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#1

ACTION PLAN UPDATE.

THE NEW YORK STATE NURSES ASSOCIATION ACTION PLAN

1987 REVIEW AND UPDATE

#1

ACTION PLAN UPDATE

THE NYSNA ACTION PLAN - 1987 REVIEW AND UPDATE

Introduction

In fulfilling its purpose to represent the public's need for nursing care services in New York State, the 1982 Board of Directors of The New York State Nurses Association initiated a two-year Nursing Needs and Resources Assessment.

The assessment included review of trends, a membership questionnaire, review of existing relevant data and refinement of ideas in regular and special meetings of Association groups. A final report was made to the 1984 Voting Body.

In the ensuing years the Action Plan has been reviewed on a regular basis by the responsible organizational units. Progress reports have been prepared for the NYSNA Board of Directors annually.

This 1987 report of progress toward meeting the recommended actions and plans for future activities is consistent with the NYSNA Board of Directors wish to keep The New York State Nurses Association membership fully informed as to completed and planned activities.

Concerns related to the nursing shortage, including decreasing enrollments in schools of nursing and nurses leaving the nursing profession to pursue other careers, only highlight the imperative need to recommit ourselves to the underlying assumptions of the NYSNA Action Plan:

- . The people of New York State must have direct access to provision of nursing care services by highly qualified professional nurses.
- . Nursing must be a powerful influence in analyzing and planning health care services.

The nine action proposals remain vital in the pursuit of the Association goals and mission:

- . Expedite enactment of NYSNA's Entry Into Practice legislation.
- . Establish distinct scopes of practice for associate and professional nurses.
- . Strengthen statewide planning for nursing education to assure sufficient numbers of nursing personnel.
- . Assert control over nursing practice.
- . Undertake programs to consolidate and maintain nursing's position in its control of nursing practice.
- . Institute statewide planning mechanisms for nursing practice and services.
- . Promote the advancement of research in nursing.
- . Promote nursing as a professional service providing competent cost-effective client health care.
- . Strengthen bonds of association among nurses through participation in the professional organization.

#1

ACTION PLAN UPDATE

THE NEW YORK STATE NURSES ASSOCIATION

ACTION PLAN PROGRESS REPORT

SEPTEMBER 1987

Actions

1. Expedite enactment of NYSNA's Entry Into Practice legislation.

- a. Develop a written plan for NYSNA members' use in influencing other nurses, consumers and legislators to support the bill. Include information about sources of support and opposition as well as forces and factors facilitating and impeding enactment of the proposal.

b. Implement the plan utilizing activities such as:

- coordinated constituency based lobbying efforts
- networking with other organized nursing groups
- networking with consumer groups
- education efforts targeted at nurses, parents, high school students, guidance counselors, colleges and university officials
- target people for submission of articles and other informational notices to lay press (e.g., relevant events such as meetings, speeches, elections)

Group Responsible

NYSNA Council on Legislation

NYSNA Council on Legislation

Progress/Plans

Completed Spring 1986. New plan has been developed; implementation has begun.
Complete implementation of 1987 plan.
Review and revise 1987 plan for 1988 legislative session.

Special Entry into Practice project was completed June 30, 1986. Special legislative workshops have been held annually since December 1984. Special minority and nurse administrator lobby efforts have been carried out. Continue special lobby efforts, adapting to current circumstances.

#1

ACTION PLAN UPDATE

-2-

<u>Actions</u>	<u>Group Responsible</u>	<u>Progress/Plans</u>
2. Establish distinct scopes of practice for associate and professional nurses.		
a. Develop a written document defining the components of associate degree and professional nursing curriculums as distinctly different based upon current curriculum thought and previous NYSNA entry level work.	NYSNA Council on Nursing Education	A handbook for undergraduate nursing in New York State has been prepared by the Council. It includes sections on assumptions about nursing education characteristics; associate degree and baccalaureate nursing curriculum in N.Y. State; Behavioral Outcomes; Professional Practice needs of RNs; LPN to AN Transition, and selected references.
b. Publicize appropriate levels of skills related to nursing research corresponding to different levels of nursing preparation.	NYSNA Council on Nursing Research	Completed
c. Adopt standards that include minimum practice competencies for graduates of associate, baccalaureate, and clinical master's degree programs.	NYSNA Council on Nursing Education	The Council will address standards in 1988.
d. Identify settings where different scopes of practice for Associate and professional nurses are being investigated/demonstrated and give them visibility.	NYSNA Council on Nursing Practice	The legal definition of the practice of nursing will provide the framework.

