



U.S. Public Health Service Nursing
Chief Nurse Officer's Newsletter
RADM Kerry Paige Nessler
November 2010



Dear PHS Civilian, Tribal, and Commissioned Corps Nurses,

Happy Veterans Day and Happy Thanksgiving Day!

As we enter the holiday season, I want to express my sincere gratitude for all of the exceptional contributions you've made to the health and well-being of our nursing community, our people, and our Nation. I am truly thankful for your untiring service and I do realize that my first year as Chief Nurse has been wonderful because of the work that you do as nurses every day. Thank you.

As you know, Veterans Day is a U.S. federal holiday that is observed annually on 11 November to honor military veterans. In other parts of the world, 11 November is celebrated as Armistice Day or Remembrance Day, the anniversary of the signing of the Armistice that ended World War I. 11 November 1919 denoted the first Armistice Day proclaimed by U.S. President Woodrow Wilson. Thank you to all the past nurse veterans and the current active duty officers. The Nation is grateful for your efforts and the service of your family members.

Thanksgiving Day is primarily celebrated in the United States and Canada. Celebrated on the fourth Thursday in November (U.S.), Thanksgiving has been an annual tradition since 1863 to give thanks for the harvest. Our harvest has been bountiful and we are thankful for the gift of giving.

Congratulations to our newly appointed Deputy Surgeon General, RADM Boris Lushniak and Chief of Staff, RADM Chris Halliday. The nurses stand ready to assist as needed.

Please enjoy the upcoming holidays and safe travels to all.

Past conferences & Meetings:

The Federal Public Health Nurse Leadership Meeting took place on 16 September, 2010. The group is comprised of senior nurse leaders throughout the U.S. Public Health Service (USPHS). Thirty-seven nurse leaders attended the meeting and discussed the impact of the Affordable Care Act on Nursing, the process and implementation campaign from the Robert Wood Johnson Foundation Initiative on the Future of Nursing at the Institute of Medicine, the USPHS Public Health Sciences Track and the Nursing Professional Advisory Committee (N-PAC) Strategic Plan. Thank you to the speakers for their wonderful presentations, especially during a critical time in our country's health history. The next Federal Public Health Nurse Leadership Meeting is set to take place on **3 February 2011**.

National Sample Survey of Registered Nurses (NSSRN) study. The ninth NSSRN was overseen by HRSA/Bureau of Health Professions (BHP) and funded through the Division of Nursing. The report was released on 22 September 2010. A few interesting summary points from the report are:

- a. There is an increase of 5.3 percent from March 2004, representing a net growth of 153,806 RNs
- b. In 2008, an estimated 2,596,399 RNs were employed in nursing, representing 84.8 percent of licensed RNs. This was the highest rate of nursing employment since the NSSRN commenced in 1977.
- c. Average annual earnings for RNs employed full-time in 2008 were \$66,973, rising 15.9 percent since the 2004 average of \$57,785.

A full report can be obtained from <http://bhpr.hrsa.gov/healthworkforce/rnsurvey/2008/nssrn2008.pdf>

Officer Basic Course Class 37 Graduation was held at the Gaithersburg Holiday Inn on 24 September 2010. I had the honor of representing VADM Benjamin as the guest speaker. In addition, I presented the graduates with the Commissioned Corps Training Ribbon. Congratulations to the 14 nurses who graduated from this class and welcome to the Corps!

Remarks by the First Lady During Conference Call with Nurses. On 28 September 2010, Mrs. Michelle Obama with Dr. Mary Wakefield, Administrator, Health Resources and Services Administration, briefed about 1,000 nurses on the new benefits of the health care law. The full remarks can be found by clicking on the following link: <http://www.whitehouse.gov/the-press-office/2010/09/28/remarks-first-lady-during-conference-call-with-nurses>

National Prevention, Health Promotion, and Public Health Council. On 1 October 2010, Surgeon General VADM Regina Benjamin hosted a nationwide call to share information about the Affordable Care Act's National Prevention, Health Promotion and Public Health Council and solicit input to inform the development of the National Prevention and Health Promotion Strategy. The Draft National Prevention Strategy Framework can be found at the following link: http://www.healthcare.gov/center/councils/nphpphc/draftframework_.pdf

