Cleveland Clinic

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APRNs GUIDING THEIR PROFESSIONALISM THROUGH SHARED GOVERNANCE

The Role of Shared Governance for APRN’s at Cleveland Clinic

• Describe the function of an APN Council in a large health system
• Describe how an APN Council can improve recognition of the APRN roles
• Describe the subcommittees of education, privileging and policy and their importance in an APN Council

Council Structure

APN Council - Members from across the health system
• All 4 roles represented
• Council Chairperson
• Membership approximately 50 APRN’s
• Senior Director APN’s & ACNO of Education & Professional Development- Executive Sponsors
• Meet monthly with web & conference call availability to include more members
- Community Hospital Councils
• 2 Community hospitals with larger numbers of APRN’s have their own councils with members on the CCHS Council
• Role of Senior Director
• Assist with decision making for events
• Serves as communicator to Nursing Leadership for events, questions, topics of interest

Committees

• Education
- Lead & implement all APRN continuing education across CCHS
• Recognition
- Utilize engagement survey data to drive strategy
- Individual birthday recognition from peers
• Increased membership in Council
- Plans APN Week events
• Networking Breakfasts
• National Speaker with Luncheon
• Dinner program with continuing education
• Media recognition (i.e. social media, internet & intranet)
• Professional Development
- P.R.I.M.E (Professional Refinement, Integration, Mentoring and Enhancement)
- To assist novice APRN’s with onboarding & acclimation to the role
• Privileging
- Peer review of credentialing & privileging
- Determine process for new/special privileges
- Determine process for changes in scope at state level (i.e. formulary changes)
• Research
- Council member led study on the job satisfaction & role autonomy of CCHS APRN’s
• Policy
- Established in 2014
• APRN’s need awareness of local, state & national health care policy that affects their role
• Awareness of IOM Future of Nursing Report
• APRN led research study on APRN’s awareness & importance of report
• Ohio Action Coalition involvement
- Creation of “Elevator Speeches” for APRN’s

• Expanded Professionalism
- Continuing Education Events
- From November 2011 to July 2014 provided Schedule II education to over 1,000 APRN’s from across Ohio
- Created an online module all-inclusive of Schedule II education
- Held 1st APN Conference, September 2014

Advanced Notice- APN Newsletter

• The articles, clinical or professional, are chosen by members each month.
• 2 articles per month
  - Distributed before meeting for reading
  - Discussion for ½ hour at end of meeting
  - Continuing education awarded
• New ideas for projects and/or sub-committees through article discussion

Journal Club

• Members from across the health system
• All 4 roles represented
• Suitable meeting time
• Circuit of meetings
• Have a guest columnist

Community Service

• The Council attended the United Way Kickoff Pancake Flip at a Cleveland School

APN Conference

• Over 100 attendees
• National keynote speakers
• 14 Poster presentations

Expanding Professionalism

• APRN’s networking together monthly
• Discuss current issues & concerns
  - Billing
  - Productivity
  - Education
• Offers professional opportunities with peers
  - Leading projects
  - Working together outside of clinical areas
• Offers advancement for APRN’s
  - Serving as committee chairs & councils chairs those APRN’s have been promoted to managers
• Gives a voice to the APRN in the organization!