advance as a profession, the use of credentials to designate and to identify the levels of attained education, licensure, certification and achievement as a professional is essential.

Displaying credentials correctly is vital. The preferred order of displaying one's credentials is the following: (a) highest degree earned; (b) licensure; (c) state designations or requirements; (d) national certifications; (e) awards and honors; and (f) other recognitions. Why is this so important? The order is placed in regard to degree permanence. One's educational degree is placed first as it cannot be taken away except under extreme circumstances. Next, the licensure credentials and the state designations or requirements, which are required for practice. These are generally time limited and need to be maintained through renewals and continuing education. Then finally, the awards, honors, and other recognitions which are voluntary and not required for practice (ANCC, 2013)

This seems easy enough, right? It may be helpful to add a few points of clarification here. You might ask, do I have to place all my credentials on everything I sign or include in professional speaking and writing endeavors? With legal documents, such as prescriptions and documentation within the medical record, you must use the credentials required by your particular state for your area of practice. In professional endeavors such as speaking, writing for publications, or providing testimony before a legislative body, you should use all your relevant credentials. Please note that journals sometimes order credentials differently, so it is appropriate to conform to their specific style. Or perhaps, what if I have multiple credentials of the same type? In this case you would list the highest education degree first and if your second degree is in another relevant field, you may choose to list it as well. For example, a nurse executive might choose Nancy Gordon, MBA, MSN, RN. Note here that the highest non-nursing degree is listed first followed by the highest nursing degree. A nurse who has a master's in a non- nursing field might choose Anne Peterson, MEd, BSN, RN. Remember though, if you have a doctorate and a master's degree, omit your baccalaureate degree. If you have multiple nursing certifications, they may be listed in the order you prefer. Do consider listing them in order of relevance to your practice or in the order they were obtained, with the most recent first. Always list non-nursing certifications last.

Properly displaying credentials enables nurses to demonstrate their specialty expertise, professionalism, and validate their knowledge to employers, patients, colleagues, and students. Through education and professional development, we enrich ourselves, the future nursing workforce, ensure the provision of safe, high quality, patient-centered care, empower the nursing profession, and have the ability to promote change. Wear your credentials proud. Be proud of your accomplishments; acknowledge them and allow others to acknowledge them.

References

American Nurses Credentialing Center. (2013). *How to display your credentials*. Retrieved from https://www.nursingworld.org/~49636a/globalassets/certification/certification-specialty-pages/ancc-credentialsbrochure.pdf

Institute of Medicine. (2010). *The future of nursing: Leading change, advancing health*. Retrieved from http://books.nap.edu/openbook.php?record_id=12956&page=R1

Illinois Nursing Workforce Center Licensed Practical Nurse Survey 2019

General Overview: This report details the results of the 2019 Illinois Licensed Practical Nurse (LPN) workforce survey. The survey was structured to capture data on the demographics of the current LPN workforce, including their cultural diversity, relative numbers of LPNs in each age group, educational preparation, and workplace settings. Participation in the survey was voluntary and was conducted during the 2019 LPN license renewal period from 11/13/2018 to 1/31/2019. The survey was completed by 3,662 LPNs of the 28,109 LPNs licensed in Illinois.

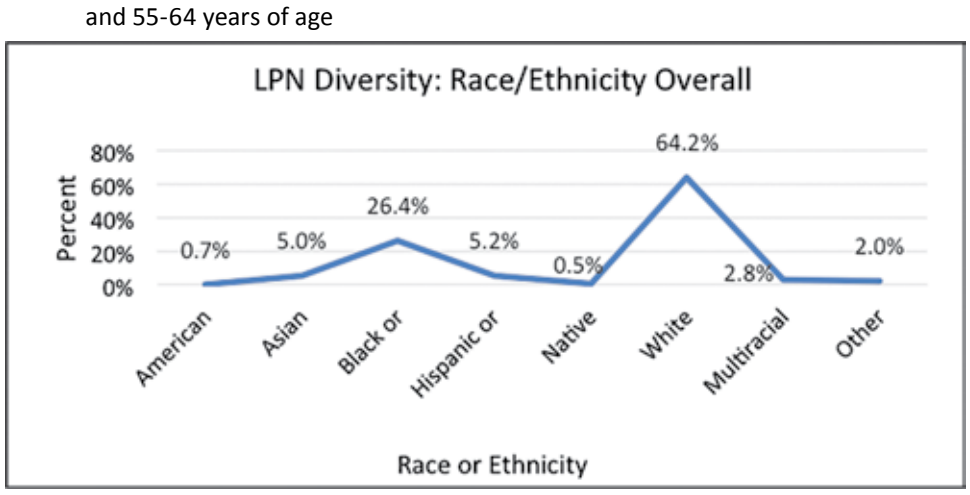
The LPN survey data indicates a workforce that is aging with a diminishing LPN pipeline to replace these nurses. It is well known that aging of the U.S. population poses particular demands on health care services, one sector being long-term care needs. There is an urgent need for work force planning to meet future healthcare needs. LPNs traditional roles in nursing homes/extended care/assisted living environments and home care with the anticipated growth of the elderly population will increase the demand for LPNs.

