

Nursing Professional Advisory Committee

U.S. Public Health Service

2012 Annual report

Congratulations to us, N-PAC nurses, we have truly worked within this year in support this year's vision of "re-new, reinvigorate, and re-tool". The accomplishments for FY 2012 have a compilation of work by a phenomenal team effort, commitment and dedication to excellence. I am privileged to work with the best and brightest the USPHS nurses. I am aware that each of you who work on subcommittee teams and who participate on the NPAC as agency representatives co-chairs takes on the many tasks and responsibilities outside of their daily duties to support the category.

Words can never express my sincere gratitude to you for all you do and have done to support me, the N-PAC, and the USPHS mission. Each one of you set the example through your commitment and willingness to serve, moving the N-PAC and category forward aligned to CNO, USPHS and federal nursing service efforts. I would like to share some of this year's accomplishments.

NPAC Accomplishments for FY2012 include:

- Connectivity & Road Shows. In an effort to rejuvenate and re-energize the NPAC, the NPAC Meetings were held at various locations such as the FDA, NIH, BOP, ICE, and SAMHSA facilities. This opportunity allowed us to connect with one another and also learn about exciting professional opportunities at each agency. As well, thank you for all coming in person to the general meetings at the Parklawn Building. This connectivity energized us as a NPAC team and provided an opportunity to network.
- Alignment of lunch and learn with National Prevention Strategy initiatives. Five series were conducted throughout the year to increase the nurse category awareness of healthy prevention initiatives and National Prevention Strategy. We were also privileged to have two RADMs come to address us with significant health care topics: RADM Parham-Hopson, and RADM (ret.) Mary Pat Couig, past PHS Chief Nurse.
- Execution of the Nurse mentor program and increased participation in OBC activities. The program has produced a successful outcome of 75 mentors reaching out to 200 nurses; in addition, 25 nurses attended the OBC open house and linked 189 nurses in the newly commissioned nursing colleagues with mentors program.
- Billet collection system workgroup activities which (with your individual participation) have resulted in nearly 100% of all clinical nurses completing the requirements set forth as part this transformation activity.
- Nurse Category Display board. Completion of a NPAC specific static display depicting the history of PHS nursing to be used at relevant NPAC activities (OBC and recruitment efforts).
- Bridging collaborative partnerships with other categories and within one another. In an effort to prevent stove pipe efforts, the nurses are currently working collaboratively with other categories, such with the Physician PAC on a Retirement guide, and socializing with the Dental PAC during the 2012 COF. Career senior PHS nurses who held previous NPAC positions were engaged in reviewing the nurse CV's and benchmarks, in an effort to reconnect the NPAC.

- Revision of Subcommittee SOP/development of Concept proposal SOP. To improve subcommittee operations, NPAC Concept proposal SOP was developed to provide a process towards team decision making and endorsement of new subcommittee work initiatives. The Resource REACH subcommittee was the first to utilize this tool for their evidence based survey concept. This will ensure a tracking mechanism and approval process of NPAC subcommittee work. Acknowledging the importance of sustained subcommittee co-chair efforts, this NPAC approved the SAA submission at the NPAC retreat, so that subcommittee-chairs will be nominated for this award at the conclusion of their term.
- Bridging Civilian and Commissioned Officers as Nurses. The appointment of 4 new civilians who will begin their terms in FY 2013.
- Revision of the PHS FY 2013 Benchmarks Precept 2 and 3. CEUs. It was felt that an increase in CEU's aligns with the major nursing accrediting organizations and those required by States for licensure. Precept 3. Billet language was clarified so that the individual up for review and the language states that the billet should be equal to or greater than the grade the officer is up for promotion for.
- Completion in support of the DCCPR Best Kept Secret Nurse Category document that can be used at Nurse Recruitment activities.
- N-PAC leadership training. Participation by NPAC voting members, leadership and Committee Chairs in the premier leadership exercise session led by an outside consultant held during the NPAC Retreat.