#1

ACTION PLAN UPDATE

-3-

Actions

3. Strengthen statewide planning nursing education to assure sufficient numbers of nursing personnel prepared at the associate, baccalaureate, master's and doctoral levels.
 - a. Adopt ranges as guides for minimum and maximum numbers of graduates needed to be prepared at each level, annually.
 - b. Monitor validity of guiding ranges and current status annually; follow with appropriate action.
 - c. Enhance recruitment and retention of educationally disadvantaged students, many of whom are members of minorities, in baccalaureate (generic and post-RN) and higher degree education and in the practice area.
 - d. Promote adequate financial assistance for students in baccalaureate, master's, and doctoral programs through:

Group Responsible

NYSNA Council on Nursing Education

NYSNA Council on Nursing Education

NYSNA Council on Human Rights

NYSNA Council on Legislation

Progress/Plans

A new structure for the Statewide Planning Committee on Nursing Education has been proposed to improve regional NYSNA recruitment and retention and other NYSNA/nursing education activities.

Work on this action is in progress.

Enrollment information has been obtained where possible. A critical situation of falling enrollments has occurred.

Scholarship aid information has been compiled and is available without charge to all members. Resolution on recruitment and retention of minority students in schools of nursing was passed by 1986 voting body. A Council on Nursing Education/ Council on Human Rights subgroup reported to the Board of Directors on a plan of action. Place high priority on revision and update financial aid information.

#1

ACTION PLAN UPDATE

-4-

Actions

Group Responsible

Progress/Plans

3. Cont'd

- State and independent scholarship support
- Improved SUNY and CUNY support
- Improved private foundation support

e. Improve mechanisms for planning for nursing education through:

- systematic dialogue and cooperation
- joint planning

f. Establish a comprehensive plan to support the:

- 1) Phasing out of all basic nursing education programs not under the control of colleges or universities.
- 2) Establishing pre-nursing programs in SUNY Agricultural and Technical Colleges and in independent junior colleges; accommodate graduates of these programs in SUNY and CUNY generic baccalaureate programs.

3) Support

- Strengthening and appropriate expansion of existing baccalaureate programs

NYSNA Council on Nursing Education

NYSNA Council on Nursing Education

NYSNA initiated dialogue with ADN and BSN groups that has continued.

Use and promulgate available nursing education data.

This agenda will be discussed with the Executive Secretary of the State Board for Nursing. Plan strategies following meeting. Revise action statements accordingly.

A nursing program for RNs has been established at York College.

#1

ACTION PLAN UPDATE.

-5-

Actions

Group Responsible

Progress/Plans

3) Support (cont'd)

- Maintenance of baccalaureate programs designed exclusively for RNs
- Establishment of additional generic baccalaureate programs within SUNY and CUNY, especially in Northern and Northeastern planning regions.

Elmira College has submitted a proposal to the State Education Department for a generic baccalaureate program.

4) Establishment of public supported master's degree programs especially to service the Northern and Northeastern higher education planning regions.

SUNY Utica/Rome has established a program.

5) Establishment of additional doctoral education opportunities especially in the public sector in upstate New York.

Doctorate in Nursing Science program has been approved for SUNY Buffalo.

g. Provide the stimuli needed to implement the comprehensive nursing education plan.

NYSNA Council on Nursing Education

As indicated.

4. Assert control over nursing practice.

a. Accredited organizations of nursing service, assuring adherence to ANA Standards of Nursing Practice.

NYSNA Council on Nursing Practice

ANA is not planning to move in this direction at present. Persevere in bringing this to ANA attention.

#1

ACTION PLAN UPDATE

-5-

<u>Actions</u>	<u>Group Responsible</u>	<u>Progress/Plans</u>
b. Certify specialty nursing practice.		Council on Certification was deleted from Bylaws by the 1986 voting body. NYSNA will continue to critique ANA certification system and follow with recommendations.
c. Ensure nursing profession control of the preparation and function of any groups providing services within the scope of nursing practice.	NYSNA Functional Unit of Directors, Associates and Assistants, Nursing Practice and Services Program	A definition of "professional supervision" is being developed. Complete definition development. Work with State Education Department, Department of Health, Office on Aging and Department of Social Services nursing groups to improve standards.
d. Support the individual nurse in exercising professional autonomy as a condition of practice (e.g., guideline for all categories of nursing practice).	Clinical Practice Units	CPUs are planning ways to raise nursing consciousness. Education about use of the Nurse Practice Act through convention programming and <u>Journal</u> will be undertaken. Use existing data and pertinent literature.
e. Remove definitions and references to other professions from the Nurse Practice Act.	NYSNA Council on Legislation	
f. Modify state regulations that serve as a barrier to nursing practice.	NYSNA Council on Nursing Practice	NYSNA has influenced code changes for Primary Care Nursing, discharge planning, personal care aides and documentation by psych-mental health nurses in progress notes and the operation of diagnostic and treatment centers. NYSNA participated in a review of the revision to the Hospital Code (Section 405). Efforts continue to remove inconsistencies in the code and seek new privileges for nurses.
g. Promote accreditation of nursing education programs by an appropriate body of professional nurses.	NYSNA Council on Nursing Education	