The Institute of Medicine (IOM) released the Future of Nursing Report on 5 October 2010. I had the wonderful opportunity of attending the release of this report. The IOM released its' final report and a set of recommendations to identify vital roles for nurses in designing and implementing a more effective and efficient health care system. The report outlines a path for transforming our nation's health care system in a way that puts patients and people first. The link to the complete report can be found at www.iom.edu/nursing

Substance Abuse and Mental Health Services Administration (SAMHSA) promotion, awards and commissioning ceremony on 6 October 2010, was held at Choke Cherry Road, Rockville, MD. Thank you to RADM Peter Delany for his role as the Master of Ceremonies and RADM Eric Broderick, Deputy Administrator, SAMHSA, for inviting me to this joyous occasion. Congratulations to nurses that received awards and recognition. Truly well deserved!

Officer Basic Course Class 38 Pinning Ceremony was conducted at the Gaithersburg Holiday Inn on 14 October 2010. I had the honor of representing VADM Benjamin as the guest speaker. In addition, I pinned the officers with their newly commissioned ranks. Welcome to the 53 new USPHS officers!

Visit from Senator Inouye's Office: LTC Corina Mayo Barrow, a Military Nurse detailed to Senator Daniel K. Inouye, visited me in my office on 19 October 2010. LTC Barrow serves as a principal legislative advisor to Senator Inouye and the congressional committee staff on health, nursing and defense health. She was briefed on the USPHS Commissioned Corps, nursing, and HRSA's mission and programs.



Texas Woman's University - I spoke at the Texas Woman's University, College of Nursing, Good Samaritan Fall Forum, Houston, TX, on 22 October 2010, on "Making Global Local: The Impact of Global Issues on Local Healthcare". Over 200 people attended the conference, which consisted of nursing faculty from doctoral, graduate, and undergraduate programs, staff nurses and nurse leaders from 36 hospitals that comprise the Texas Medical Center, including MD Anderson Cancer Center, Methodist Hospital, St. Luke's Episcopal Hospital, Texas Children's Hospital, V.A. Hospital, among others. Approximately 20-50 nursing students were part of the audience, and of course, federal nursing and the Corps were highlighted.



Army Ten-Miler - 24 October 2010

Each year tens of thousands of runners and spectators come to Washington, DC, to join in this race classic. Produced by the U.S. Army Military District of Washington, the Army Ten-Miler proceeds will support Army Morale, Welfare and Recreation, a comprehensive network of support and leisure services designed to enhance the lives of soldiers and their families. The race started and finished at the Pentagon and passed by DC landmarks including the Lincoln Memorial, Washington Monument, and the Capitol Building.

The mission of the Army Ten-Miler is for the Military District of Washington to safely conduct the Army's annual 10-mile race to promote the Army, build esprit de corps, support fitness goals, and enhance community relations. This year, **50 PHS officers, ran on 9 PHS teams in a field of 30,000 runners**. Congratulations to these officers in accomplishing the "ten mile" mission!

116th AMSUS Annual Meeting (31 October – 4 November 2010)

I attended the 116th Association of Military Surgeons of the United States (AMSUS) Meeting which took place 31 October – 4 November 2010 in Phoenix, AZ. Nursing sessions that discussed topics such as "Efforts to improve capacity and Capability in the Iraqi Health System", "International Trauma Nursing Course – Defense Institute for Medical Operations", "Humanitarian & Disaster Relief Mission" and "Environmental Exposures in International Military Deployment - Lessons Learned". Congratulations to CAPT Susan Orsega for a job well done on her presentation; "Clinical HIV Research Project Partnership in South Africa: Building Capacity and Collaboration". It was very informative and well received by the audience.

Commissioned Corps Nurse Officers:

NPAC FY 2011 Leadership: I would like to welcome CDR Thomas Pryor as the new NPAC Chair and CAPT Susan Orsega as the NPAC Chair-elect for FY 2011. Many thanks to the outgoing NPAC Chair, CAPT Sylvia Trent-Adams for all of her hard work during her tenure as the Chair.