Here are a few of Sub-Committees highlights and impacts over the FY 2012:

1. Awards – This committee and the subcommittee's co-chair leadership continues to demonstrate sustained excellence in support of coordinating and processing of 10 awards: 5 MANE, 3 Publications, 1 Lucille Woodville Award, and 1 Nurse Responder of the Year Award on an annual basis and works collectively and collaboratively via six working teams (MANE, Nurse Responder of the Year, Lucille Woodville, Publications, Outreach, and Special Recognition) Because of this committee's emphasis on high standards and maintaining professional credibility to the various award types, they have spent countless hours refining the nomination process and establishing high standards in the review and selection process. This committee continues to strive to identify and promote the recognition of nurses for his/her accomplishments and adheres to a high internal integrity of providing the best objective and transparent process possible. I want to finally acknowledge their constant dedication and effective partnering with NRD/COF planners and Commissioned Officer Association to ensure successful awards ceremonies at NRD and Category Day at the USPHS Symposium.

2. Career Development – This committee was integral in implementation of the mentoring workgroup for the NPAC this year. To date, this team has 72 mentoring workgroup members, 10 Regional Coordinators, Officer Basic Course (OBC) Open House AOL Account team members, and 74 mentors. In addition to matching nurse officers with identifying potential mentors, this workgroup was instrumental in providing outreach to the monthly Officer Basic Course (OBC) nurse officers each month. This year, the career website reference was approved and uploaded on the N-PAC website. They continue to

provide up-to-date and accurate career development resources (e.g. CE resources, “Tip of the Month”, management/ update of benchmarks and CV formatting documents).

3. Communications – The primary emphasis for this committee in FY2012 was to a sustained commitment of promoting collaboration and communication to both internal and external stakeholders to the NPAC. Under the subcommittee co-chairs leadership, there was a seamless migration to a new website system. To accomplish its goal, the committee membership provides comprehensive management of the PAC website, list serve and Face book page. My appreciation to the committee and its members cannot be over emphasized as they are continually monitoring and evaluating the website for accuracy, relevance, and appropriateness in the three communication tools. This committee works collaboratively to provide relevant, timely dissemination of information as well as inclusion of many other N-PAC subcommittee and nursing references to include updates on COERS, CV review, how to write an abstract, and are constantly solution driven in their approach.

4. Events (including NRD/COF/Esprit) – In 2012, the committee’s 20 member stealth team under its dynamic leadership demonstrated the ability to promote professional growth and esprit de corps for the nurses through the efforts of NRD. This year marked the 21st annual Nurse Recognition Day (NRD) and had 217 registrants to include nurses, nursing students, faculty and guests, and 27 onsite registrations. 174 individuals were in attendance and 3.75 CEU’s were awarded. To change the format and appeal to different audiences, this year included breakout sessions and a Zumba activity. Correspondingly, the COF nurse category day was exceptional as a result of the organized, enthusiastic, and team efforts of the 20 person Category day planning committee. I am keenly aware of their dedication as both teams meet constantly through the year with only a three month break to regroup each year in an effort to produce a comprehensive and unique program. Esprit de corps team was revitalized and has been re-organizing its efforts this year. Events Subcommittee co-chairs and team leaders for COA and Esprit de corps have been meeting to discuss integration of projects and will present options for changes to the NPAC leadership at an upcoming NPAC business meeting.

5. Readiness – In an effort to promote the readiness and preparation of the nurses this committee serves, additional efforts were made this year to provide direct communication to individual nurses related to readiness and provide educational tools (e.g. Basic Readiness document distributed thru list serve). The team continues to examine metrics that had historically created challenges for some nurse officers to meet readiness and pre-positioned to meet any needs to better prepare PHS nurses in deployments. They enhanced communication and are now part of the OFRD readiness calls held to update teams. This committee continues to work directly with senior NPAC leadership in promoting the readiness status of nurses with a goal of meeting 100% readiness in the future.