Aging of the LPN Workforce

- 45% of LPNs are over the age of 55 years
- 22% of LPNs who practice in nursing homes/extended care facilities plan on retiring in 1-5 years

Diversity

- 23% of Hispanic/Latino LPNs are less than 34 years of age
- 7% of LPNs are male, which is lower than national average, though 36% male LPNs are under 44 years of age
- 58% of Asian LPNs are younger than 45 years of age
- 26% of LPNs identify as Black/African American, the largest reporting minority; the percentage the same (approximately 25%) for three age ranges: 35-44, 45-54 and 55-64 years of age



LPN Workplace Settings

- 50% Practice in nursing home/extended care/assisted living – especially LPNs in the younger age cohorts
- 14% Practice in ambulatory care settings
- 9% Practice in the home health setting

LPN Position Title, Education

- 75% Provide direct patient care as staff nurses
- 55% of LPNs currently licensed obtained their education through a community college

Summary

- There is an aging LPN workforce, one fifth are planning to retire within the next five years
- Experience of the LPN is a more complex picture as data emerges for age groups 35-44 years, 45-54 years and even 55-64 years of age. In each of these age categories are individuals with varying levels of experience
- There is a need to increase the diversity of LPN workforce to mirror the state population
- Fifty-five percent of LPNs currently licensed received their education through a community college