Basic Readiness: OFRD's official Basis Readiness Status was conducted on 30 September 2010 and only **67.51%** of nurses were Basic Ready. I understand that there are officers who are experiencing issues with Basic Readiness due to the data transfer to the new systems and MAB's processing. If you are facing issues, please do not hesitate to contact the following NPAC Readiness and Response Subcommittee Members:

CAPT Susan Orsega, Co-Chair
CDR George Gentile, Co-chair

sorsega@niaid.nih.gov
george.gentile@dhs.gov

CAPT Mary Rossi-Coajou
CAPT Laurie Irwin-Pinkley

mary.rossicoajou@cms.hhs.gov
lirwin-pinkley@hrsa.gov

As the largest category in the Corps, it is imperative that we set the standards for the other categories to follow. Our percentages have a great impact on the total Corps percentage meeting Basic Readiness. My expectation for FY 2011 is for us to be in the Top Five consistently. Thank you to those that maintain and retain their readiness status.

Commissioned Officers Effectiveness Report (COER):

The 2010 Commissioned Officers Effectiveness Report (COER) was made available on 6 October. As in previous years, you will need to log in through the Secure Area of the CCMIS website to initiate your COER. To Login please go to: <https://dcp.psc.gov/cclogin/ccmislogin.aspx>

Most importantly, please pay close attention to the following dates:

06 OCT 2010: Initiate COER
20 OCT 2010: COER to Rater
03 NOV 2010: COER to Reviewer for Initial Review
17 NOV 2010: COER returned to officer
01 DEC 2010: COER to Reviewer for final review
15 DEC 2010: COER due to officer's eOPF

I would also recommend that you (officers/raters/reviewing officials) take a second to review the COER tutorials available at https://dcp.psc.gov/COER_Tutorials.aspx, as this should answer most of your questions.

Questions/concerns regarding the 2010 COER should be sent to PHSCOERs@hhs.gov.

Clinical Nursing Billets Revision:

The Office of Commissioned Corps Operations began the roll-out of standardized, category-specific billets for our category in September. We have until **24 November 2010** to complete the process for each the 1100+ nurses who are currently in category-specific billets.

Billet transformation is being undertaken to better reflect the position responsibilities for each billet rather than officer capabilities. By identifying a billet for each unique position, the Corps will be able to more effectively monitor vacancies by position, monitor skill shortages as well as recruit to meet our ever changing mission requirements. As an officer, you will directly benefit from billets transformation. Standardized billets are more objective and clarify and specify the responsibilities for each unique position. In the near future, agencies will be able to identify who the best officers are for the best positions as qualified candidates will be directly referred.

Upon receipt of an invitation email and follow-up email, Nurse Officers in category-specific billets will:

- Select the billet that fits the criteria that best describes the billet that you currently occupy (Note: the billet describes the **position**—not you).
- Tailor a standardized billet by adding **position**-specific components through the use of drop-down menus
- Identify your supervisor (supervisors will identify reviewing officials). NOTE: The Bureau of Prisons has opted to make this element standardized by pre-identifying the reviewing officials.

To assist in a smooth transition:

“Nurse Rapid Responders” have been identified and will be available to answer your questions and assist you through the process.

Indian Health Service

CAPT Celissa Stephens	celissa.stephens@ihs.hhs.gov	(301) 755-7693
CAPT Carolyn Aoyama	carolyn.aoyama@ihs.gov	(301) 443-1028
CDR Cheryl Peterson	cheryl.peterson@ihs.gov	(301) 443-1870

Bureau of Prisons

CAPT Margaret Grismer	mgrismer@bop.gov	(405) 319-7424
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DHS/ Division of Immigration Health

LT Terry Smith	Terry.Smith@dhs.gov	(520) 868-7006
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National Institutes of Health

CAPT Diane Walsh	dwalsh@cc.nih.gov	(301)-402-2363
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All Other Agencies

CAPT Lynn Slepki	Lynn.Slepki@dot.gov	(202) 366-0533
CAPT (sel.) Cheryl Ann Borden	cherylann.borden@tma.osd.mil	(703) 681-1730

I want to reassure you that a team has worked hard to make sure that this system is equitable and honors the unique expertise that nurses contribute to our mission. In all of the testing and fielding to date, there have been very few difficulties. The process is pretty simple and the majority of officers who have utilized the new billet system and created a new billet have remained in the same billet grade—a few even increased. You should be able to accomplish your section in a very limited amount of time—less than an hour. We’ve built in a system of checks and balances along the way to monitor the process and track our success.

