Dear Region 3,

Thank you to each Chapter who had representation at LDW. Region 3 had 22 total participants attending from Diamond State, Central New Jersey, Jersey Shoreline, Central Pennsylvania, Greater Johnstown (GJC), Greater Reading, Southeastern Pennsylvania (SePA), Susquehanna Valley (SVAACN), and the Three Rivers chapters. The Chapter Advisory Team hopes that attendees found the presentation and networking sessions valuable for recognizing chapter opportunities, sharing like challenges, and learning “Best” or “Better” Chapter Practices.

The NTI atmosphere spilled out onto the streets of New Orleans as nurses, invigorated by clinical knowledge and evidence based practices, and armed with the recognition that “It Matters”, courageously celebrated the culture and cuisine offered by the French Quarter and beyond. We were entertained by jesters, jugglers, equilibrists, stilt walkers, jazz bands, dueling pianists, magicians, a sand artist, street characters, floats enhanced by AACN leaders, bead throwers, comedians, mask wearers, historians, carriage rides, storytellers, a parade or two, and my friend who envisioned Emeril coming out from the kitchen to present her entrée. All of which preceded any N’awlins Hurricanes. I imagine that the nurses who confessed their plans to take time out for themselves on the big screen at the start of NTI accomplished their goals during this memorable week.

AACN Region 3 Chapters Collaborative Meeting 2016

**Venue:**
Hilton Wilmington/Christiana

**Address:**
100 Continental Drive
Newark, DE 19713

**Dates/Times:**
Thursday, October 20, 2016 5:00 pm - 8:00 pm
Friday, October 21, 2016 8:00 am - 3:30 pm

Registration is now open! Visit [Diamond State’s Chapter Website](https://dsaacn.nursingnetwork.com) at https://dsaacn.nursingnetwork.com to register, view the agenda, pay electronically, get directions, and obtain information to reserve lodging.

See the attached call for panelists for our Chapter Best Practices session.

[www.aacn.org](http://www.aacn.org)
AACN Region 3 LDW Photo Gallery 2016

Visit our Region 3 Facebook page to view our 2016 NTI photo album.
Healthy Chapter Environments

Continuing with our Healthy Work Environment Standards, this issue we will apply the Appropriate Staffing Standard to Chapters

Chapter leaders must ensure the effective match between the needs and desires of volunteers who want to join a committee.

A chapter with a Healthy Work Environment demonstrates Appropriate Staffing by:

- Demonstrating effective succession planning
- Filling all chapter leadership positions
- Mentoring new chapter leaders for success
- Developing a strategic plan based on the chapter’s needs
- Having the manpower to deliver quality educational events
- Matching the right person to the right position

Important Questions to Ask

What are your chapter’s processes for succession planning?
How are new members introduced to BOD opportunities?
Are all of your Board positions filled?
Do you have Elect positions — President and Treasurer at least?
Do any of your Board members feel that they cannot do it alone? Feel overwhelmed?
Are any of your Board members feeling that they want to quit? If so, is it due to burnout?
Do you need help with vendors to support your programs?
Do you have job descriptions for Board positions?

Problem                                             Solution

Recycling of Board positions among the same people for several years.  Open your BOD meetings to include interested chapter members:
- Ask each Board member to “bring one friend” to introduce to the group.
- Introduce the BOD at meetings, and invite chapter members to talk to them about their positions.
- Share the responsibilities and duties of each Board member at meetings to educate members (discuss one position per meeting).

Some BOD members disappoint others, incomplete follow through with projects.  Plan transition meeting with current and future leaders to exchange ideas, practices:
- Provide copy of Chapter Governance Manual, Chapter Charter.
- Write job descriptions for positions with duties and clear expectations.
- Have officers sign an agreement.
### Problem | Solution
---|---
New chapter officers | Create a plan for transitioning new BOD members:
  - Ask BOD to access resources on the AACN Website: webinars for President, Treasurer, etc.
  - Create mentors of former chapter BOD leaders to help with new officers.
  - Ask each person on the BOD to review and sign the Chapter Board contract (Resource Library).

Unfilled chapter officer positions | As a BOD, decide if these unfilled positions are essential to fulfill the chapter strategic plan.
  - Can positions be combined to share the responsibility?
  - As a BOD, ask yourselves: What’s in it for me? Articulate that and you will have successful recruitment.

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Clareen Wiencek introduced “It Matters” as her theme for her upcoming year during her keynote address on May 18, 2016. Clareen shares the inspiration for her theme in her address found [HERE](#).

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Keep your CAT up to date...

