

DEPARTMENT OF HEALTH & HUMAN SERVICES
Nurse Professional Advisory Committee
Resource REACH SUB-COMMITTEE
Annual Report 2012

Date Submitted 31 August 2012

I. 1 September 2011 to 31 August 2012 Sub-Committee Goals and Issues

- Leadership/Membership: (29 Members including 2 co-chairs; 4 teams)
 - Co-chairs LCDR Margaret Bevans LCDR Mary Brooks and
 - Research Team (7 members): *all co-leads agree to another term*
 - Co-leads CDR Stephanie Bardack and LCDR Fleetwood Loustalot
 - Publications and Presentation Team (7 members):
 - Co-leads CDR Edward Wolfgang and LCDR Heather Bullock
 - Public Advocacy Team (9 members):
 - Co-leads LCDR Christine Merenda and LT Keith Marin
 - Nurse Practice Team (6 members)**actively recruiting for new members:*
 - Co-leads CDR Les Cruise and LCDR Judith Mather

*The Resource REACH (**R**esearch, **E**ducation, **A**dvocacy, and **C**ommunity Health) Sub Committee is a resource for Federal nurses [Commissioned Corps Nurse Officers, Civil Service Nurses, and Tribal Nurses] that advocates and promotes the Surgeon General's public health priorities through initiatives that contribute to improved health outcomes among Americans.*

Supported Strategic Initiative:

Advocate for health promotion and disease prevention of underserved populations through public health research evidence-based practice;

Promote collaboration and communication with key stakeholders, both internal and external to the organization.

- Impact Highlights from Strategic Goals for FY 2012
 - Research Team
 - *Impact:* The development of professional standards for the dissemination of best practice and program projects, this team provides foundational components for professional quality by Federal nurses. In addition, their work to examine resources for Federal nurses in support of evidence based practice (EBP) is intended to foster communication and cooperation across agencies related to EBP resources.
 - *Goals/Objectives* (revised) for FY 2013: (see Appendix)
 - Presentation Team
 - *Impact:* Through a process of evaluation (survey) and redesign (new SOP and alignment with the general NPAC monthly meeting), this team coordinated the provision of a quality education series to communicate Federal resources and expertise between Federal nurses and the affiliated agencies.
 - *Goals/Objectives* (revised) for FY 2013: (see Appendix)
 - Public Health Advocacy Team
 - *Impact:* Through a process of evaluation of the National Prevention Strategy (OSG) and the Federal Public Health Nursing Strategic Plan (N-PAC), this team has identified key processes to ensure Federal nurses have access to Federal resources to promote the Surgeon General's public health priorities.
 - *Goals/Objectives* (revised) for FY 2013: (see Appendix)
 - Nurse Practice Team

- *Impact: Through a process of evaluation including the role of the Advanced Practice Nurse Workgroup, this team was redesigned to expand the scope of the team and foster communication and cooperation across roles and agencies for Federal nurses.*
- *Goals/Objectives (revised) for FY 2013: (see Appendix)*

II. FY 2012 Sub-Committee Projects / include timelines/ budget projections

Name of project (completed in FY12)

- a) Survey of Topic Interest for Lunch and Learn Series (Presentations Team)
 - Objective: To explore the interest of Federal nurses related to topics for the “Lunch and Learn” series.
 - This project was completed during FY2012.
 - Outcome: Received responses to survey during a four week period. Responses were summarized and provided to the N-PAC members; Identified topics were and continue to be used to guide speakers and topic selections.
- b) Standard of Practice for Lunch and Learn Series (Presentations Team)
 - Objective: To clarify the required actions to ensure a successful and meaningful presentation during the “Lunch and Learn” sessions. This included expected approvals, team responsibilities, speaker expectations and templates for documents associated with the process.
 - This project was completed during FY2012.
 - Outcome: A “Lunch and Learn” session that is pertinent to all Federal nurses; offered in a quality format within the time frame of the N-PAC monthly meeting; available through the N-PAC web site for Federal nurses unable to attend in person; linked to a related CEU option.
- c) Redesign of Nurse Practice Team: Merger of Advance Practice Nurse (APN) Workgroup
 - Objective: To expand the scope of the nurse practice team to include the APN roles.
 - Key members of the APN workgroup worked with new leadership of the nurse practice team and the co-chairs of the subcommittee to understand the mission of the current APN workgroup.
 - Outcome: To provide a ‘formal’ place for the APN workgroup and its membership in the N-PAC structure while expanding the scope of the nurse practice team to represent all Federal nurses.
- d) Redesign of the Public Health Advocacy Team
 - Objective: To address the overlap between the individual team and better elucidate the target initiatives.
 - Key members of this team raised significant issues about overlap in the objectives with other teams on the subcommittee. Through a series of discussions, this team has redefined their goals and objectives to more clearly focus on the provision of resources for all Federal nurses to advocate for the public health priorities outlined in the National Prevention Strategy (OSG).
 - Outcome: To reduce redundancy and improve the availability of resources for Federal nurses to use in communicating the public health priorities of the Office of the Surgeon General (OSG).

