

**NORTH CAROLINA ORGANIZATION OF NURSE LEADERS  
2007/2008 Roadmap – February 2007 Update**

Gray = complete
Yellow = pending/ongoing
Green = Current Agenda Item

VISION	STRATEGIES	TACTICS	COMMITTEE	WORK	WHO	WHEN	
<b>NCONL members are recognized leaders in the design, implementation and evaluation of future patient care delivery models.</b>	Actively use the AONE Guiding Principles for Future Patient Care Delivery Systems to design, implement and evaluate future patient care delivery models.	Review, disseminate and incorporate the AONE guiding principles for Future Patient Care Delivery Systems and care for the elderly.	President-elect	Clarify the acceptability of including a link to the AONE Guiding Principles in the NCONL website.	Pam Rudisill	Complete	
			Information	Guiding principles for the elderly	Pam Rudisill	2007	
	Act as a leading knowledge and information repository on nursing leadership initiatives to design, implement and evaluate patient care delivery systems.	Regulatory agency guidelines.	Legislative	JCAHO and others	Brenda Summers	Ongoing	
	Promote the design and implementation of patient care delivery systems that are congruent with the diversity and health belief systems of local communities and their patient populations.	Develop position statement re diversity to be approved by Board.  Guiding principles	Diversity	Position statement developed. Post on NCONL website.  Incorporate AONE principles	Beverly Grayman Rich & Gail Lane	August 2007	
<b>NCONL is a leader in strengthening nursing leadership across the continuum of care and in all types of health care settings.</b>	Identify and actively promote the key competencies required for the success of nurse leaders in all stages of their careers.	1) Explore ANL hosting site in NC 2) Appoint active participant on Transition to practice	Leadership & Workforce	Representation on taskforce	Board Doris Esslinger	2007	
	Foster development of the leadership competencies required for successful nursing leadership practice.	Secure an active voice on the NCBON Continued Competency Task Force.	Board	Receive a report on the status of the Continued Competency Task Force	Debra Hernandez	Ongoing	
	NCONL members are leaders in promoting diversity in the nursing leadership profession.		Create a methodology to address diversity.	Diversity	Develop a committee mission statement. Incorporate AONE Diversity Principles	Beverly Grayman Rich & Gail Lane	Complete
				Diversity	Develop a methodology to assess current membership diversity.	Beverly Grayman Rich & Gail Lane	January 2007

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			Board	Receive an update from the committee and make recommendations for future direction.	Pam Rudisill Doris Esslinger	2007
			Diversity	Ensure revised membership application is posted on website and communicated to Christy at NCHA.	Beverly Grayman Rich & Gail Lane	January 2007
			Mentoring	Work out details to transition mentoring process to NCONL. Include links on the NCONL Website.	Bonnie Gray	November, 2005
<b>NCONL is a leader in creating positive and healthy work environments in nursing and health care.</b>	Advocate effectively in securing the resources needed to ensure an adequate nursing workforce in the future.	Review the Task Force on the NC Nursing Workforce report; facilitate communication of the results to the membership, and collaborate with other organizations to develop solutions. (NCHA)	President and ED	Work with NCBON, NCCN, & NCNA leadership to inquire about current status/activities related to addressing issues in the NC IOM Task Force report and report to the Board.	Pam Rudisill Doris Esslinger	2007
			Practice	Review recommendations from National and North Carolina IOM Task Force, actions of others in the State and recommend action plan to the NCONL Board.	Donna Wimberly & Gail Pruett	January, 2006
	Act as a leading knowledge and information repository on nursing leadership initiatives to design, implement and evaluate healthy work environments	Secure an NCONL voice on the NCNA Professional Practice Advocacy Coalition	Board	Gain appointment to the Professional Practice Advocacy Coalition.	Pam Rudisill	2007
			Past-President	Decision made to include a link to the Hallmarks project on the NCONL website.	Debra Hernandez	Complete
			Board	Participate in the NCHA Workforce Advisory Council	Gain appointment to the council	Donna Wimberly appointed
	Report committee actions/progress to the Board. Report provided at October Board meeting. No action required at this time. Donna will continue to participate in this committee	Donna Wimberly			October, 2005	

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	Publicly recognize and promote positive and healthy work environments.	Support the work of NCNA's Hallmarks of Healthy Workplaces project.	Finance	Develop a proposal of financial support for this project to be considered by the Board.	Sabrina Adkins	2007		
			Board	Secure Board member to Credentialing Committee	Board	2007		
<b>NCONL continuously creates new value in membership and engagement in the organization.</b>	Engage an increasing number of members as active participants in the ongoing work of the organization.	Assess and take appropriate action to improve operations of the organization.	Board	Re-evaluate NCONL mission statement.	Pam Rudisill & Board & ED	2007		
			Operations	Outline the organization's succession plan in more finite detail to include officers, committee chairs and District Representatives roles and responsibilities.	Board	2007		
			Board	Revise process to ensure District Reps receive notice of new memberships in their respective districts.	Board	January 2007		
			Program	Provide an attendee list at the annual meeting.	Pat Wilkerson & Elaine Smith	2007		
			Bylaws	Review	Ramona Whichello	2007		
			Bylaws	Post revised bylaws on NCONL website.	Ramona Whichello	2007		
			Board	Explore ways to formalize processes to document the organization's history.	Board	2007		
			President & Taskforce	Explore other state models of collaboration in employing an Executive Director. Report provided at the October Board meeting. Secure ED position 2007-2008	Eddie Beard Debra Hernandez Sabina Adkins Doris Esslinger	2007		
				Review Board self assessment and plan improvements in processes/communication for 2007	Pam Rudisill	2007		
				Ensure NCONL finances are managed in a fiscally responsible manner.	Board	Review and approve 2007 proposed budget and FYTD finance committee report.	Debra Hernandez	2007
					Finance	Develop 2007 proposed budget for consideration by the Board.	Sabrina Adkins	January 2007