Please take time to complete my survey on the last page. Use that forum or email me to keep me updated with your upcoming chapter officers, dates for transitions, and your chapter calendars for the next fiscal year. I’m called upon to share chapter successes, struggles, and strategic plans in order for our team to create resources and tools helpful for chapter operations. So, let me know - what’s going well, and what’s not.
Solution to Search for the most recent 16 AACN Themes

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Solution to Match the AACN Theme to their Presidents

1. ___k___ Stand Tall  
2. ___b___ A Journey of Rediscovery  
3. ___j___ Act with Intention  
4. ___d___ Rising Above  
5. ___h___ Powered by Insight  
6. ___i___ With Confidence  
   f. Debbie Brinker (2005 - 2006)
7. ___l___ Together, Stronger, Bolder  
   g. Dave Hanson (2006 - 2007)
8. ___o___ Focus the Flame  
   h. Mary Fran Tracy (2007 - 2008)
9. ___n___ Step Forward  
   i. Caryl Goodyear-Bruch (2008 - 2009)
10. ___f___ Engage and Transform  
    j. Beth Hammer (2009 - 2010)
11. ___e___ Live Your Contribution  
    k. Kristin Peterson (2010 - 2011)
12. ___a___ Make Waves  
    l. Mary Stahl (2011 - 2012)
13. ___m___ Dare to  
    m. Kathryn Roberts (2012 - 2013)
14. ___p___ Courageous Care  
    n. Vicki Good (2013 - 2014)
15. ___g___ Reclaiming our Priorities  
16. ___c___ Bold Voices: Fearless & Essential  

*Special thanks to GJC President Dawn O’Roark for providing the information used to create our puzzles*
Register for “Kitten School”

Formal call for Region 3 CAT preceptees...

Planning 4 (1-hr) web meetings

**Web Meeting Topics:**
- CAT overview, benefits, responsibilities (including out-of-region CATs)
- Updating volunteer profiles
- Leading/conducting web meetings
- Chapter advising case studies

To apply for this opportunity by **August 1, 2017**:
Email me at Region3@aacn.org
Express your interest
Provide your contact information.

*Accepting up to 4 current or past chapter leaders.

** Mentoring may increase your confidence in potentially taking on this role in the future; it does not guarantee being awarded a position.

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AACN Webinar

**Title:** CRE: Beware the Latest Superbug

**Presented by:** Douglas Houghton, MSN, ARNP, ACNPC, CCRN, FAANP

**Date:** Thursday, June 9, 2016

**Time:** 1:00 pm EST

Register HERE

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AACN Deadlines

Prevent getting locked out of the electronic chapter database by designating in the “Future Chpt Position” each officer for FY2017 - even if your officers are not changing by **June 30, 2016**.

**June 30, 2016** also denotes the end of the fiscal year, 4th Quarter Financial Reports due **August 15, 2016**
Introduction

AACN’s Chapter Advisory Team is a resource to over 200 chapters with a goal to support and promote the success of each. Chapter success is variable, there often is not a correlation between success and membership base or number of years in operation. At this same time, we lacked a definition of a successful chapter.

On behalf of the Chapter Advisory Team, I called upon DE, NJ, NY, and PA Chapter Members to create a “Definition of a Successful Chapter” for reveal at the Regions 2 & 3 Collaborative. The call was communicated via regional newsletters, and was conducted via an online survey May - August, 2015. The Collaborative was hosted by The Jersey Shoreline Chapter Nov. 19 - 20, 2015.

Results

Criteria & Characteristics of a Successful Chapter

✓ The chapter’s demographics are reflective of the population of the nurses within the region.
✓ An environment that celebrates the profession of nursing while providing an avenue for nurses to network, build leaderships, foster and recognize the growth of each other, and learn.
✓ Resilient, flexible, innovative, detail oriented, promotes AACN vision and values… demonstrates Healthy Work Environment Standards ®(HWE), promotes certification and shares expertise.
✓ Be selfless in community activity.
✓ One that parallels the HWE Standards on a chapter level…

chapter members who are:
• as skilled as communicators as they are in clinical skills
• relentless in pursuing and fostering true collaboration
• effective decision makers who are valued and committed partners in making policy, directing and evaluating chapter operations and outcomes
• strategically prepared for chapter succession by recruiting and mentoring synergistic chapter leaders that demonstrate enthusiasm, accountability, and resilience (appropriate staffing)
• meaningfully recognized for the value each brings to the work of the chapter
• authentic leaders who fully embrace the imperative of a HWE, authentically live it, and engage others in its achievement

Definition Themes

Membership  Engagement  Succession  Healthy Work Environment

Conclusion

Successful chapter boards implement AACN’s Healthy Work Environment Standards in order to demonstrate strength and growth in chapter membership, engagement, succession, and personal leadership.
June
11** Greater Reading Chapter * All Bleeding Stops: Hemostatic Agents in Surgery * Reading Hospital
26 Southeastern PA Chapter (SePA) * Nursing Designer Bag Bingo- Sunday Funday! * St. Martha School * Philadelphia, PA * Save the Date HERE
29 - 30** Northeastern PA Mountain Region Chapter (NEPA) * CEN Exam Review Course * Pocono Medical Center

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

September
9 - 10** Northeastern PA Mountain Region Chapter (NEPA) * CCRN/PCCN Review Course * Pocono Medical Center
17 - 19** Diamond State Chapter * CCRN/PCCN Review Courses * Beebe Healthcare * Presented by Mary Ann “Cammy” House Fancher
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
14 Greater Johnstown Chapter * GJC Presents Current Issues in Acute Care...16 * Johnstown, PA
20 - 21 Diamond State Chapter * Hosting the 2016 Region 3 Chapter Collaborative * Newark, DE * Save the Date HERE

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

** see attachment

LAST MONTH TO
Take a few moments to provide feedback in my annual CAT Satisfaction SURVEY

Courageously Caring!
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... the END