#1

ACTION PLAN UPDATE

-7-

ActionsGroup ResponsibleProgress/Plans

5. Undertake programs to consolidate and maintain nursing's position in its control of nursing practice.

- a. Establish nursing as an independent competitor in the provision of health care services through alternate health care delivery:

NYSNA Council on Nursing Practice

The Task Force on Entrepreneurship prepared materials, conducted forums and a convention workshop and made follow-up recommendations. Consider providing direct consultation to the nurse-entrepreneurs by a qualified person. Consider an issue of the Journal of the NYSNA to feature relevant articles.

- b. Design organizational models and support the establishment of independent nursing services with special provisions for the underserved (e.g., community nursing centers).

NYSNA Council on Nursing Practice

A new ANA publication has been completed. Community Nursing Center legislation is a top priority of ANA and a top priority for NYSNA support.

- c. Work for allocation of a greater percentage of health care dollars to health maintenance and illness prevention through nursing services:

NYSNA Council on Legislation

ANA has been successful in influencing Congress on nursing and health care funding. NYSNA has actively supported ANA.

- maintain public funding levels for nursing in all areas of current allocation
- shift allocations to independently controlled nursing services from non-nursing allocations
- increase allocations for School Nurse-Teacher positions in primary and secondary schools
- increase allocations of funds for community health nursing position
- increase allocations for community health nursing education
- seek private funding for community nursing services

There is interest in moving school health from the State Education Dept. to the Department of Health. Continue to work closely with ANA. Work with CNPs in school districts and work with the clinical practice unit for School Health Nursing.

#1

ACTION PLAN UPDATE

-8-

Actions

- d. Promote legislative action to broaden reimbursement specifically for nursing services.
- e. Document nursing autonomy through such activities as court action and gaining recognition of nursing as a scholarly discipline, and increase consumer education of nursing.
- f. Promote the adoption of a professional model for nursing department autonomy and promote practice privileges for nurses.
- g. Promote nurses' direct accountability to clients through peer review, using validated outcome criteria based on ANA Standards of Nursing Practice where possible.
- h. Require current practice competency through:
 - continuing education
 - peer review systems
 - constructive inter-employer communication

Group Responsible

NYSNA Council on Legislation

NYSNA Board of Directors,
Council on Nursing Research,
and Department of Communica-
tions, Publications and
Public Relations

NYSNA Council on Nursing
Practice

NYSNA Council on Ethical
Practice

NYSNA Council on Continuing
Education; NYSNA Council on
Nursing Practice

Progress/Plans

Nursing Practice and Services has worked energetically to assist nurses to obtain 3rd party reimbursement. Progress is being made in obtaining Medicaid reimbursement. NYSNA legislative program contains relevant plank. Continue; and collect data regarding who is being reimbursed for what services.

1986 Convention voting body passed Resolution on Rights and Responsibilities of Nursing. Plans have been made to increase visibility of research at 1987 Convention. Special issues of Journal on advanced practice and research are completed. Plans are under way to make the Journal a peer-reviewed publication.

NYSNA will continue to work for nursing acquisition of practice privileges.

Nursing staff bylaws and a self-governance model have been updated. Peer review materials are currently being developed. Magnet hospital study will be used as a resource.

Nursing Practice & Services has an employment reference pack available. A position statement on c.e. was adopted by the 1985 voting body. Every Nursing Practice and Services Program unit is contributing to the peer review discussion. A special volunteer subgroup is responsible.

#1

ACTION PLAN UPDATE

-5-

Actions

Group Responsible

Progress/Plans

5. h. (Cont'd.)

The ANA peer review guidelines draft is currently being critiqued. Development of outcome criteria will be undertaken for independent practitioners.

- i. Promote establishment and use of resources for nurses who are victims of chemical dependency illness.

