

72488 State Implementation Program 3 Colorado

July 29, 2016

18th month Progress and Evaluation Report:

Goal: Prepare and enable nurses to lead change to advance health

Objective 3: Increase the representation of nurses on boards, on executive teams, and in other key leadership positions by facilitating board placements of 20 Colorado nurse leaders by February 2017

Deliverable: Summary report of number of salons and participants. Any promising practices or lessons learned.

Since February 2015, thirty-four nurses have been appointed or reappointed to boards and commissions in Colorado, excluding professional nursing associations. Twelve of these are Governor's appointees. Two more hospitals have appointed or elected nurses to their boards, bringing the total to nine hospitals in Colorado that have nurses as board members.

The Colorado Center for Nursing Excellence (the Center) hosted Leadership Salons and these salons were effective as an informal networking tool. Thirteen salons were held since February 2015 with 105 nurses attending. Speakers included Susan Hassmiller, Susan Birch, Patricia Givens, Janet Houser, Romaine Pacheco, Kristy Reuss, Sharon Pappas, Karren Kowalski, and Lola Fehr. They spoke on topics ranging from how to obtain board positions, how to run a campaign for an elected position, what is expected of board members and the importance of executive or professional presence. Romaine Pacheco, the Director of the Governor's Office of Boards and Commissions spoke about open board positions and what the governor looks for in an applicant. Speakers also presented strategies to overcome barriers to board appointments, planning a board journey, how to choose a board and lessons learned based on their own board experiences.

Successes

The greatest factor contributing to success included the building of relationships with the appointments director in the Governor's office and a nurse who is a member of the Governor's Cabinet. These two individuals have been speakers at Salons and supported nurses who submit their names for consideration. The Director of the Governor's Office of Boards and Commissions will contact the Center to request qualified applicants if there is an appropriate board opening.

Other successful strategies have been formal presentations in numerous locations around the state, including a national nurse educator's conference and the state convention of the Colorado Student Nurses Association. These presentations focus on strategies for seeking appointments and developing board skills. Updates and reminders about serving on boards are provided by Center staff at all the meetings; nursing functions, conferences, and events they attend.

A list of openings on state boards and commissions for which nurses are qualified has been distributed in various locations and reminders are sent to salon participants and other nurses who have expressed an interest in serving on a board. A regular newsletter using the NOBC logo reminds nurses of the national focus of this effort.

The Salons were successful for those that attended. Attendance at the salons was not always optimal and as the Center evaluates the sustainability of the salons, a stronger educational component will be incorporated into each meeting. Topics will include specific skills required to be an effective board member.

Challenges

Disappointment sometimes arose when factors such as geographic and political affiliations influenced decisions. Nurses are urged to continue expressing their interest in any open positions and encouraged to keep trying for different board positions.

Nursing Partners of the Center assisted in the distribution of a survey to the numerous nurses on email distribution lists, asking respondents to identify any board service in which they were engaged. Results were disappointing. The Nurses on Boards Coalition (NOBC) survey was promoted at about the same time, and it was difficult to determine which tool provided the best information. The existence of two surveys also caused many nurses to either respond to one or the other, which skewed the data for both organizations. The Center added a significant number of names to its database, using results from both surveys. Maintaining an accurate database remains a challenge because the Center's information about board appointments or the expiration of board memberships is incomplete.