*An on-line tutorial is available at http://dcp.psc.gov/Billets_Tutorial.aspx

*FAQs are available at <http://usphs.gov/transformation/billet.aspx>

Nurses who are NOT in a category-specific billet will participate in the multidisciplinary group. You will receive a separate email when that effort begins sometime in 2011.

Chief Nurse Officer Upcoming Visits/Meetings:

I will be attending the American Public Health Association (APHA) 138th Annual Meeting which will take place November 6-10 November, 2010 in Denver, CO. This year’s theme is “Social Justice: A Public Health Imperative”

Nurses Literary Corner:

RWJF Announces New Initiatives to Build 21st Century Nursing Workforce as Part of Partners Investing in Nursing's Future (PIN)

Nine Local Foundations Join PIN to Pilot Strategies That Address Nursing Workforce Concerns The Robert

Wood Johnson Foundation (RWJF) and the Northwest Health Foundation today announced that foundations in California, Colorado, Maine, Michigan, New Hampshire, New Jersey, North Dakota, Ohio and Texas will receive grants to help create and sustain a viable nursing workforce in their communities, as part of Partners Investing in Nursing's Future (PIN).

This marks the fifth year of PIN funding. The 2010 partners join 88 other foundations across 32 states and the island territories of the Western Pacific, which have established more than 300 local partnerships to address the nursing and nurse faculty shortages. The philanthropies receiving grants this year plan to implement a wide range of local and state projects to advance the size and skills of the nursing profession. They will focus on education, capacity, recruitment and retention, and diversity.

In joining the PIN initiative, the partners are working to create models that can be replicated across the country to create a nursing workforce to meet the changing needs of the patient population.

* Read the press release

http://www.rwjf.org/humancapital/product.jsp?id=68188&cid=XEM_443845

* Learn more about the RWJF Partners Investing in Nursing's Future initiative

<http://www.partnersinnursing.org/>

International Council of Nurses Global Nursing Leadership Institute 2010

The International Council of Nursing's (ICN) Global Nursing Leadership Institute (GNLI) 2010 was recently held in Geneva, Switzerland from the 11th -17th of September. 30 senior-level nurses were selected globally to attend the Institute, including **CAPT Holly Ann Williams, PhD**. CAPT Williams is a Nurse Epidemiologist/Anthropologist in the International Emergency and Refugee Health Branch at the CDC. Participants represented 19 countries including: Australia, Bahamas, Bhutan, Botswana, Canada, Iran, Kingdom of Saudi Arabia, Lebanon, Lesotho, Nepal, Papua New Guinea, Portugal, St. Lucia, Tanzania, Thailand, Togo, Uganda, United Kingdom, and the United States. The average length of time in the nursing profession for the participants was 26 years. The GNLI focused on improving skills related to leadership and advocacy in the areas of national and global health priorities. The institute utilized an active learning approach with methodologies that included: plenary and workshop sessions, participating in leadership development teams, site visits to the ICN and the United Nations, peer review, wellness and personal reflection. Participants gained skills in advocacy related to World Health Assembly resolutions, key nursing performance indicators, understanding behavioral leadership profiles, software applications, such as Gapminder, and the technique of consequence or influence mapping. For nurse interested in submitting their applications for the 2011 GNLI, please refer to <http://www.icn.ch/>

Awards Nomination

Call for MANE Awards for 2011

The United States Public Health Service (USPHS)
Professional Advisory Committee for Nursing (N-PAC)

Is seeking nominations for the Minnigerode Awards for Nursing Excellence (MANE). These awards recognize and honor contribution(s) by Commissioned Corps, Civil Service, and Tribal Direct hire nurses of outstanding and sustained nature, which have had a substantial impact on the mission of the USPHS.

MANE Awards

The MANE awards will be presented to each award recipient by the USPHS Chief Nurse Officer (CNO) at the annual Nursing Recognition Day.

