

REFLECTIONS ON THE 2022-23 YEAR

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TNA D9 Past President 2023-24



It was an honor and a pleasure to serve as President of TNA District 9 for the 2022-23 year. As we move into the 2023-24 year, I'd like to share my reflections and summary of the accomplishments of this important organization and the dedicated, excellent officers and Board of Directors who worked tirelessly to achieve so much on behalf of the members.

TNA D9 Strategic Plan

In fall 2022, the TNA D9 BOD met to establish a 5 year strategic plan from 2022-2027 and that plan revised in December 2022. The BOD has made great progress in accomplishing the goals and actions proposed in that Strategic Plan. So let's see how far we've come and explore next steps to ongoing promotion of the Strategic Plan.

GOAL 1: At the community level, promote standards of nursing practice, education, and services as established by ANA.

- Engage students in schools of nursing—most of the BOD and Membership meetings included students from various colleges and universities in the TNA D9 district. We signed forms validating their attendance and participation. In addition, colleges and universities have been contacted for student volunteers for the Nursing Celebration on November 10, 2023 at the Bayou City Event Center.
 - Next Steps:
 - When course assignments include student attendance at a professional organization meeting, encourage faculty to attend the meeting to validate their students' attendance and engage in meaningful discussion on the meeting.
- Provide schools information on the student roles and duties for the Nursing Celebration and inform them of the orientation process that will be provided. Partner with Rice University for MBA student internship assistants—A Rice University MBA student was selected to support TNA D9 and accomplish a project
 - Next Steps: Identify and implement the project by November 2023
- Establish membership committee with President Elect as chair:
 - A charter was drafted and a Membership Committee established
 - Increased Membership from 4296 in July 2022 to 4451 in May 2023 for a net gain of 155 members; had increased member attendance at the BOD and Membership meetings and addition of new members on the Nursing Celebration Planning Committee

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- Next Steps:
 - Review geographic areas to determine need for additional subdistricts
 - Add subdistrict representation to BOD in the TNA D9 bylaws
- Provide Welcome packet for new BOD members and Officers & publish on Google Drive:
 - A Welcome packet was created and published on Google drive along with other key documents.
 - Next Steps: Orient new TNA D9 Officers and BOD members to these documents and the organization.
- Use technology to drive interest in and support for TNA D9
 - Posted meeting announcements on social media and TNA D9 website as well as had Nurseify post announcements on their social media
 - Next Steps:
 - Determine how to leverage TNA; learn what districts have access to at the state level to support operation and membership
 - Review and revise TNA D9 website to enhance presentation and information
- Involve members as "Expert Advisors" to provide expertise and mentoring:
 - Held 4 "Dialog with the Expert" sessions – 11/2022, 1/2023, 5/2023, and 6/2023. Focus was on journey to leadership, including the mentoring and support provided and challenges that were overcome
 - Next Steps: Include "Expert Advisors" to provide expertise and mentoring on DEI, Research and Evidence Based Practice, Community Service, and Health Information and Policy Development to provide information to school districts, media, local government officials
- Recognize Outstanding Nurses in TNA D9 region
 - In March 2022 recognized 30 Outstanding Nurses and President's award and initiated the Lifetime Achievement Award
 - In November 2023 will recognize 20 Outstanding Nurses, Lifetime Achievement Award, and President's award and will initiate the Noble Nurse Award offered by Mike Calvert Toyota
 - Next Steps: For 2024 Nursing Celebration, hold luncheon with specialty organization or have summit meeting to discuss common issues and promote submission of candidates for awards.

Goal 2: Ensure adherence to ANA Code of Ethics

- Noted examples of application of ANA Code of Ethics in fall and winter newsletters
- Provided CNE presentation on "Nursing Ethics, Moral Distress and Criminalization of Nursing Errors" to Cizik SON STT chapter and at TCH Professional Summit with examples of how nurses meet ethical standards and solve ethical dilemmas
- Including support of ANA Code of Ethics in criteria for awards/recognitions provided in the annual Nursing Celebration
 - Next Steps:
 - Develop short (<3 minutes) vignettes on ANA Code of Ethics and publish on social media: TikTok; Instagram; SnapChat; Facebook; Website, etc.
 - Develop a Patient/Family Advisory Group and hold regular meetings to gather feedback and examples of nurses supporting ANA Code of Ethics

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- Invite accountant to present information at BOD meeting on not-for-profit organization budgeting; how foundations run; and what can be supported
- Provide research grants at each Nursing Celebration
- Have recipient of research grant present short research presentation into Gala