6. Recruitment – One of the most challenged this year was the recruitment subcommittee. However, this team remained proactive, poised, and continued recruitment outreach as part of the “Every Nurse is an Ambassador” (ENIAAC) and Nurse Applicant Workgroup (NAW) with a sustainable program built on PHS nurses in ten HHS regions to reach out to a database of nursing schools. They worked in collaboration with USPHS DCCPR, CNO, and N-PAC Chair in successfully developed materials (e.g. The Best Kept Secret document). Finally, this committee has continued collaboration with the Nurse Facebook page workgroup communications sub-committee to reach out to nurses interested in the PHS.

7. Resource REACH – This committee under a new leadership has truly embraced the N-PAC FY 2012 vision and undertook a tremendous coordination to implement and initiate of activities with four working groups: Public Health Advocacy; Publications and Presentations, Research, and Nursing Practice. I would like to highlight a few specific items. A survey to explore the interest of Federal nurses related to topics for the “Lunch and Learn” series was completed during FY2012 and used to guide speakers and topic selections. The committee coordinated monthly “lunch and learn” presentations where nurses presented a variety of health topics or roles in support of (e.g. Health People 2020 and National Prevention Strategy). Additionally, this year all sessions were made available on the N-PAC web site for Federal nurses unable to attend in person and link to a related CEU option for each session. Evidence Based Practice Needs Assessment (Research Team) objective is to identify the use, availability, and need for evidenced-based practices among nurses in federal agencies. The proposal was submitted to the N-PAC leadership for review in September 2012; feedback was incorporated. In 2013, the Proposal will be resubmitted to the N-PAC chair and Chief Nurse Officer (CNO) for review and approval. After review and approval (presumptive), the survey responses will be collected and submitted to leadership, as necessary, to identify improvements in the availability of EBP resources. This team will present a draft position paper to the CNO to consider related to collaboration between Federal agencies related to EBP resources for Federal nurses. This will be an effort to continue in 2013. In FY 2012, several abstract and poster development resources (Research Team) were identified as presented by experienced individuals and made available on the N-PAC web site. In addition, Research Team continues to examine the feasibility of the Research Repository to provide a repository for easy access and awareness of publications by Federal nurses. Nurses Guide to Nursing Research (Research team) which objective is to identify resources for Federal nurses related to the development of an idea or project that might be appropriate for a research proposal is also under consideration for FY 2013. In FY 2012, there was the Redesign of the Nurse Practice Team with the merger of premier Advance Practice Nurse (APN) Workgroup. The aim of this workgroup was 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. In 2013, this team will explore Educational Needs Assessment (Nurse Practice Team) and a communication strategy for evaluating and disseminating nursing practice topics/issues and policies. Other efforts in FY 2013 include: Re-design the Public Health Advocacy 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.

I would like to acknowledge the contributions of the agency representatives whose terms that are ending this FY. These officers include: CAPT Lisa Hogan, CDR Mei-Ying Li, LCDR Malini Krishnan, CDR Darin Burns, and LT Stacey McBryde. Additionally, I would like to announce the following changes in subcommittee co-chairs. CDR Darin Burns will step down as the Readiness and Response Subcommittee co-chair and replaced by CDR Nichole Chamberlain r.LT Stacey McBryde will be replaced by CDR Mike Krumlauf, Communications Subcommittee. LCDR Kevin Stump will serve as the new Awards subcommittee co-chair.

N-PAC September 2012 MINUTES

We have had a very successful year. I thank you all for your leadership and support during my term as NPAC chair. It was a pleasure serving with you.

I look forward to work with the new senior leadership led by CAPT Veronica Gordon as the Chair FY2013 and CAPT Madelyn Reyes as her secretary. I envision only great success as CAPT Gordon moves the category forward and on to greater heights. I would specifically like to acknowledge the work of the NPAC secretary CDR Hunter- Thomas who has been there every step of the way to ensure a smooth running of the NPAC operations, and the support and mentorship of RADM Nessler as the Chief Nurse. Finally, each and everyone one of you, I thank you and wish you continued success in your nursing career.