Eligibility:

Department of Health and Human Services nurses (Civil Service, Commissioned Corps, or Tribal Direct Hire; Licensed Practical Nurse, Licensed Vocational Nurse, Registered Nurse or Advanced Practice Nurse).

Criteria:

Nominee(s) must demonstrate through innovation and creativity, outstanding nursing contributions with measurable benefits. Department of Health and Human Services nurses may be nominated for any one of the following MANE awards:

1. McLaughlin Award for Clinical Services

Exemplary leadership and skill resulting in noteworthy accomplishments as a clinician over a period of time focusing on the timely and ethical delivery of health care in a direct care setting. The provision of services improve health outcomes and/or services for patients/clients as well as enhance employee and/or patient/client relationships, productivity, quality, work methods and timeliness of health care delivery.

2. Hanzel Award for Administrative Activities

Exemplary leadership as a nurse executive resulting in noteworthy accomplishments, such as:

- Management of a health care program;
- Development or improvement of methods of delivery of services;
- Enhancement of employee and/or patient/client relationships, productivity, quality, work methods and timeliness of health care delivery;
- Organization or implementation of a program demonstrating creative utilization of resources; or
- Development, modification or implementation of health and regulatory policy.

3. Hasselmeyer Award for Research Initiatives

Exemplary leadership resulting in noteworthy accomplishments in conducting nursing research and clinical investigation which stimulates the development of new knowledge and practice in nursing and/or the health professions.

4. Petry Leone Award for Health Promotion and Education

Exemplary leadership resulting in noteworthy accomplishments in patient/client or professional education, which informs and educates consumers and/or health care practitioners about significant health related issues and promotes healthy lifestyles.

5. Gregg Group Award for Teamwork

Exemplary leadership contributions by a team of nurses resulting in noteworthy accomplishments and positive outcomes towards the attainment of PHS goals. Describe how the nominated nurse functioned as a team with other members of the group, the nature of the nursing leadership and participation, and the level of the nurse's contribution. Explain how nursing participation and input enhanced the accomplishments, outcomes and impact of the work done.

Examples include:

- Contributions to the health of individuals, families and/ or communities through initiatives implemented at the local, state and/or national level;
- Coordination or participation in the development of new program(s) and/or establishing new standards of care;
- Coordination or participation in the development and/or implementation of interdisciplinary health care initiative(s) ; and
- Contributions to interdisciplinary efforts (or the work of multiple disciplines) in achieving common health care goals.

Nomination Procedure

Anyone may nominate an eligible nurse/team for service(s) that meet the purpose for which these awards have been established. All nominations submitted should:

1. Describe the degree of impact on the public health mission of the PHS by a nurse (or team of nurses for the Gregg Group Award for Teamwork).
2. Describe how the nominee(s) exceeds normal performance requirements.
3. Submitted or endorsed by the nominee's first line supervisor.

Nominations will be reviewed by the Professional Advisory Committee for Nursing (N-PAC) Awards Subcommittee and forwarded to the CNO with recommendations. All Commissioned Officers must be OFRD qualified. Final selection and presentation will be made by the CNO.

More than one award may be given in each category, but an award in every category may not be given every year. Selection will be based solely on the submitted nominations.

Examples of templates for each award can be obtained by emailing CDR Deanna Gephart, MANE Award Team leader, at deanna.gephart@phs.dhs.gov and copied to LT Daniel Wagoner at DWagoner@bop.gov . Scoring is based on the listed criteria. Please follow the templates. Submissions must be received ELECTRONICALLY by January 14, 2010, and should be sent to CDR Gephart at deanna.gephart@phs.dhs.gov and copied to LT Daniel Wagoner DWagoner@bop.gov .