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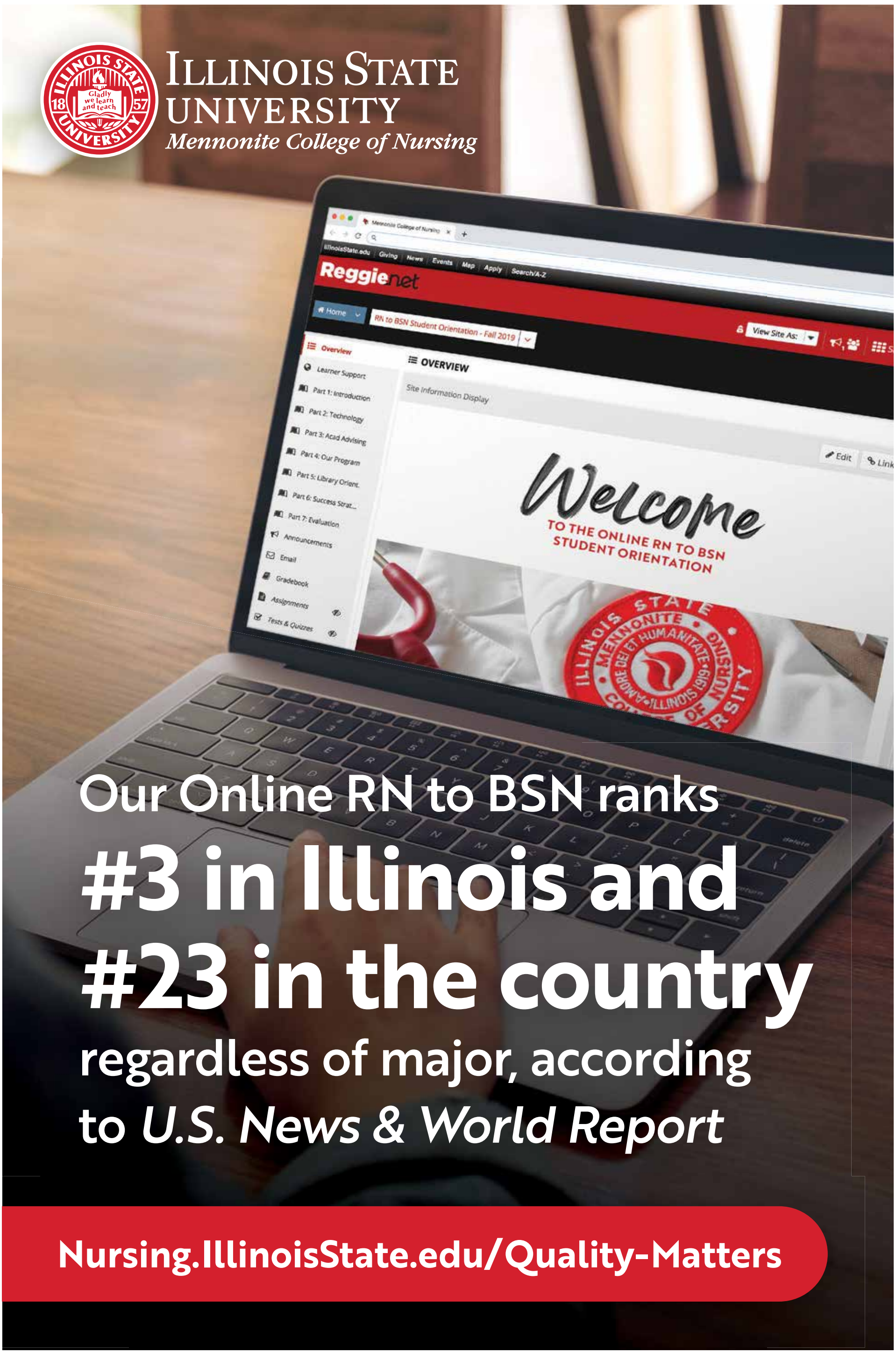

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Illinois Association of School Nurses

Juanita Gryfinski MSN, MS, MA, RN, PEL-CSN, NCSN
President of IASN

It is a New Year, A New Decade, and as you are aware, it is also *The Year of the Nurse and Midwife*. Nurses across the nation and globe will be celebrating this honor with pride as they respond to the World Health Organization (WHO) declaration. WHO Director-General, Dr. Tedros Adhanom Ghebreyesus, has enhanced the celebration by noting that nurses will also be celebrating the 200th anniversary of Florence Nightingale's birth. The Illinois Association of School Nurses (IASN) will be celebrating alongside our colleagues by advancing Florence Nightingale's vision of health, healing and leadership in our schools and communities. "Health" was one of the central themes of Nightingale's writings, and IASN will carry forward her vision of health through our work in the following ways: **1.** Setting a legislative agenda that promotes the health and safety of school children and supports school nurses by influencing relevant public policy at the local and state level. **2.** Providing resources, educational offerings, tools and forums that position school nurses to provide evidence-based care, promote health and be consistently viewed as the healthcare expert in their school community. **3.** Promoting diverse membership and identifying our future leaders to ensure that IASN will remain strong and effective. **4.** Fostering ways to connect/network members with the specialty of school nursing and other school nurses while advancing a positive and professional image.

If you are a school nurse who has not yet discovered how IASN connects school nurses to each other and the role of school nursing, then this is the YEAR to make that connection. So where will you find IASN members and elected representatives celebrating *The Year of the Nurse*? Look for us at the *Voices4Children* meeting, *NASN's Board of Directors Meeting*, The February 22nd *JDRF Illinois TypeOneNation Summit* at McCormick Place, as well as the *IEA Representative Assembly* held in Rosemont, Il. These "first quarter" 2020 engagements represent just a sample of all the ways IASN advocates for students, our communities, and school nurses. Check out our Website: www.iasn.org, for more information on IASN and do not hesitate to contact us directly.