Goal 3: Support the legislative, practice and education programs of TNA and ANA

- Established Governmental Affairs /Political Action Committee and provided committee charter
- Provided legislative update for members with visit from Jack Frazee of TNA and Steven Powell's updates at BOD and Membership meetings
- Numerous nurses from TNA D9 attended Nurse Day at the Capital in February 2023
- Successful legislative session in 2023 with passage of key bills, including bill to prevent workplace violence for healthcare workers.
 - Next Steps:
 - Encourage students in courses on Policy Development to participate in GAC at state and D9
 - Share legislative issues and nursing policy positions and encourage support from variety of nursing organizations
 - Increase TNA D9 membership visibility in school board meetings and city councils—formulate policies, get on school board agendas, and present information at the meetings on issues such as mental health

Goal 4: Promote research in nursing, disseminate research findings, and encourage use of knowledge as the basis of nursing (Evidence Based Practice [EBP])

- Had graduate students present their EBP projects and research at end of Board Meetings and Membership meetings
- Supported research (surveys) and projects for 2 schools and one community volunteer project conducted by Aletha Savage.
- Highlighted TNA survey results in annual conference held in Houston
 - Next steps:
 - Share and use results of D9 research on racism in nursing to promote DEI
 - Provide research grants at each Nursing Celebration & have recipient of research grant present short research presentation during the November 10, 2023 Nursing Celebration

Goal 5: Serve as the local spokesperson for TNA D9 and nursing

- Conducted membership survey on Racism in the workplace; shared results at BOD meeting.
- Established DEI task force to promoting inclusion in TNA D9
- In 2022, held professional development program with panel of experts on DEI who shared ideas for promoting inclusion and belonging.
- Supported TNA Roadshow and Focus on Nursing Session in January 20223 as well as supported TNA's annual conference in Houston in June.
 - Next Steps:

- Identify and/or train potential spokespersons for potential issues

Goal 6: Promote and protect the economic and general welfare of nurses

- Surveyed membership on needs, resources and ideas for support from TNA D9 and shared results with TNA D9 BOD and membership
- Recognized outstanding nurses and community partners who supported nursing by providing awards at the annual Nursing Celebration
- Provided scholarships and grants to undergraduate and graduate students during the Nursing Celebration
- Partnered with 11 other organizations and several vendors (Education Fair) to promote D9 vision, mission and goals
 - Next Steps:
 - Hold Annual meeting with other organizations to share accomplishments, needs and opportunities to work together
 - Promote policy development to support the profession and health of the community
 - Provide outreach programs to promote health and participate in outreach programs provided by other organizations e.g. Unbound Houston
 - Partner with Mike Calvert Toyota on community project
 - Collaborate with organizations to promote health among nurses during disasters and pandemics
- Sustain TNA D9 organization:
 - Managed budgets—operational and foundation
 - Sustained physical office for organization's business profile
 - Planned for succession of Executive Assistant—converted title of position to Association Manager and drafted new job description that was reviewed by TNA COO
 - Next Steps:
 - Appoint Search Committee, complete revision of Job Description and hire new part-time Association Manager
 - Consider possibility of Executive Director position
- Increase visibility of TNA D9 activities and actions to support nurses:
 - Provided presentation to over 100 nurses at Houston City Health Department Professional Development Day on activities of TNA and TNA D9 and value of membership in ANA, TNA and D9.
 - Marketed TNA D9 activities in BOD and Membership meetings and professional presentations
 - Next Steps:
 - Market TNA D9 activities in small snippets on social media; promoted why nurses should join TNA
 - Include TNA D9 table and share actions and upcoming activities at a booth at conferences and summit meetings
 - Connect Mike Calvert Toyota slogan, "A place you take a friend", with nursing
 - Provide Job Fair in TMC: Include TMC and outlying organizations; use as fund-raiser for TNA D9

- Review and improve TNA D9 website to Develop and publicize compelling message on importance and benefits of being a TNA D9 member – “Why join and be active in TNA D9”

Goal 7: Promote and provide for the continuing professional development of practitioners

- Offer education programs as indicated by trends in nursing and requested by members
 - Established Professional Development Committee, appointed chair, and provided charter
 - Offered CE programs required for licensure renewal, Education Fair, and Conference on Domestic Partner Violence
 - Next Steps:
 - Establish mentor/mentee program
 - Include more small table discussions versus long presentations at conferences
 - Implement program with cancer prevention and care group

Goal 8: Provide TNA local nursing input on issues

- Next Steps:
 - Obtain input from membership on key issues, particularly those identified by TNA; potential list of issues provided in the Strategic Plan document.
 - Provide a TNA D9 mobile app and define need and use of TNA’s app for the D9

Well, as you can see, TNA D9 accomplished many of the activities to promote the 8 goals and yet there is still more to do. So please continue to participate and engage in TNA D9. I hope to see you at the next meetings, on committees and at professional development programs and conferences.