

# *The Professional Nursing Staff Organization:*

*The Voice of Nursing at UVA Health System*



# PNSO

Bringing together all aspects of Nursing



# What is PNSO?

- PNSO...
  - is the organizational structure for nursing at UVA.
  - Follows a shared governance model to promote nursing autonomy.
  - Advocates for and shares nursing perspective in institutional decision making



Every registered nurse

employed by

the Medical Center,

the School of Nursing and

the School of Medicine

is *automatically* a member of the PNSO



# Values Statement of the PNSO

- As professional nurses at the UVa Health System we commit to :
  - Accountability of governing our own practice through the Bylaws of the PNSO.
  - Nursing excellence in accordance with the institutional core values of:  
*Respect, Integrity, Stewardship, and Excellence.*
  - The ANA Code of Ethics

## PNSO Bylaws:

- Provide a consistent governance structure for professional nursing at UVA
- Are unique for a professional nursing practice area
- Affirm the professional status of nursing alongside physician colleagues

## Purposes of the PNSO

- Connects registered nurses across roles and settings
- Provides a process to address practice and professional development issues
- Gives authority to the President and Cabinet to speak for nursing
- Gives every registered nurse a way to be involved

# PNSO Membership Rights and Responsibilities

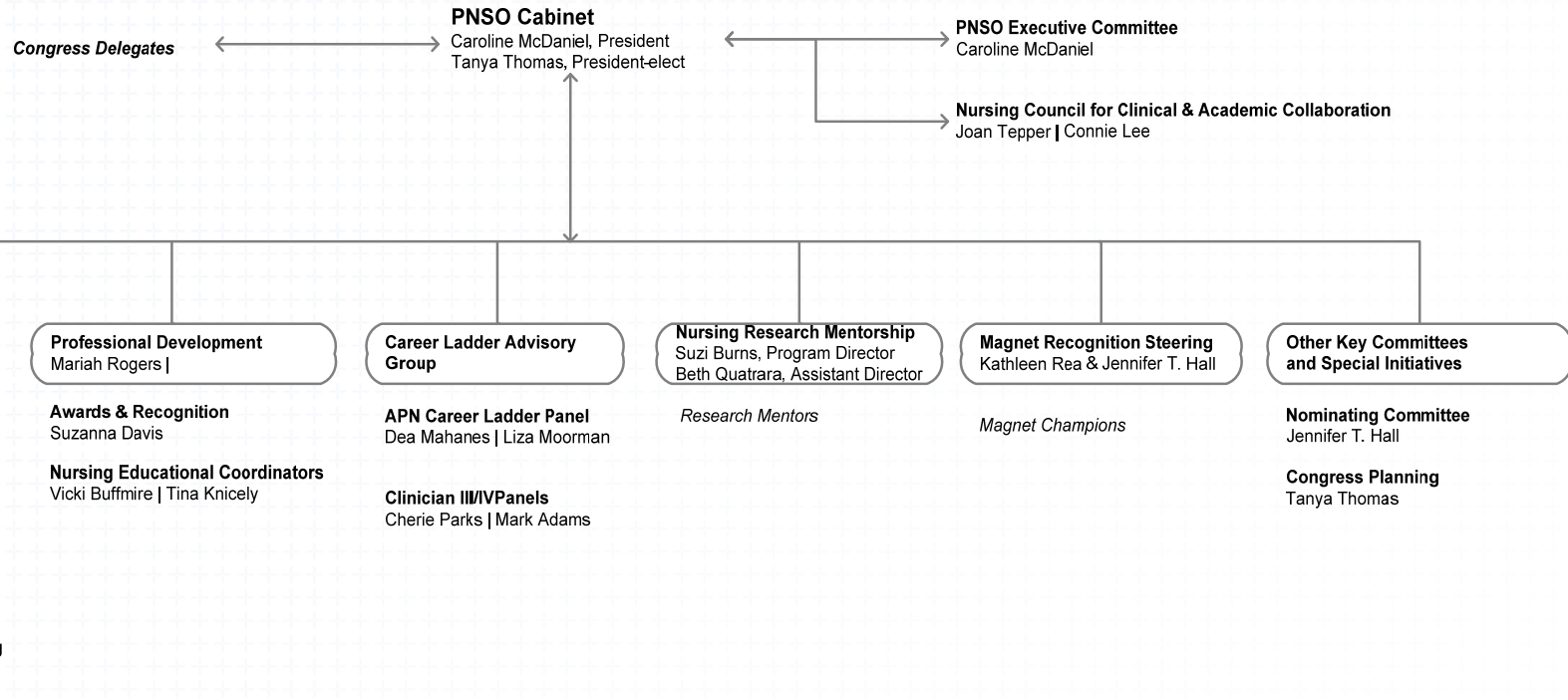
## Participation in:

- Annual nomination and election of President-elect, Nominating committee and Congress Delegates; voting for Bylaws amendments
- Annual Nursing Worklife Survey, voicing candid feedback to promote a healthy work environment
- Identification and resolution of practice and professional development issues and concerns
- Activities of PNSO such as Week of the Nurse, Nursing Excellence Awards, Nursing Educational Forums

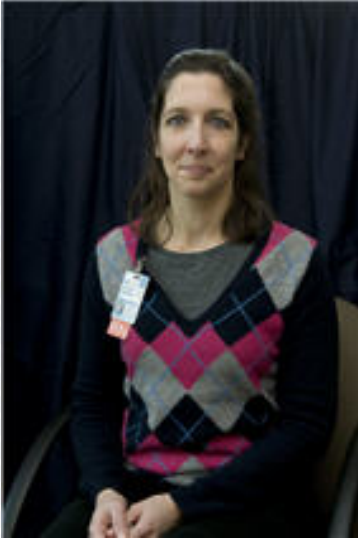
## Assume responsibility for:

- Individual nursing practice
- Overall quality of nursing practice at  
The University of Virginia Health System

# 2011 PNSO Organizational Chart



## Executive Committee



**2011 PNSO President**

Caroline McDaniel, RN, BSN



**Chief Nursing Officer**

Lorna Facteau, DNSc, RN



**2011 PNSO President-elect**

Tanya Thomas, RN, BA, BSN, OCN

### **Other Members:**

- PNSO Immediate Past President—Jennifer T. Hall, RN, CPN
  - Director of Nursing Governance—Holly Hintz, MSN, RN
    - RN, Communications Officer
    - Magnet Program Coordinator

# Office of Nursing Governance Programs



**Terri Haller-Administrator**

- Works closely with PNSO Officers and Cabinet to provide a formal infrastructure for supporting and improving nursing operations



**Holly Hintz-Director**



# Congress

- Composed of Delegates that are elected by each patient care area.
- Convenes once a year; has quarterly checkpoints and ongoing communication role.
- Based on feedback from the Nursing Satisfaction Survey and their constituents, Delegates help to determine and prioritize the agenda of the Nursing Cabinet for the coming year.

# Cabinet

- Appointed yearly by the Executive Committee
- Appointees come from across the Health System
- Members serve as liaisons to practice areas and are the conduit for PNSO news and issues
- Meets monthly, and all RNs are welcome to attend



# Committees

- The work of the Cabinet is accomplished in standing and subcommittees of the Cabinet:
  - The Clinical Career Ladder
  - The Clinical Practice Committee
  - The Professional Development Committee
  - The Magnet Recognition Steering Committee
  - The Nursing Research Program
  - The Nursing Council for Clinical & Academic Collaboration

# Clinical Practice



**Kristi Kimpel, Chair**

## The Clinical Practice Committee

is accountable for guiding the development, implementation and evaluation of nursing practice guidelines, procedures, documentation and standards

# Professional Development



The **Professional Development Committee** is accountable for promoting education, mentorship, peer review and recognition opportunities for members of the PNSO

**Mariah Rogers--Chair**



# Nursing Research



The Nursing Research Program utilizes research mentors trained to conduct projects and oversee nursing peers' involvement in research initiatives; many projects reach the publication stage.

**Suzi Burns, Director**

# Nursing Council for Clinical & Academic Collaboration



**Connie Lee--co-chair**

- The NCCAC helps nursing leaders jointly plan initiatives across the Medical Center and School of Nursing, including higher degree programs, clinical experiences for students, and recruitment of new graduate nurses.

