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. 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 also served his country. He just completed his time serving his country. He just completed his time serving.

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 ANA Illinois Board, Amanda traveled up and down the state speaking at numerous nursing schools to inform students on the

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

The Nursing Voice March 2020 Page 1
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 as an Advisory Council member has helped us to reach a new level!

Cheryl Anema PhD, RN

The American Nurse
The Nursing Voice
March 2020
This year we are excited to announce that the 36th President of the American Nurses Association (ANA), Dr. Ernst Grant PhD, 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.” As of 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 our 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 us. 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.

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 as a clinician and educator. In addition to being a prolific speaker, he is a recognized burn-care and fire-safety expert. Grant is a B.T. Fowler Lifetime Achievement Award from the North Carolina Fire and Life Safety Education Council for making significant contributions to the health and safety of North Carolinians. In 2002, he received the Award for Excellence for military 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 impacts of fire and burn injuries and deaths within the state. Grant holds a BS degree from North Carolina Central University and MS and PhD 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 colleagues/schools of nursing to bring students down to Springfield to see Dr. Grant 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/
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 included in the licensees' annual CE requirements. For LPNs and RNs, 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/2019-11_IDFPR-SeekHarassPreventTraining.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/FAC/DFP/Safe%20Opioid%20X%20CE/FAQ.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.aspx

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.aspx

Located in the Adult Use Cannabis Program section is information for purchasers; located in the Medical Cannabis Program section is information for practitioners. A screenshot and storing as a photo.

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 at the bottom of this 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/LicenseeReprint/) 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/DPRReCAnamechange.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

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 individual 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 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 2020 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
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 11 nurses for 5000 students in 12 schools. 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 and continues to give back to nursing. In 2017, Practice in Advanced Nursing Population at UIC last May and serves as an adjunct clinical instructor for the UIC School of Nursing 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 in the Journal of School Nursing in April 2019, with her poster presentation for IASN, and developed a toolkit for school nurses, based on her DNP project related to school nurse certification. 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 the improved school nurse ratio from one nurse to three buildings to a nurse in every building...” “Dr. Moss’ exemplary leadership abilities, professional knowledge, and ability to use the resources of her district have 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 an art that every nurse in our organization would call her advocate, mentor, leader, and friend.” “Eileen has gone beyond and above to ensure school nurses are using best practice...”

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 in Chicago was lobbyist for nurses in Illinois since 1994. For 25 years, he has stood under the dome of the Capitol and represented nurses and the profession. He has mentored the Board Members of the Illinois Nurses Association, ANA-Illinois, and the Illinois Society for Advanced Practice Nurse, and countless others. He has educated those individuals on the importance of grassroots activism and how to develop public policy. He 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 no 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 nurses and nurses who were in direct contact with legislators and other key 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 other nurse lobbyists knew 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. 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.

It is my honor to recognize Sue Clark with an Honor 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 been a lobbyist for nurses 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 activism 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 no 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 nurses and nurses who were in direct contact with legislators and other key 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 other nurse lobbyists knew to talk to Sue Clark. Her respected presence has served the entire profession well for over 25 years.

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

- 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 IDPR.

**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.

**YEAR OF THE NURSE 2020**

LEAD · INNOVATE · EXCEL

**NURSE LOBBY DAY**

April 1, 2020
9:30a-2:00p

Let’s come together and bring home our message regarding the role of nurses in the future of Illinois healthcare. As RNs and APRNs, it is critical that we remain engaged in the political process and continue to advocate for our profession by showing legislators we are unified in supporting legislation that improves access, reduces cost, and advances the profession of nursing.

**SANGAMO CLUB**

227 E ADAMS ST, SPRINGFIELD

1.5 hrs of CE. Lunch provided.

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 Nurse Executive 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 developing 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.

By registering with Illinois HELP, a nurse who has a master’s in a non-nursing field can apply for the EMT-Basic/EMT, awarded by the National Registry of Emergency Medical Technicians. 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. By registering with Illinois HELP, the nurse may 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 order of preference. 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 value their knowledge to employers, patients, colleagues and students. Through education and professional development activities, nurses enrich themselves, 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:
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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The BSN to DNP program at Saint Francis Medical Center College of Nursing uses a distance learning approach to get you where you want to go – from wherever you are.
Our Online RN to BSN ranks #3 in Illinois and #23 in the country regardless of major, according to U.S. News & World Report

Nursing.IllinoisState.edu/Quality-Matters
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 professional and personal 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 Year of the Nurse: Celebrating Health, Healing & Leadership
#FreshSchoolNurseContent
#IASNConference2020
#YOU2020

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 jascholynurses@gmail.com.

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.
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.

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2020 The Year of the Nurse
Honor a nurse who has inspired you, mentored you, fought for the advancement of the profession, stood by you, or who deserves recognition for their commitment to their patients and the work nurses do every day.

With a $25 donation
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.

NAHN-Illinois Executive Board
President: Lupe Hernandez, MSN, FNP-BC
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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 a 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/301TR9.

Learn more and join the Nurses Climate Challenge by visiting nursesclimatechallenge.org.
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://nineliveshesalth.com/.

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 closer 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.film/impact-partner.

The ILLINOIS ENA is also celebrating this milestone at its 46th Annual Spring Symposium Conference at the Doubletree by Hilton 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.illinoiena.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 videos.

Happy 50th birthday, ENA!
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

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