




## 1. Please specify the category of your healthcare organization\*

		Response Percent	Response Count
Regional/Community Hospital		35.9%	23
Long Term Care		1.6%	1
<b>Critical Access Hospital (CAH)</b>		<b>62.5%</b>	<b>40</b>
FQHC		0.0%	0
Public Health		0.0%	0
Home Care		0.0%	0
		<b>answered question</b>	<b>64</b>
		<b>skipped question</b>	<b>1</b>

## 2. Name of Organization\* (Optional)

	Response Count
	54
<b>answered question</b>	<b>54</b>
<b>skipped question</b>	<b>11</b>



## 3. City\*

	Response Count
	58
<b>answered question</b>	<b>58</b>
<b>skipped question</b>	<b>7</b>

#### 4. Zip Code\*

	Response Count
	58
answered question	58
skipped question	7

#### 5. Would you like to be listed on the Nebraska Action Coalition Site?

		Response Percent	Response Count
Yes		68.4%	39
No		31.6%	18
	answered question		57
	skipped question		8

## 6. Does your organization . . .

	Yes	No	Don't Know/Not Sure	Rating Count
Offer tuition reimbursement to associate degree (ADN) and/or diploma degree nurses who enter a BSN program?	<b>75.4% (49)</b>	23.1% (15)	1.5% (1)	65
Require newly hired associate degree (ADN) and diploma degree nurses to enter a BSN degree program within 5 years of graduation?	20.0% (13)	<b>80.0% (52)</b>	0.0% (0)	65
Provide salary differential for the BSN degree?	12.3% (8)	<b>87.7% (57)</b>	0.0% (0)	65
Offer scholarships to RNs who return to school for their BSN degree?	<b>56.9% (37)</b>	43.1% (28)	0.0% (0)	65
Provide a formal nurse residency program for new RNs (not to be confused with an orientation program)?	24.6% (16)	<b>75.4% (49)</b>	0.0% (0)	65
Partner with Nebraska school(s) of nursing to share your specific practice needs and enhance nursing curriculum?	<b>69.2% (45)</b>	27.7% (18)	3.1% (2)	65
Partner with Nebraska school(s) of nursing to recruit and advance diverse nursing students?	40.0% (26)	<b>58.5% (38)</b>	1.5% (1)	65
Appoint nurses to key leadership positions to develop/adopt innovative, patient-centered care models?	<b>58.5% (38)</b>	38.5% (25)	3.1% (2)	65
Foster a culture of lifelong learning by providing financial resources for RNs to engage in continuing competency programs?	<b>92.3% (60)</b>	7.7% (5)	0.0% (0)	65
			<b>answered question</b>	<b>65</b>
			<b>skipped question</b>	<b>0</b>

**7. If you answered yes to providing a formal nurse residency program for new RNs, please describe your program.**

**Response  
Count**

20

**answered question**

**20**

**skipped question**

**45**

**8. If you answered yes that your organization appoints nurses to key leadership positions to develop/adopt innovative, patient-centered care models, please provide an example.**

**Response  
Count**

33

**answered question**

**33**

**skipped question**

**32**

**9. If you have any examples or comments please include them here.**

**Response  
Count**

8

**answered question**

**8**

**skipped question**

**57**

**Q7. If you answered yes to providing a formal nurse residency program for new RNs, please describe your program.**

1	It is A formal purchased program that is facilitated by a MSN staff nurse.	Nov 15, 2014 11:04 AM
2	A one year program for all new graduate RNs. Facilitated by our masters prepared nurse educator. Classes meet once a month with a defined curriculum and research/practice improvement project assignment related to clinical practice on their assigned unit. At the end of the program there is a project presentation and 'graduation' celebration.	Nov 14, 2014 3:42 PM
3	After orientation each nurse is assigned to a mentor and a structured program is provided for the first year of employment	Nov 10, 2014 1:21 PM
4	Don't have one now but plan to have one in the near future.	Nov 7, 2014 1:33 PM
5	We partner with Nebraska Medicine. They run the program and allow our new grads to participate. The new grads attend workshops, are assigned a mentor and have regular meetings with nurse educators and managers	Nov 7, 2014 10:23 AM
6	One year residency with both clinical and didactic components. Includes a mentor program as well.	Nov 6, 2014 6:01 PM
7	All new grads receive a one year mentor program	Nov 6, 2014 3:48 PM
8	We began our formal nurse residency program in 2008, it was based on the Colorado model at the time and one year in length. Today we have retooled it and it is being developed based on the National College of State Boards of Nursing requirements.	Jun 25, 2014 4:26 PM
9	All new graduate nurses attend a formal nurse residency program. This is a 12 month program which helps new graduates transition into practice and become successful in their roles. This works in conjunction with their preceptorship/orientation. The Clinical Education Coordinators teach the residency program. All new graduates participate in the program and must complete an evidence based project prior to graduation.	Jun 24, 2014 6:33 PM
10	New Grads for 12 monthly, Assigned Mentor and preceptor, Class attended once per month. Coordinated by Center for Nursing	Jun 23, 2014 7:42 AM
11	This program is in the process of formally developing for our organization.	Jun 22, 2014 11:04 AM
12	Called TIPs (Transition into Practice). Is a residency program for new graduates. Lasts 6 months. Combination of practice and didactic.	Jun 20, 2014 1:54 PM
13	The Nurse Residency Program is a 2 year program structured to prepare the BSN prepared RN to adapt to his/her professional role within the hospital. The new RN is offered mentoring by experienced nurses including the opportunity to lead an evidence-based practice project in the second year.	Jun 5, 2014 2:55 PM
14	Partnership with UNMC/NE Community College and Bryan Health School of nursing for on-site training.	Jun 5, 2014 12:02 PM
15	N/A	Jun 2, 2014 12:53 PM
16	Monthly rotations for RN students	Jun 2, 2014 7:01 AM