The Illinois Association of School Nurses (IASN) is planning their 63rd Annual Conference. The two-day conference will be held on October 2nd and 3rd at the DoubleTree in Lisle, Illinois. This year's keynote is the one and only Donna Cardillo, the Inspiration Nurse! Join us for *The Year of the Nurse: Celebrating Health, Healing & Leadership*. IASN will continue to be at the forefront of delivering vital content to its members and is committed to improving their engagement in the policy and advocacy arena for better school health. As a nurse working in an Illinois school, this is the organization you can depend on, and this is the conference for you to attend. To learn more about IASN, visit our webpage at iasn.org. For sponsorship and exhibitor opportunities, contact iaschoolnurses@gmail.com.

IONL Enters a New Decade of Education and Growth

For the Illinois Organization of Nurse Leaders, the past 12 months have been marked by noteworthy achievement and change. From the success of our Annual Conference to outstanding workshops and webinars, IONL has shown tremendous growth. As we shift our momentum into the next calendar year, IONL is excited to announce our 2020 educational offerings suited for both members and non-members.

To start, IONL is eager to share our slate of **2020 NC-3 Webinars**, "Refreshing Your Staffing Committee." Beginning in February, IONL will be hosting informative NC-3 live webinars that take place each month, free for IONL members and $40 for non-members. Our February 3 webinar, ***Acuity Based Nurse Staffing is Patient-Centered Staffing - Your Playbook*** will give a review of staffing by Acuity Law. Followed by our March 2 webinar, ***Putting the Patient in the Driver's Seat***. Each webinar will include:

1. Educational content surrounding staffing by acuity and implementation
2. Clinical partners who will showcase their practice
3. Legislative update/pulse of staffing in Illinois

For more information on the upcoming NC-3 Webinars, visit www.ionl.org/page/NC3.

Can't attend a live webinar, or do you simply need more CE credits? Then take advantage of the **IONL Digital Library**, a database of over 45 archived webinars, available as yearly subscriptions for individuals or organizations, providing CE from anywhere at any time.

Also this year, IONL is excited to share new information on our **2020 Regional Events**, *Sharing Strategies for Success with a Shared Governance Model*. From April 21-May 7, IONL will be hosting a variety of Regional Events throughout the state of Illinois. Participants will examine challenges to successfully shared governance models, generate successful strategies for increasing engagement, and explore innovative approaches to implementing, maintaining, and advancing successful professional governance. To learn more and register, visit www.ionl.org/page/regional_events.

For more information on these opportunities and IONL membership, visit www.ionl.org.

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We would like to recognize and thank the following donors who were instrumental in helping us achieve our goals in 2019. Because of their general support we gave away over $12,000 in scholarships and launched our grant program. Our first grant recipient was selected in December.

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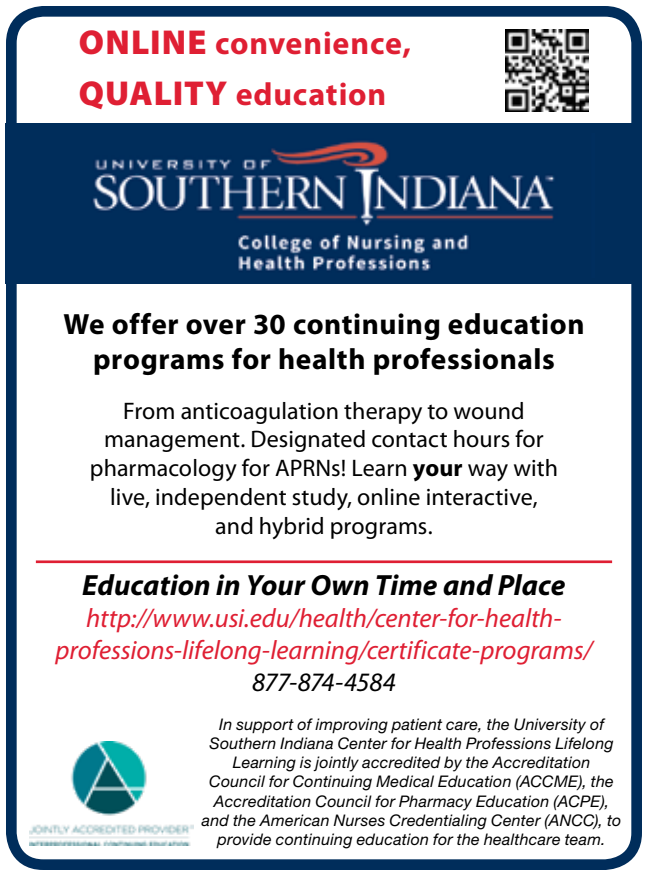

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The Honoree will be listed on the INF website, in the December issue of the Nursing Voice and will also be entered as a nominee for the "Nurse of the Year" award* which will be awarded during the Illinois Nurses Foundation December Holiday event.