Please include contact information for the nominator and nominee. Provide current email, physical mailing address, PHS# (if nominee Commissioned Officer), and phone number of both the nominator and nominee. All submissions must be limited to two pages. *Nominations' will be forwarded to the N-PAC Repository & Mentorship Subcommittee for inclusion in the N-PAC publications database.*

Recent Loss to Nursing Community

MARIBETH BADURA | 1947-2010: Visionary and Leader for Maternal and Child Health



A memorial mass honoring the service and life of **Ms. Maribeth Badura** is scheduled for **November 20, 2010** at the Shrine of the Most Blessed Sacrament, 3630 Quesada Street, NW, Washington, DC, 20015 at 11 AM. A repast will be held at 11:45 AM in the auditorium of the Shrine of the Most Blessed Sacrament. A memorial honoring Ms. Maribeth Badura is planned for HHS employees in mid-November 2010 at the Parklawn Building, Rockville, MD. For those wishing to attend any of the memorial events and/or contribute to the Maribeth Badura Memorial Fund, please contact CAPT Karen Hench at Khench@hrsa.gov or 301-443-0543.

Ms. Maribeth Badura, Director of the Division of Healthy Start and Perinatal Services (DHSPS) in the Maternal and Child Health Bureau (MCHB), Health Resources and Services Administration (HRSA), passed on October 10, 2010. She leaves a long legacy of exceptional public health civil service and dedication to nursing, especially for high risk maternal and child health populations.

Ms. Badura, 63, a Milwaukee native educated in Chicago, joined HRSA, MCHB, in 1991. Between 1991 and 2010, she was instrumental in the creation, implementation, oversight, and evaluation of the National Healthy Start Program to eliminate health disparities and infant mortality, particularly among high risk populations.

The Healthy Start Initiative focuses on reducing the contributing factors to infant mortality utilizing community-based strategies to serve pregnant and parenting women, infants and their families. Originally in HRSA's Chicago Field Office serving as Nurse Consultant for the Midwest area, Ms. Badura began working with communities applying for the Healthy Start (HS) infant mortality reduction demonstration program in April 1991, and served as a project officer for the first communities funded under the Initiative in 1991. In 1993, she relocated to Washington, DC as project officer and became a HS Branch Chief in 1995. In 1998, she became the Acting Director for the MCHB Division of Healthy Start and Perinatal Services and was named as the Director in 2004. She has participated in the growth of the HS program from 15 communities funded at \$13 million in 1991 to 104 communities at \$105 million in 39 States, the District of Columbia and Puerto Rico in 2010. She recently received the National Perinatal Association's National/International MCH Award; the MCH Director's Achievement Award; and the US Public Health Service's Minnegerode Award for Nursing Excellence Gregg Team Award.

Prior to working with MCHB, Maribeth worked for the Illinois Department of Health as a Nurse Consultant (1983-86), a Clinical Nurse Specialist at Mt. Sinai Medical Center (1981-83); Rush Presbyterian St. Luke's Medical Center/Rush College of Nursing (1974-1981) where, as a Practitioner Teacher/Assistant Chair, she headed the practice and university MCH activities; Mercy Hospital and Medical Center (1971-1974); and, the University of Illinois Medical Center (1969-1971). A member of the Chicago Health Systems Agency Plan Review Committee and the Mayor's Task Force on Women, she was selected to be part of the Illinois' White House Conference on Children where she served as Chair, Subcommittee on Health for the Chicago Region. An active member of the American Nurses' Association (ANA), Ms. Badura served as President of the Illinois Nurses Association, testified before Congress on the uninsured, and chaired several national committees dealing with nurse workforce issues for ANA.

Maribeth Badura was a true nursing and public health visionary, leader, mentor, and champion. I deeply miss her.

Retirements

Congratulations to RADM Carol A. Romano, USPHS Acting Deputy Surgeon General (2010), Acting Chief of Staff (2007-2009), and Chief Nurse Officer (2005-2009) on her retirement after a stellar 39 year career. She had a glorious retirement ceremony on 29 October at the Parklawn Building. She will be joining the Uniformed Services University of the Health Sciences, Graduate School of Nursing as Professor and Associate Dean of Academic Affairs. Join me in saluting her leadership and wishing her all the best on future

endeavors and fair winds and following seas! We know we will meet up again in the great halls of public health.

Again, I wish you all very happy holidays. Your work makes me proud to call myself a nurse.

Truly,

Kerry

RADM Kerry Paige Nessler
Assistant Surgeon General
Chief Nurse Officer, USPHS
