Dear Region 3,

It’s quite official! My term as your Region 3 CAT has been extended for a 3rd year. I will continue to serve your chapters through June 30, 2017. To assure that I am meeting your needs and to assist me in selecting ongoing goals, please complete my 2016 Region 3 CAT Satisfaction Survey before our current fiscal year ends. I’d also like to formally offer to mentor chapter leaders interested in this fantastic role. Contact me if you believe this may be in your future.

As preparations continue for NTI, I’d like to explain the features of the [NTI Network](http://www.aacn.org/ntinetwork), accessible at [www.aacn.org/ntinetwork](http://www.aacn.org/ntinetwork) once your NTI registration is processed by AACN. You can bookmark the link on your smart phones. In this online NTI community you can plan your session schedule and activities, download session learning materials such as outlines and handouts, connect with experts, colleagues and friends, learn valuable conference tips, reserve your Sunrise Session seats, and stay up-to-date on breaking news.

Doesn’t all that “out-weigh” the benefits of lugging these around ← …?

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**Cat picture credit to Purina**
Healthy Chapter Environments

More than a decade ago, AACN made a commitment to promote healthy work environments (HWEs) with the release of six essential standards. On March 15th AACN announced the second edition of “AACN Standards for Establishing and Sustaining Healthy Work Environments: A Journey to Excellence”. Both the full standards (44 pages) and an Executive Summary (9 pages) are available at no charge.

The new edition encompasses additional research confirming the link between HWEs and optimal outcomes for patients, healthcare professionals, and organizations. It also includes real-world examples of the HWE standards in action, gleaned from hospital units that have received the Beacon Award for Excellence and participants in the AACN Clinical Scene Investigator Academy nurse leadership and innovation training program.

The second edition HWE standards are more timely than ever as unhealthy work environments continue to exist. As part of our ongoing effort to listen and understand the realities nurses face, this past year we conducted a Barriers to Practice survey and held forums along with other efforts. The results are still being finalized, but it’s clear we need to work together to create a better future, and HWEs are key to that vision.

Continuing with our Healthy Work Environment Standards, this issue we will apply the True Collaboration Standard to Chapters.

Chapter leaders must be relentless in pursuing true collaboration.

A chapter with a Healthy Work Environment demonstrates True Collaboration by:

- Having a shared vision
- Conducting a Needs Assessment of the membership and developing a strategic plan based on the members’ needs
- Offering help/mentoring for new Board members
- Stepping up to help when other Board members are having conflicting priorities and life challenges

Important Questions to Ask

Do all of your Board members participate in meetings? Are they engaged in the chapter?
Do you have Board members who are not open to change?
When did you last conduct a needs assessment for your chapter? What were the results?
Was your strategic plan and program planning based on the results of the needs assessment?

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<th>Problem</th>
<th>Solution</th>
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<td>“This is the way we have always done it.”</td>
<td>Evaluate the previous activities of the chapter to see if they are still relevant to current members and if the expectations are realistic.</td>
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<tr>
<td>Problem</td>
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<td>Board position for programs has never put together a large seminar.</td>
<td>Make sure that the board provides:</td>
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<td> Support for new officers</td>
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<td> Collaborative assistance in developing a timeline for project completion, including assignments and clear expectations.</td>
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<td>Low attendance at Board meetings by some officers.</td>
<td> If unable to attend, provide a written report of activities for the Board to review at the meeting.</td>
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<td> If the absence is creating problems for the Board to get chapter work done, call the missing officer to see if the Board can help.</td>
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<td> Does the Board need to evaluate the day/time/location of meetings to have more attendance?</td>
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<td>Chapter financial records are behind.</td>
<td> It is the entire Board’s responsibility to ensure that the chapter is in compliance with reporting requirements, not just the Treasurer.</td>
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<td> Provide the chapter’s good standing grid on every chapter Board meeting agenda and minutes.</td>
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<td> Involve the Treasurer-Elect and other officers in preparing the financial records.</td>
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<td> Provide chapter financial forms to the membership to use for reimbursement, and require timely submission of documents.</td>
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<td> Submit documents online for timely reporting, and involve all members of the Board in the process.</td>
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<td>Putting educational events together.</td>
<td>Reach out to CNSs, educators, doctors, managers in the area - even if not chapter members - to find relevant topics to present. Then, recruit them to be chapter members.</td>
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<td>Chapter member presents a clinical issue for chapter members to discuss.</td>
<td>Provide an open forum for sharing best practices, policies, new innovations, products, procedures, and other issues. Ask a representative from a hospital who has a best practice to share with the other chapter members who might not have the resources to develop policies. Share and mentor others.</td>
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<td>Chapter is struggling with an issue.</td>
<td>Reach out to the Chapter Advisor to ask for a “mentor chapter” to assist with the problem. The Chapter Advisor has the answers, such as the mentor chapter that can help.</td>
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Mary Bylone Launches “Leaders Within” Website

Mary Bylone, RN, MSM, CNML is a nationally recognized speaker. She is very well respected, and has befriended many AACN leaders and members alike as she fulfills many roles within the Association. Region 3 members were first acquainted with Mary when she resided, practiced professionally, and served for chapters within our region.