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		Ensure effective organizational leadership, including adherence to the nominating process, timely Board appointments/ reappointments and review of member involvement and effectiveness.	President	Appoint a 2007 legislative chair.	Pam Rudisill	December 2006
			President	Appoint a 2007 Membership Chair	Pam Rudisill	December, 2006
			President	Appoint a 2006 Information Chair...	Pam Rudisill	October, 2006
			President	Plan and communicate 2007 Board meetings <ul style="list-style-type: none"> <li>January</li> <li>April</li> <li>August</li> <li>November</li> </ul>	Pam Rudisill	December 2006
			Nominating	Submit candidate names to the Nominating Committee chair by April 2007.	District Representatives	January, 2007
			Nominating	Prepare slate of candidates and present to the board.	Eddie Beard	April, 2008
			Secretary	Mail slate of officers to membership.	Bonnie Gray	May 2008
				Announce new Board at the annual meeting.	Pam Rudisill	Fall, 2008
		Host Annual Meeting.	Program	Secure site for annual meeting.	Pat Wilkerson & Elaine Smith	December, 2006
			Program	Post annual meeting info on website	Pat Wilkerson & Elaine Smith	March 2007
			Program	Secure vendors	Pat Wilkerson & Elaine Smith	May 2007
			Program	Secure speakers	Pat Wilkerson & Elaine Smith	January 2007
			Program	Develop program brochure	Pat Wilkerson & Elaine Smith	February 2007
	Secretary	Mail brochure	Doris Esslinger	June 2007		
	Grow membership in hospitals and health systems.	Increase membership 5% by August 2007.	Board	Set a target for increase in membership.	Board	October, 2007

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	Expand members beyond senior leadership in hospitals and health systems to include non-traditional markets, e.g., front-line nurse managers, nurse leaders in non-acute care settings.		Membership	Develop strategies to expand membership to the meet the intended target. Communicate plan to Board at the January meeting.	Membership Chair Debbie Grant	January, 2007
			President	Explore options for a North Carolina meeting at the annual AONE conference.	Pam Rudisill	April 2007
	Actively support a statewide network of local chapters through networking, information sharing and advocacy support.	Improve information sharing among membership.	ED	Establish a List serve for membership use.	Eddie Beard	Complete
			Information	Revise Website	Betty Brown	April, 2007
			District Reps	Prepare annual report for distribution at the November Board meeting.	District Reps	November 2007
			Board	Allocate \$ 500 to districts for use in facilitating work at the district level.	Sabrina Adkins	April 2007
			Finance	Report on use of allocated funds by individual districts.	District Reps	November 2007
	<b>NCONL promotes nursing leadership as a thriving profession whose members are valued as critical to the effective and efficient delivery of patient care within</b>	Increase perception of value in health care delivery systems, ensuring that nurse leaders are seen as capable, compassionate, and dynamic professionals who are dedicated to the delivery of high-quality and cost-effective patient care.	Relations with NCNA, NCBON, NCHA	Program & Faculty	1) Hallmarks 2) NCNA Practice 3) Transition to Practice - NCBON. 4) Incorporate research/evidence-based practice into annual meeting program.	Pam Rudisill Debra Hernandez Ramona Whichello Doris Esslinger
Voice the views and perspectives of the states' nursing leadership on critical health issues.		Gain appointment to and actively participate in statewide and/or national committee/task forces related to patient safety.	Board	Report to the Board on activity of the NCHA Center for Patient Safety and Hospital Quality.	Kathy Heilig	On-going
			Board	Gain appointment to and actively participate in the Task Force on the NC Nursing Workforce	Donna Wimberly	Summer 2005

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		Gain appointment to and actively participate in statewide and/or national committee/task forces related to workforce				
		Develop and publish position statements related to critical health issues.	Practice	Develop position paper in response to "Dirty Hospitals" article published in AARP magazine	Debbie Green	April 2007
	Foster the evidence-based practice of nursing leadership and the importance of sound research in the development of future patient care delivery systems and work environments.	Annual Meeting	Program	Incorporate annual meeting and position	Program	August 2007
<b>Create engaged membership of nurse leaders</b>	Develop survey tool and query all members regarding needs/expectations. Analyze and develop strategies to engage and increase membership	Survey results	Program	Develop strategic action plan.	Board	April 2007
	Increase the visibility of outstanding nurse leaders and their innovative achievements providing more recognition to NCONL's members.	Recognize and promote individual and organizational accomplishments and involvement.	Board	Make a decision re applying for 2007 AONE Recognition Award.	Board	January 2007
		Promote visibility of NCONL Board and members at statewide and national meetings or events.	President, Secretary, & ED	Communicate to Board and membership and post information to NCONL website re: AONE's Annual Meeting in Washington, DC	Doris Esslinger	January 2007
		Nominate and/or support NCONL members with an interest in serving in a state or national capacity, with an expectation that information from these	Board & Secretary	Recognize Pam Rudisill for election as AONE Region 3 Representative for term and include in NCONL "News" on the website.		April, 2005
			President	Provide AONE update to the Board.	Debra Hernandez Pam Rudisill Elaine Smith Brenda Adkins	August 2007

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			Board & Secretary	Recognize Debra Hernandez for election as AONE Nominating Committee member	President	October 2005