**Donor must submit story about honoree to be eligible for the Illinois Nurse of the Year.*

The INF will be accepting nominations for honorees through October 1st for the 2020 *"Nurse of the Year."*

Save the Date, October 16, 2020, for the National Association of Hispanic Nurses-Illinois Chapter's first Annual Conference for all nurses. The inaugural conference is titled "Diversity & Inclusion: A Focus on Social Determinants of Health & the Professional Nurse." For sponsorship and exhibitor opportunities, please contact nahnillinois@gmail.com. Stay tuned for more information; we hope to see every ANA-Illinois member there learning about these vital issues.

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The Catholic Charities Archdiocese of Chicago Honors NAHN-Illinois Chapter

Pictured (left to right): Marianyelli Hanna, Juana Quinones, Jaylen Perez, Wanda Moy, Cardinal Blasé J. Cupich, Susana Gonzalez & Liz Aquino.

Catholic Charities Archdiocese of Chicago awarded the National Association of Hispanic Nurses-Illinois Chapter (NAHN-Illinois) the *St. Thomas More Award* for their unwavering dedication and sustained volunteer work for Catholic Charities at their annual community health fairs. Catholic Charities present the St. Thomas More Award, named after St. Thomas More (1478-1535), to a person, or institution, whom exemplifies dedication and profound commitment to the Catholic faith, their profession, and their fellow man. Several members accepted the award on behalf of NAHN-Illinois at the Catholic Charities Annual Board Luncheon on October 21, 2019. For more information about NAHN-Illinois, visit nahnillinois.org. Join us in reshaping the health care system of the future.

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There is increasing interest and engagement among the nursing community around environmental matters that influence human health, such as climate change. Nurses are trusted health professionals and make up nearly 40% of the healthcare workforce, serving as catalysts of change in their institutions and practice settings.

To activate nurses, the Alliance of Nurses for Healthy Environments (ANHE) and Health Care Without Harm (HCWH), launched the Nurses Climate Challenge (the Challenge) in May 2018. The Nurses Climate Challenge is a national campaign to educate health professionals on climate and health, with nurses leading the education. The Challenge started with the original goal to educate 5,000 health professionals and was quickly surpassed in less than a year due to the combined efforts of Nurses Climate Champions around the world.

The response to the Nurses Climate Challenge has been robust. There are over 1,000 nurse climate champions from nearly all 50 states, with over 13,000 health professionals educated since the launch. In addition, nurses from 19 countries outside the United States are registered as Nurse Climate Champions. However, there are nearly four million nurses and 18 million workers in the healthcare sector in the US alone; therefore, there is an opportunity to scale the impact of the Challenge exponentially. To do this, we are aiming to educate 50,000 health professionals by 2022.

The Nurses Climate Challenge offers a comprehensive toolkit with all the resources nurses need to educate colleagues on climate and health and engage in climate-smart practices in health settings and at home. Nurses using the Challenge resources are highlighted through profiles (https://nursesclimatechallenge.org/champion-profiles) published on the Challenge website, shared in newsletters, and posted on social media to showcase the work being done and to inspire others to join.

The Challenge also calls on nurses to be advocates for climate and health. Leading within a nursing organization, health institution, or academic center to spearhead initiatives to address climate change is an example of how nurses can move health professionals from education to action. The Challenge resources include a guide to taking action within workplace and home settings and provide other points to get started.

As a nurse, you can also educate policymakers and the public about the connection between climate and health and how to take action by writing a letter to the editor in a local newspaper, meeting with elected officials, or talking with patients, friends and family members, and/or your community about the health impacts of climate change. The Challenge website includes sample talking points and template letter to the editors in the resources section.