## Initiatives of the Cabinet

- Outgrowth of an issue that requires an extended process to resolution through the:
  - Establishment of a Task-Force
  - Establishment of other standing groups which do not fit into the normal Cabinet structure

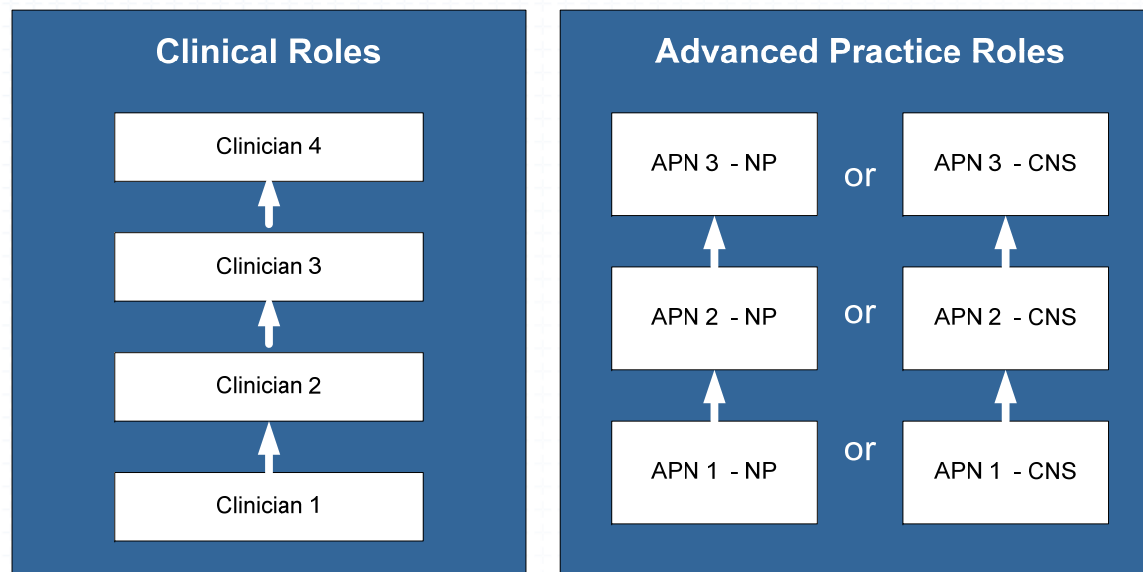
# Clinical Career Ladder

**Clinical roles** represent a continuum of nursing from novice to expert.

**Advanced roles** represent masters-prepared nurses in roles which may include nurse practitioner, clinical nurse specialist, nurse case manager, certified nurse midwife and certified registered nurse anesthetist.

## The Clinical Career Ladder at UVA Health System

-- Growth from Novice to Expert --



# Magnet Recognition

- What is magnet recognition?
  - “Magnet status is an award given by the American Nurses’ Credentialing Center (ANCC), an affiliate of the American Nurses Association, to hospitals that satisfy a set of criteria designed to measure the strength and quality of their nursing”
- **Characteristics of a Magnet hospital include:**
  - Excellent patient outcomes
  - High level of job satisfaction among Nurses
  - Low staff turnover
  - Appropriate grievance resolution
  - Nurse involvement in data collection
  - Nurse involvement in decision making related to patient care
  - Environment where Nursing leadership values staff nurses



<http://www.nursingadvocacy.org/faq/magnet.html>

# Magnet Recognition



- Magnet Recognition is the highest level of recognition accorded nursing services by the American Nurses Credentialing Center (ANCC).
- UVAHS is proud to have received our first Magnet designation in 2006!
  - Documentation for Magnet redesignation will be submitted in January 2012
- The PNSO is committed to pursuing the level of nursing excellence which Magnet represents.

# Nurses Have a Voice In UVAHS Decisions

- **Clinical Staff Executive Committee** – CNO and President of PNSO are members
- **Quality Council** – CNO co-chairs, President of PNSO is a member
- **Health System Joint Operating Committee** – CNO is a member
- **Medical Center Executive Group** – CNO is a member
- **Patient Care Committee** – CNO is co-chair, PNSO President is a member
- **Parking & Transportation Committee** – Nursing has more representatives than any other discipline

## How YOU Can Get Involved:

- Check the web page often for updated nursing information!  
[www.UVANurses.virginia.edu](http://www.UVANurses.virginia.edu)
- Connect with your Congress Delegate and Cabinet Liaison!
- Join a PNSO committee!
- Attend the Nursing Assemblies & Leadership Forums!
- Provide feedback in the Nursing Satisfaction Survey, and *anytime* by emailing [PNSO@virginia.edu](mailto:PNSO@virginia.edu)!
- **VOTE** in the annual Elections!

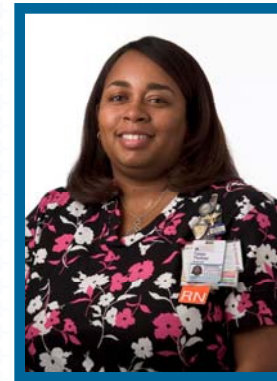
# Questions??



# We want to hear from you!



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