



OHE

Organization of Healthcare Educators

The O.H.E. Report

Volume 8, Issue 2

April 2014

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If you would like to submit an article to the newsletter, please email your submission to Sue Nuñez: susan.nunez@methodisthospital.org or call 626-484-9866.

We're on the Web!



Organization of Healthcare Educators

<http://www.o-h-e.com>

Facebook/OHE: Organization of Healthcare

Educators

Message from the President: Jessica Klaristenfeld, MSN, RN-BC is on maternity leave at this time. We send her our best wishes and congratulations.

In January, we held the 2014 OHE Board Installation at Huntington Memorial Hospital. We said farewell to our outgoing president, Debbie Reid, with a lovely plaque and flowers. We appreciate Debbie's hard work over the past two years. Her leadership and dedication was greatly appreciated. Our new president, Jessica Klaristenfeld, was home resting in preparation for her new arrival. We look forward to seeing Jessica back in action soon. Our other new board members are: President-elect– Ilene Frost; VP of Programs– Maria Suarez; Co-VP of Programs– Nahid Meshkin; Secretary– Sandra Hall; Treasurer– Lynette Dahlman; VP of Membership– Nicole Olsen-Garcia; Members at large– Miriam Melgar-Atanaya, Jamie Eisenberg, and Sue Nuñez; and Historian– Sue Shieff.



New board: (left to right) Miriam Melgar-Atanaya, Jamie Eisenberg, Sue Nuñez, Sue Shieff, Lynette Dahlman, Sandra Hall, Nicole Olsen-Garcia, Ilene Frost, and Debbie Reid. We also had a wonderful speaker, Greg Durkin, M. Ed RN-BC, an amazing educator from Children's Hospital, Boston, MA. Greg offered advise and a wonderful lecture



on "Leading A Change in Needs Assessment: Getting Rid of the Survey. His lecture was also downloaded on a gift flash drive from OHE to all participants. Greg offered sound methods in maintaining staff education and inservice documentation current and easy, perfect to record that "just in time" education. We all walked away with ideas to improve our own systems in documentation. Thank you Greg for your ideas and whit.

SAVE THE DATE FOR 2014!

April 10 & 11 for the ANCC NPD Review Course (Huntington Memorial), May 30 at Glendale Memorial Hospital ("Networking & Electronic Communication"), September 19 (program to be announced), and November 21. (Abstract Development).

Also for those interested, the ANPD convention will be held July 15-20 in Orlando, Florida. Another great year is planned for OHE & ANPD.



Organization of Healthcare Educators

Mission Statement: We are a not-for-profit professional organization committed to providing leadership, professional support and development in healthcare education.

Vision: To be a dynamic professional organization for those who support and provide healthcare education which anticipates and responds to the ever-changing healthcare environment.

Values: Professional integrity, excellence, collegiality, service and continuous learning.

2014 OHE Goals

1. Encourage participation of OHE members at the board meetings. Dates will be added on brochures to encourage participation and information about the meetings will be announced during programs.
2. Make OHE programs and membership open and accessible to all healthcare professionals.
3. Ensure that financial viability of the organization is sustained.

Retention of New Graduate Nurses: the Literature Informs Staff Educators

Spring is here and our thoughts turn to those graduating precepted senior students and new grad programs. The National Center for health Workforce Analysis indicates a 29% nursing shortage by 2020. The major factor affecting this deficit is staff retention. Studies indicate 30-45% of graduate nurses change positions within the first year after graduation due to workplace stressors. Lack of resiliency to remain in the workforce and thrive in a stressful environment was identified. Resilience is defined as “a combination of abilities and characteristics that interact dynamically to allow an individual to bounce back, cope successfully, and function above the norm in spite of significant stress or adversity. Some workplace initiatives include emphasis on creative coaching skills. These include effective communication, true collaboration, effective decision making, appropriate staff-staffing, meaningful recognition, and authentic leadership. The resiliency of the new graduate nurse reveals a focus on personal competence, intelligence and caring. Managerial support is imperative to retain nursing staff. word of encouragement or praise goes a long way to improve the morale of nurses. Educators can be supportive by sharing strategies with leadership to improve new grad programs and encourage the use of Resiliency Process Model in training. (Moran, R. Nov/Dec 2012, Retention of New Grad Nurses, Journal for Staff Development, p. 270-273).

2014 OHE Board Members:

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EDUCATION CORNER: The Affordable Care Act (ACA): Part III

We have identified changes to our healthcare system by the restructuring of acute, sub-acute and preventative healthcare initiatives. What else is in store for California consumers?

Reforms expected this year in 2014 are:

- A health insurance company cannot deny you coverage based upon your health status (such as pre-existing medical conditions). In addition, a health insurance company cannot delay your coverage if you have a pre-existing condition.
- No annual limits on essential health benefits.
- Medi-Cal coverage will expand to include more low-income Californians.**
- Millions of Californians will be eligible for premium subsidies from the federal government to help them pay for their health insurance coverage. There will be tax credits available for small businesses as well.
- The California Health Benefits Exchange opens a one-stop shop where you will be able to shop for and buy insurance. Visit The California Health Benefits Exchange for more information.
- Your health care premiums can only be based upon where you live, your age (with limitations), and the number of people on your policy.

** California will expand Medi-Cal coverage to include all individuals under 133% of the federal poverty level.

While hospitals are still needed for delivery of healthcare for all, care is shifting out of the acute care arena into alternate inpatient settings, ambulatory settings, the home and the community. The nurses role will evolve into one that is less about performing patient care tasks and more about providing care management and coordination. As acute care beds shrink, facilities offering services such as rehabilitation (acute and long-term), sub-acute and acute long-term care, assisted living, hospice and others are expanding. Medical homes, a patient-centered approach to care, will use a multidisciplinary team approach to care that views the consumer as a partner in care.

At this time, these facilities/organizations, are lead by physicians who employ APNs, RNs, social workers and various therapists and specialists, many of whom make home visits to their clients. The National Nursing Centers Consortium is advocating to have federal government designate more APN-led clinics. Most clinics will be in underserved and rural areas providing care to the most vulnerable in the population, but will be expanding in response to the shortage of primary care physicians and the projected increase in demand for primary care services under the ACA. According to researchers, there are four major categories of these clinics: wellness, school health, primary care and birthing centers. These centers also are led by certified nurse midwives, clinical nurse specialists and RNs.

The wave of the future is upon us. Nurses should practice to the full extent of their education and training. Nurses should be full partners, with physicians and other healthcare professionals, in redesigning healthcare in the US. This is an exciting and challenging time for us as we take on new and expanding roles. We must reinvent ourselves, evolve with the changing tides of healthcare reform and promote ourselves with education, specialization, and compassion so that we can better serve our communities.

Resources:

Dower, C. (2011). *The Future of Nursing and The Affordable Care Act: Inspiration Amidst Uncertainty*. UCSF Center for Health Professions.

"Talking with patients about the Affordable Care Act: Preventive Service for the Family." www.medscape.org/viewarticle/821853_print

"The year in review 2013: The Affordable Care Act and Us." *AJN*, January 2014, Vol. 114, No. 1. p. 12.