Furthermore, the CHANT: Climate, Health, and Nursing Tool 2020 is now available. CHANT is 10-minute voluntary survey asking respondents about awareness, motivation, and behaviors related to climate and health. Nurses and other health professions are encouraged to take the survey every year. Access CHANT here: http://bit.ly/30riTR9.

Learn more and join the Nurses Climate Challenge by visiting nursesclimatechallenge.org.

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Submit an image of your Nurses license plate and we will put $5 toward a cash prize to be awarded during nurses week, May 2020.

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INF
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The purpose of the Foundation is to collaborate with community partners in promoting the health of the public by supporting nurses through charitable, research, and educational initiatives.

"Nurses Inspire Nurses" Coffee Talk

hosted by ANA-Illinois Member, IASN President Elect & NAHN-Illinois Treasurer Gloria E. Barrera, MSN, RN, PEL-CSN

On January 12th, Gloria hosted the first coffee talk in her area through Nurses Inspire Nurses at Blissful Banana Cafe, all nurses were welcomed to ring in the Year of the Nurse, and have vibrant conversations. There was a great turnout, even after the snowstorm. Nurses Inspire Nurses founder, Cat Golden, shared "Coffee Talks were created to be a safe haven of support for nurses to come together outside of work and bond over shared experiences. We believe we must take care of ourselves as humans first, and nurses second. Gloria is a shining example of everything the Nurses Inspire Nurses movement stands for and we couldn't be more grateful for her leadership in her community." To learn more about Nurses Inspire Nurses visit https://nineliveshealth.com/.

Nursing: How to Thrive in 2020

Aney Abraham, DNP, RN, NE-BC

For the 18th year in a row, respondents to a recent Gallup poll ranked nursing No. 1 in the United States for honesty and ethical standards when compared to a diverse list of 19 others. Nearly 85% rated nurses as having very high standards for honesty and ethics. In 2019, I shared my thoughts on why nurses deserve this recognition year after year in *Reflections on Nursing Leadership*. I shared the importance American Nurses Association Code of Ethics, its nine provisions, its stipulations on how nurses must practice in the United States as being the foundation on why nurses are rated most honest and ethical. Practicing with compassion and respect, advocating for the patient, providing optimal care, preserving integrity, and improving the ethical environment of work settings are crucial to nursing success. As nurses, we are taught to live by this code in nursing schools and this code is part of our DNA.

Many authors have shared their insights into why nurses deserve such recognition. In an article published by *ONS Voice*, author Alex Stone reports that nurses being the drivers of patient-centered care has a lot to do with why nurses are so highly trusted.

The year 2020 is unique to nursing for many reasons, one of them is for being ranked No 1 for honesty and ethical standards, the second is for having this year be named the "Year of the Nurse and Midwife" by the World Health Organization (WHO), in honor of the 200th birth anniversary of Florence Nightingale.

So how can nurses thrive in 2020? We can thrive in 2020 by taking this year and shining a light on this noble profession, raising visibility of nurses and demonstrating the value we bring in meeting the needs of ever-growing health care needs of the population. According to Nurse.org, nurses are critical in improving the landscape of health and health care; they are on the front lines when it comes to immunizations, shaping health policy and advocacy. We can work collaboratively with our professional organizations to be educated and informed on the various issues that are facing nursing today. Issues such as workplace violence, stress, burnout, work-life balance and nursing shortage. Let's learn about these issues by studying, researching and finding solutions to them. Let's use the various platforms available to nurses to discuss and brainstorm on how we can recruit and more importantly, retain our nurses. The National Center for Health Workforce Analysis in a 2017 report stated that 3.6 million nurses will be needed in the United States by the year 2030. This will leave many states with significant shortages of registered nurses.

Nursing remains an excellent career choice, according to *US News*, so let's take this year 2020, the year of the nurse and midwife to thrive. Let's celebrate the last 18 years, and let's work together to ensure that every year nursing continues to remain as number one for honesty and ethical standards.