**Q7. If you answered yes to providing a formal nurse residency program for new RNs, please describe your program.**

17	we participate as a clinical training site for area nursing schools.	Jun 1, 2014 8:37 AM
18	12 weeks working beside RN	May 30, 2014 4:07 PM
19	I answered no, but we did this one time last year with two new grads. It has not been done again. Only one RN completed the program	May 30, 2014 3:18 PM
20	PRogram is a one year residency with both clinical and didactic as well as assigning a mentor to the new graduate.	May 30, 2014 2:41 PM

**Q8. If you answered yes that your organization appoints nurses to key leadership positions to develop/adopt innovative, patient-centered care models, please provide an example.**

1	If by key leadership you include the CNO and in our facility, the CQO is an RN, we do this.	Nov 18, 2014 10:32 AM
2	Patient Care Coordinator -- to improve care transitions; Director of Telehealth -- to offer more options in our rural community	Nov 17, 2014 3:46 PM
3	Age Wise Nursing Research	Nov 15, 2014 11:04 AM
4	Nursing Leadership Council, Hospital Quality Council, nurse leaders are facilitators in key hospital teams.	Nov 14, 2014 3:42 PM
5	Bedside Reporting	Nov 12, 2014 3:32 PM
6	Management positions within nursing administration.	Nov 11, 2014 8:37 AM
7	N/A	Nov 10, 2014 1:21 PM
8	Developed a nurse leadership team which consists of OR supervisor, Clinical Nurse Coordinator, Trauma/QA Coordinator and DON. Recently implemented House Supervisor's, we have 6 house supervisor's 6 RN's preferably with a BSN 3 on day shift and 3 on night shift. We gather monthly to discuss current workflow processes and implement new process to foster patient center care.	Nov 10, 2014 9:55 AM
9	Our performance improvement system is made up of numerous process improvement teams and a number of nurses have been leaders of these teams.	Nov 8, 2014 10:38 AM
10	We have a nurse in charge of IT and another in charge of HIM. We also have the clinical nurse managers develop quality initiatives each year. They work in collaboration with doctors for improvement efforts and /or new initiatives for patient care	Nov 7, 2014 10:23 AM
11	Diabetes educator, good beginnings educator, breastfeeding educator, Congestive Heart Failure and COPD educators to follow up with at risk patients for greater education. Stroke Team, we have several different committees to address all different aspects of care	Nov 7, 2014 8:57 AM
12	CNS leading a CHI wide effort around virtual nurse care delivery model. CNO active on national CHI committees to redesign care. Many more examples.	Nov 6, 2014 6:01 PM
13	RN at Western Community Health Resources leads our Community/Population based programs.	Nov 6, 2014 3:48 PM
14	We instituted a Shared Governance Model in 4 areas. 1. Patient Education, 2. Staff Development and Education, 3. Quality and Patient Safety, 4. Staffing	Nov 6, 2014 3:36 PM
15	We have an active shared governance program that consists of 5 councils, one of which is professional practice, and one of which is care and practice, they worked together to select our model, Relationship Based Care. They work regularly on innovative ways to improve patient care. We also have a patient care division CNS who leads the organization in nursing peer review, patient safety initiatives, and meets with our Clinical Coordinators to develop competency in our nurses and develop and refine patient centered care models.	Jun 25, 2014 4:26 PM

**Q8. If you answered yes that your organization appoints nurses to key leadership positions to develop/adopt innovative, patient-centered care models, please provide an example.**