Ongoing projects in FY 2012

- a) Lunch and Learn Series (Presentations Team)
 - Objective: To provide a 30-minute educational offering to Federal nurses during the monthly N-PAC meeting.
 - Five sessions completed in FY 12; alternating with site specific speakers per N-PAC leadership road trip initiative.
 - Outcome: To continue with monthly session in collaboration with other N-PAC leadership initiatives; to have all sessions available on the N-PAC web site for Federal nurses unable to attend in person; offer a link to a related CEU option for each session.
- b) Publication development (Presentations Team)

- Objective: To describe the various roles for nurses, across Federal agencies, to student nurses.
 - Second draft currently under review by co-chairs of subcommittee. Proposal template to be submitted with reviewed draft to N-PAC chair by 31 October 2012. Next steps include: identify approval processes through Chief Nurse Officer and agency of authors; Confirm target journal interest through a query; Finalize manuscript in format of target journal.
 - Outcome: Approved manuscript submitted to peer reviewed journal by 30 June 2013.
- c) Evidence Based Practice Needs Assessment (Research Team)
- Objective: To identify the use, availability, and need for evidenced-based practices among nurses in federal agencies.
 - Proposal was submitted to the N-PAC leadership for review; feedback was incorporated. Proposal was submitted to N-PAC chair for review and approval by self and Chief Nurse Officer (CNO). After review and approval (presumptive), the survey will be finalized and placed in survey software for distribution; agencies staff will be identified through N-PAC agency liaisons for participation. Survey will be available for response for four weeks. Responses will be collated and disseminated to the N-PAC leadership and the CNO with recommendations, as necessary, for improvements in the availability of EBP resources.
 - Outcome: A draft position paper for the CNO to consider related to collaboration between Federal agencies related to EBP resources for Federal nurses.
- d) Abstract and Poster Development Resources (Research Team)
- Objective: To identify resources for Federal nurses related to the development of a professional abstract and subsequent poster for presentation.
 - Resources were identified as presented by experienced individuals and made available on the N-PAC web site. In addition, concise resource sheets are being developed to compliment other resources.
 - Outcome: Resources to promote quality dissemination of best practice, program development or improvement, and/or research by Federal nurses.
- e) Research Repository (Research Team)
- Objective: To inform Federal nurses of the published resources by fellow Federal nurses and promote recognition of this professional activity (Publication Team).
 - The concept has been on hold due to IT issues: Capacity assessment and process. Proposal to be forthcoming in FY13.
 - Outcome: To provide a repository for easy access and awareness of publications by Federal nurses.
- f) Nurses Guide to Nursing Research (Research team)
- Objective: To identify resources for Federal nurses related to the development of an idea or project that might be appropriate for a research proposal.
 - This idea arose from the need to provide guidance to Federal nurses who have an interest in pursuing a research project. Since formal mentorship is not provided through the N-PAC, this guide will be a resource to guide individuals with an interest in research on the steps to consider, as a Federal employee, to move an idea from concept development to research proposal.
 - Outcome: A beginners guide to research for Federal nurses
- g) Educational Needs Assessment (Nurse Practice Team)
- Objective: To identify barriers to Federal nurses seeking advance nursing education by posting a survey to N-PAC list serve.
 - The survey has been edited by sub-committee co-chairs and we are expecting a final version from the team by 30 October 2012.
 - Outcome: To provide a better understanding so to the barriers nurse having when seeking advanced education and to provide solutions to those barriers. To be completed in FY13.

III. FY 2013 Sub-Committee (New) Projects

- a) Re-design the PHA website to be a repository for federal and non-federal resources that address the strategic directions and priorities of the National Prevention Strategy in a format that allows for Federal nurses to carry the message to agencies and communities (Public Health Advocacy) – To be established in FY13 and be continuous with a process for evaluation and updates annually.

- b) Develop a communication strategy for evaluating and communicating recommendations regarding nurse practice issues; to identify and elevate issues related to advanced educational pursuits by federal nurses; and review all relevant documents and acquired policies and procedures that affect the nursing practice of the Commissioned Corps Nurse Officers, Civil Service, and Tribal Nurses working in the in USPHS-affiliated agencies. (Nurse Practice Team) – To be established in FY13 and be continuous depending on the needs identified during the discovery process.