After a successful career in several formal nursing leadership roles, Mary left her most recent position as a Regional Vice President for Patient Care Services and Chief Nursing Officer to devote more time to Leaders Within, LLC where she is the founder and principal consultant.

You can visit her website, launched on March 1st at www.leaderswithin.com. There you can review Mary’s Mission and Philosophy for her LLC, sign up to receive her newsletters for free, and follow her blog and short videos. Newsletters are archived and have included the following titles so far: Bold Voice, Authenticity, and Self-Assessment.

Check out this wonderful resource dedicated to “the Courageous Leader Within Each of Us” today!

Mary’s prominence at NTI sessions and summits precedes her. At NTI 2015, she served as a panelist for the “Burned Out or Fired Up: The Choice is Yours” Summit and this year she is a facilitator among Connie Barden, Jeannie Buntyn, Linda Cassidy, Rebecca Durham, Teri Kiss, and Julie Reisetter for Wednesday afternoon’s 4 hour Summit “Staffing Through the Lens of HWE: Many Shades of Gray.” She tells us that during this session we will not only talk about the “State of Staffing” but also about some solutions which are working in hospitals across America. Attendees are welcome to post questions that they would like addressed via Nursing Network.

Mary Bylone (2nd row, left) with The Greater Johnstown Chapter Board
March 21, 2016 at “Courageous Care Begins With You”
American Association of Critical-Care Nurses

Election 2016

Help select the leaders who will guide our community of exceptional nurses.

Positions to be filled include a new president-elect, three new directors of the FY2017-19 AACN Board of Directors and three new members of the 2017 Nominating Committee.

Vote Today through April 18th.

SePA Celebrates a New Logo Depicting their Mission

Read more in Spring 2016 SePANotes

View our Regions 2 & 3 Poster at NTI!

“Defining a Successful Chapter”

Visit the poster area:
Monday, May 16th, 8:00 am - 5:00 pm
Tuesday, May 17th, 7:00 am - 5:00 pm
Wednesday, May 18th, 7:00 am - 5:00 pm

This poster also features Care Plans created for my 2015 Collaborative Presentation “Care Planning for Successful Chapters”

I will be greeting nurses:
Tuesday, May 17th, 10:30 am - 11:30 am
Wednesday, May 18th, 10:30 am - 11:30 am
April
7-8  Northern New Jersey Chapter * 28th Annual Options in Critical Care Nursing * Fairfield, NJ * Featuring AACN President, Karen McQuillan * Register HERE
14  Southeastern PA Chapter (SePA) * 2016 Annual Research Dinner Program * Register HERE
14-15  Greater Johnstown Chapter * 2 Day Combined CCRN/PCCN Review * Presented by Kristen Luttenberger * Johnstown, PA * Register HERE
18**  Three Rivers Chapter * Acute Care Review with a Twist * Dave & Busters * Homestead Waterfront
21-22  Jersey Shoreline Chapter * CCRN - PCCN Review Course * Presented by Nicole Kupchik * Jackson, NJ * Event posted HERE
22  Susquehanna Valley Chapter * 4th Annual “Spring Training” * Giant, in Camp Hill, PA

May
15  AACN * National Teaching Institute & Critical Care Exposition * “NTI” * Pre-conferences including the Leadership Development Workshop * New Orleans, LA
16-19  AACN * National Teaching Institute & Critical Care Exposition * New Orleans, LA

August
26  Susquehanna Valley Chapter * Challenges in Critical Care * Hershey Hotel * Hershey, PA

September
27-30  Southeastern PA Chapter (SePA) * TRENDS in Critical Care Nursing 2016 * Valley Forge Casino Resort * King of Prussia, PA * Save the Date HERE

October
20-21  Diamond State Chapter * Hosting the 2016 Region 3 Meeting * Newark, DE * Save the Date HERE

November
4  Susquehanna Valley Chapter * Cornucopia of Knowledge in Acute and Critical Care * Harrisburg, PA

** see attachments
We are pleased to announce the launch of a new and improved online Continuing Education Program Approval application process that starts the last week of April. We have streamlined the process to enable you to enter all details about your program in one online application.

On April 8, AACN’s Program Approval Department will stop accepting applications until April 25. Please be sure to plan ahead for your upcoming programs, and submit your application before April 8, if necessary.

Program approval will resume April 25 through the new online application. All programs need to be submitted online and mailed and emailed applications will no longer be accepted. We will communicate more details about this change over the next few weeks.

Please note: The new program approval application process will be open April 25-29 only.

The application submission will be unavailable April 30th until June 1 due to our conference, the National Teaching Institute & Critical Care Exposition. We’re here to help with this transition if you have any questions. Please email us at programapproval@aacn.org.

NTI reminders:

Early bird registration postmarks end on April 6th after which the registration fee for members increases to $496.

LDW: Each chapter who sends someone to LDW gets a $435 stipend.

Register for LDW (class code PC125) when you register for NTI.

Already registered for NTI, call CS at 800-899-2226 to add LDW.

Chapter Member Rebate: Get a $75 rebate off your NTI registration.