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
Executive Committee

Chief Nursing Officer
Lorna Facteau, DNSc, RN

2011 PNSO President
Caroline McDaniel, RN, BSN

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

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

Terri Haller-Administrator

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

The Clinical Practice Committee is accountable for guiding the development, implementation and evaluation of nursing practice guidelines, procedures, documentation and standards.

Kristi Kimpel, Chair
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

- 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.

Connie Lee--co-chair
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 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
- 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!
- VOTE in the annual Elections!
We want to hear from you!

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