Submitted by,
LCDR Margaret Bevans and LCDR Mary Brooks
Co-Chairs Resource REACH Subcommittee

Appendix (revised Goals/Objectives FY 2013)

Research Team

“To develop and implement a plan that stimulates interest in nursing research and educates Federal nurses to utilize nursing research in practice.

Goal A.1 To encourage Federal nurses to apply nursing research in practice

Objectives:

A.1.1 Develop a current working knowledge of the available evidenced-based resources for federal nurses in clinical practice and disseminate resources as they become available.

A.1.3 Inform nurses about research training opportunities (conferences, web courses and other venues), research resources, data sources, statistical software that are available to advance research practice among federal nurses.

A.1.4 Develop a repository of nursing authored publications and explore appropriate mechanisms to disseminate collated information as they become available.

Goal B.1 Identify resources that guide Federal nurses to the professional opportunities and expectations associated with research related activities.

Objectives:

B.1 Establish a research network to explore and clarify research support opportunities that foster research efforts across settings in which Federal nurses are employed (Continuous)

B.2 Develop product(s) to be used to guide federal nurses interested in disseminating research, evidence based practice projects or best practice ideas

B.3 Develop product(s) that would provide a beginners roadmap for federal nurses with an interest in nursing research.

Presentations Team

“To promote the visibility and public image of nurses [Commissioned Corps Nurse Officers, Civil Service Nurses, and Tribal Nurses] through increased writing activity, publications, and public speaking by providing mentor/mentee relationships and opportunities for presentation and collaboration.”

Goal A.1 Conduct a survey to identify topics of interest for the Lunch and Learn Series in support of the N-PAC Strategic Plan. (Yearly)

Objectives:

A.1.1 Recruit nurses to present presentations for Lunch and Learn Sessions (6 or more per year) on topics of health promotion, disease prevention, evidence-based practice, policies, career development and others. (Focus on NPAC initiatives and post survey results)

A.1.2 Provide presentation development in support of N-PAC initiatives with focus on evidence-based practice that may be critical to the professional development of nurses. (

B.1.3. Assist the author/presenter in meeting the N-PAC initiative guidelines by providing guidance and mentorship.

Public Health Advocacy (PHA) Team

“To identify public health advocacy strategies that can be readily adopted and executed by nurses, in their daily activities, that promote the public health priorities of the Surgeon General, resulting in improved positive health outcomes among Americans.”

Goal A.1 To identify and share existing resources that support the public health priorities of the Surgeon General with nurses to help facilitate public health outreach at the national, state and community levels.

Objectives:

A.1.1 Re-design the PHA website to be a clearing house for all available federal and non-federal resources that address the strategic directions and priorities of the National Prevention Strategy (NPS).

A.1.2 These resources will be checked (quarterly) to ensure the links are active and the information is accurate and up to date.

Nurse Practice Team

Advising and making recommendations on policy issues relating to the nursing workforce, nursing education and nursing practice applicable to Federal Nurses.

Goal A.1 Develop a communication strategy for evaluating and communicating recommendations regarding nurse practice issues.

Objectives:

A.1.1 Recruit Nurse Practice Team Members from all practice levels and develop a network of practice experts to serve as consultants to the practice team.

A.1.2 Create an advanced practice nurse listserv to facilitate communications specific to Advance Practice Nurse.

A.1.3 Conduct interviews and surveys and perform literature reviews to identify practice issues affecting federal nurses at all practice levels.

Goal B.1 Identify and elevate issues related to advanced educational pursuits by federal nurses.

Objectives:

B.1.1 Survey federal nurses regarding perceived barriers to advanced educational pursuits.

B.1.2 Research and review policy statements within federal agencies (of the DHHS) regarding employee educational support, to include (but not limited to) time off from work, funding applications for long term training and scholarships.

B.1.3 Post resources for federal nurses related to education on the NPAC Nursing Website. These resources may include (but are not limited to) post masters' certification programs, programs available through USUHS, identified individuals willing to serve in a mentoring and/or precepting role.

Goal C.1 Review relevant documents and acquired policies and procedures that affect the nursing practice of the Federal nurse.

Objectives:

C.1.1 Create a repository for policies related to nursing practice, to include but not limited to licensing and prescriptive authority requirements, operation of nurse managed clinics, roles/utilization of APN in various healthcare settings, and innovative models for improved patient care in the federal healthcare setting.

C.1.2 Promote the involvement of federal nurses in national conferences.

C.1.3 Create and maintain a resource that defines the certification requirements and identifies the certifying body for all specialty certifications that nurses can obtain (e.g. oncology nurse, emergency room nurse, occupational health nurse, Family Nurse Practitioner).