***Aney Abraham,** DNP, RN, NE-BC, is associate vice president of nursing operations at Rush University Medical Center and an assistant professor at Rush University College of Nursing. Abraham is also president of the Indian Nurses Association of Illinois.*

Emergency Nurses Association Celebrates 50th Anniversary

Thelma Kuska, BSN, RN, CEN, FAEN, Chair, Injury Prevention Committee, Chair, Government Affairs Committee, Emergency Nurses Association, Illinois State Council

The Year of the Nurse and Midwife, 2020, also ushers in the 50th anniversary of the Emergency Nurses Association (ENA). Founded by Anita Dorr and Judith Kelleher in 1970, the organization was originally named Emergency Department Nurses Association (EDNA). In 1985, it was changed to Emergency Nurses Association. Today, the ENA boasts a membership of 45,000 in the United States and more than a dozen countries around the world.

There will be a special 50th-anniversary celebration in September as part of ENA's annual Scientific Assembly: EN2020. This year it will be in Las Vegas. One of the highlights of the conference will be a viewing of a documentary celebrating emergency nursing's rich history of dedication and compassion. "In Case of Emergency" follows emergency nurses and their patients in seven unique settings across the United States, from urban to rural. Commissioned by ENA and produced by Carolyn Jones Production, this documentary provides a close look at this special group of healthcare professionals. To learn more about the film, go to www.incaseofemergency.film or watch the trailer at https://incaseofemergency.fil/impact-partner

The ILLINOIS ENA is also celebrating this milestone at its 46th Annual Spring Symposium Conference at the Doubletree by Hilton-Lisle, in Lisle, IL, on April 16-17, 2020.

The newly expanded two-day conference will feature several activities commemorating ENA's 50th anniversary. There will be a Welcome Party on Thursday evening, April 16. The Welcome party begins with cocktails and the chance to mingle with old and new friends. Dinner will be followed by a fun DJ, dancing, photo booth, and a Silent Auction benefiting the ENA Foundation with 100% of the proceeds going towards nursing academic and research scholarships. For more information about the Spring Symposium, go to www.illinoisena.org

In addition, ENA, with several key partners, collaborated with ITN Productions and developed the "Preventing Injury, Saving Lives" video series. "Preventing Injury" takes a comprehensive look at how injury prevention programs and outreach help protect the lives of community members and emergency department patients and features ENA members in their mission of injury prevention. The entire series, including both ENA videos, is on the ENA website – https://ena.org/practice-resources/preventing-injury-saving-lives

Happy 50th birthday, ENA!

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We need your help!!

Take 5 minutes after completing license renewal 2020 – share info about you, your nursing specialty and workplace – please participate

RN and APRN license renewal will begin mid-March through May 31, 2020. The Illinois Nursing Workforce Center (formerly the Illinois Center for Nursing) is requesting your help in completion of a short 26 question survey. All questions offer multiple-choice response options, with limited spots for comments, which is why RN completion time is approximately five minutes.

After completion of payment for Illinois RN or APRN license renewal, nurses will see the following message:

"We are requesting approximately five minutes (APRN will say 10 minutes) of your time. All data will be reported in the aggregate for use in determining nursing workforce projections and needs in Illinois. Individual responses will remain anonymous and confidential. Although this report is not mandatory, your participation is critical, since employees in the field are our best and most reliable real-time source of information available. By participating in this report, you will be helping to ensure that there will be an uninterrupted supply of nurses to meet the increasing future demands in the healthcare industry." At the end of the message is a link that you will need to click on to reach and participate in the short survey.

Each survey captures data on the demographics, education, state distribution and practice foci in Illinois. The APRN survey also includes questions to be compared with data collected with license renewal in 2018. The Nursing Workforce Center plan is to evaluate the impact of changes in the Nurses Practice Act such as the number of APRNs practicing outside of a hospital who are no longer maintaining a collaborative agreement in their practice setting.

Why is data collected with re-licensure? Because, according to the U.S. Health Resources and Services Administration (HRSA), state data based on licensure data holds more accurate workforce predictions. Please look for the link to participate after payment of the licensure fee.

Are there areas in the State where Registered Nurses (RNs) or Advanced Practice Registered Nurses (APRNs) are concentrated? Where are the greatest needs? Are there popular RN or APRN specialties? How would the educational pipeline for RNs be best characterized? Where are the APRNs with full practice authority seeing patients? We need your help in answering these questions.

Past reports are available on the Illinois Nursing Workforce Center website http://nursing.illinois.gov/ResearchData.asp

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