

Candidate for Nominating Committee

Diane Pelant, MSN, RN, CCRN
Director of NICU
CentraCare
Saint Cloud, MN



Experience and Activities

AACN Commitment and Involvement, 2021-present

Includes ways in which the candidate integrated the mission and work of AACN into their current role and practice. Local and national volunteer activities are listed, if applicable.

- Lead and champion, Unit Beacon Application, 2023-present
- Implemented updated HWE standards in NICU, 2021-present
- Provide on-site and virtual NICU support, 2021-present
 - Both clinical and didactic education for five regional sites
 - Use AACN's leadership competencies
- Member, System's Ethics Committee, 2021-present
 - Member, Consult and Education Subgroup, 2021-present

Key Professional Activities Outside AACN, 2021-present

Includes involvement with other professional organizations, teaching and/or speaking engagements

- Chair, Systemwide Human Trafficking Committee, 2021-present
- Member, Institutional Review Board (IRB), Nursing Review Board (NRB), 2021-present
- Lead and champion, Implementing NICU telehealth across region, 2021-present
- Team leader, Mission trips to Uganda/Ghana, 2021-present
- Facilitator/coach, Our Best Begins with Me culture work throughout system, 2016-present

Issues Statement

Nursing Shortage and Retention Crisis

The nursing shortage and retention crisis, worsened by the COVID-19 pandemic, has led to increased workloads, burnout and higher turnover rates among nurses.

Patient Safety and Quality of Care: Impact: Inadequate staffing compromises patient safety and care quality, leading to more errors and adverse outcomes.

AACN's Role: Advocate for safe staffing levels to improve patient safety and care quality.

Nurse Well-Being and Retention: Impact: High stress and burnout affect nurses' mental health and job satisfaction, contributing to higher turnover.

AACN's Role: Support initiatives for nurse well-being, such as mental health resources and professional development, to retain and attract nurses.

Sustainable Healthcare System: Impact: A stable nursing workforce is essential for a sustainable healthcare system. The shortage threatens healthcare delivery.

AACN's Role: Lead efforts to address the shortage through educational programs and workforce development policies.

Conclusion: Addressing the nursing shortage and retention crisis is crucial for patient care, nurse wellbeing and healthcare system sustainability. AACN can play a pivotal role by advocating for safe staffing, supporting nurse well-being and promoting workforce development.