16	We have several nurses in key leadership positions: We partner our Nurse Leaders with Physician leaders for all our clinical programs/service lines i.e. Acute Care, Cancer, Neurosciences. We have a Nurse Director accountable for Nursing Strategic Planning & Professional Development. Our Shared Governance Councils are led by staff nurses they lead the nursing practice council, finance council, professional development council, quality/innovation and research council, APRN council and Patient Experience council.	Jun 24, 2014 6:33 PM
17	We recently have placed an RN who is working on a Master's degree into a position to help with patient care transitions and working towards better collaborations and continuity of care.	Jun 24, 2014 2:31 PM
18	Shared Nursing Leadership roles/council chairs; Department Leads	Jun 22, 2014 11:04 AM
19	A director (as well as the VP) has included in her job description to develop and implement innovative patient-centered care models. In addition resources are provided to nursing team members to plan appropriate models.	Jun 20, 2014 1:54 PM
20	Developing a patient centered care model for clinic.	Jun 5, 2014 12:02 PM
21	We look for strong leadership within our own nursing dept for advancement to key positions, i.e. department directors, chief nursing officer	Jun 3, 2014 7:59 AM
22	Primary Care Nursing Care Model practiced. Implemented Falls protocols, CMS core Measure Protocols into patient practice, BCMA, EMR.	Jun 2, 2014 12:53 PM
23	Recently the position of Quality Coordinator was filled with an RN in order to ensure that clinical expertise will be paired with the structured data collection and analysis processes in order to provide our patients with better, patient centered care.	Jun 2, 2014 10:08 AM
24	We have a program we Personalized Patient Centered Care and nurses are appointed to the committee to review and improve this program.	Jun 2, 2014 9:52 AM
25	E ICUs	Jun 2, 2014 9:23 AM
26	The DON has developed a nurse leadership team within BCH, via monitoring individual nurses strengths including organization, leadership skills, and accuracy of nursing care provided. Other key attributes is the eagerness to learn and advance in the nursing profession. All but two of the nurse leaders have their BSN, and two of the leaders are currently enrolled and taking course work towards their MSN.	Jun 2, 2014 8:28 AM
27	Have a Wound Ostomy Continence Nurse Have a Diabetes educator Have Emergency certified nurse Have a NALS instructor in house Have an Obstetric nurse participated in FHR monitor reading--awaiting test for certification Have an infection control nurse that we recently hired and have sent to several classes for training, no certification yet.	Jun 2, 2014 7:48 AM
28	TQI Nurse DRN	Jun 2, 2014 7:01 AM
29	Bedside RN serves as Chair in interdepartmental clinical team	Jun 1, 2014 7:02 PM



**Q8. If you answered yes that your organization appoints nurses to key leadership positions to develop/adopt innovative, patient-centered care models, please provide an example.**

30	leadership teams of nurses have been organized to tackle patient care issues. this has gone well.	Jun 1, 2014 8:37 AM
31	Nurses promoted to director roles and technology and quality leadership roles.	May 30, 2014 11:15 PM
32	RN supports Nurses Improving Care for Health System Elders (NICHE). Provides specific content education so nurses can become certified in elder care. Fall reduction practices in place that significantly reduced falls, delerium prevention and intervention, introduced the BEERS list to prevent negative impact of certain drugs in elders	May 30, 2014 4:07 PM
33	CNO sits on national committees for development of care models including virtual nurse	May 30, 2014 2:41 PM

**Q9. If you have any examples or comments please include them here.**

1	President just completed 3 year Robert Wood Johnson Nurse Executive Fellowship supported by the organization but allowed many oppoftunities for developing competencies for leading healthcare. Lots of examples. Please contact us directly.	Nov 6, 2014 6:01 PM
2	Scholarships are offered through our foundation.	Nov 6, 2014 4:59 PM
3	We have a large scholarship program, graduation 4+ Nurses per year and have not used an agency nurse in 20+ years.	Nov 6, 2014 3:48 PM
4	Note above: We call it loan forgiveness, not scholarships. Pay 75% of books, fees, and tuition. Other option is tuition reimbursement which is 100% up to \$2000/year.	Jun 23, 2014 1:35 PM
5	We use the NE Hospital Association salary survey to base our wages on as each organization develops their tiered compensation for nurses based on education I anticipate BCH will develop into a tiered salary scale for nurses based on education.	Jun 2, 2014 8:28 AM
6	another unfunded "mandate" that we are expected to cover with declining revenues. Great idea though. Federal \$\$\$\$ to help with this transition will make all the difference in making this happen.	Jun 1, 2014 8:37 AM
7	We do offer multiple educational opportunities all year long for RN's	May 30, 2014 3:18 PM
8	As a Magnet hospital we hve been very focused on increasing the percentabe of BSN's. Last year we partnered with Nebraska Wesleyan University to offer an on site BSN completion program.	May 30, 2014 2:41 PM