NYSNA Task Force on Alcohol and Substance Abuse in the Profession of Nursing

NYSNA member has been appointed to the Committee on Professional Assistance of the State Education Department. A peer assistance brochure was developed for wide distribution. Diversion legislation was supported. District Nurses Association networking is ongoing. The Council on Nursing Practice collaborated with the Task Force on a Position Statement on Drug Testing of Nursing Practitioners. The Task Force is cooperating with the Foundation of the NYSNA on a Peer Assistance Resource Proposal for Nurses' House.

- j. Assure adherence to the ANA Code of Ethics through appropriate nursing education, continuing education, establishment of committees on ethics, and participation in interdisciplinary committees on ethics.

NYSNA Council on Ethical Practice

A document addressing nurses' role in accepting, protesting or rejecting assignments is being developed.

- k. Increase public awareness of nursing's responsibility for health promotion and illness prevention through:

NYSNA Department of Communications, Publications and Public Relations

A resource directory of nurses in private practice is being prepared and will be available January 1988. Forms requesting members to send Report notice of newsworthy activities are generating a steady response. Information is being used in internal publications; coverage in external media is planned.

-Nurse participation in community projects and organizations (e.g., as consultants, referral resources, educators)

-attainment of leadership positions on community agency boards and community service boards

#1

ACTION PLAN UPDATE

-10-

<u>Action</u>	<u>Group Responsible</u>	<u>Progress/Plans</u>
6. Institute statewide planning mechanisms for nursing practice and services.		
a. Review, correlate and disseminate information about health problems, health needs, and distribution of nursing services. Update this information annually.	NYSNA Council on Nursing Practice	Data about nurse distribution will be updated. Existing data about health problems will be reviewed.
b. Establish priorities for nursing in relation to the need-distribution analysis. Update this annually.	NYSNA Council on Nursing Practice	Related to (a).
c. Foster preparation in generic, graduate and continuing education programs to meet identified societal needs for nursing.	NYSNA Council on Nursing Education	Participation at Guidance Counselors' Convention and Women's Career Opportunity Days. Distributed brochure <u>Nursing Education, A Guide-line to Registered Nurse Licensure</u> to guidance counselors.
d. Promote interaction between nurses and consumers to improve identification of consumers' needs.	NYSNA Consumer Advisory Council	The Council has paid particular attention to the NYSNA Legislative Program and has assisted consumers to better understand the Entry Into Practice Proposal and potential benefits for consumers. A resolution promoting nurses' involvement in community groups will be presented at Convention.
e. Ensure that the principle of equal rights of all people to health care is applied to statewide planning for nursing practice and services.	NYSNA Council on Human Rights	Council has been reviewing health care services for particular populations at risk including AIDS patients, the homeless, the elderly and teenage parents. Veterans' health problems and services will be added.

#1

ACTION PLAN UPDATE

-11-

Actions

- f. Promote nursing practice and services' efforts to fulfill identified consumers' needs.
- g. Promote provision of health programs within the workplace to address concerns such as employee health, occupational safety, stress and substance abuse.
- h. Influence public policy to plan for and promote comprehensive versus fragmented health care services.
7. Promote the advancement of research in nursing
 - a. Influence the nursing community to:
 - establish departments of nursing research within health care and educational institutions
 - utilize nursing research findings in clinical practice
 - publicize research findings in public meetings, public media and inter-disciplinary publications

Group Responsible

NYSNA Functional Unit of Directors, Associates and Assistants, Nursing Practice and Services

NYSNA Community Health Nursing Clinical Practice Unit and NYSNA Psychiatric/Mental Health Nursing Clinical Practice Unit

NYSNA Council on Nursing Practice and Council on Legislation

NYSNA Council on Nursing Research

Programs/Plans

Use of liaisons with significant consumer groups is under discussion. A joint meeting with consumer groups and the Consumer Advisory Council will be held.

Four statewide workshops funded by a Dept. of Labor grant were held. An issue of Journal will be devoted to occupational hazards. Two booklets related to Occupational Hazards in the Workplace and a sound/slide production were completed. ANA statement on alcohol and substance abuse was reviewed by the Task Force on Alcohol and Substance Abuse, Legal Counsel and the Council on Human Rights.

ANA is actively working on this. Review and support ANA work where appropriate. Work to obtain greater influence and recognition for nursing in NYS Dept. of Health.

A Center for Nursing Research has been established at NIH.

These are ongoing CNR interests.

New York State research abstracts are published annually in Journal. Program planning for the 1987 Convention includes a program on developing nursing research departments in health care settings.

#1

ACTION PLAN UPDATE

-12-

Actions

Group Responsible

Progress/Plans

- b. Increase funding of research through:

NYSNA Council on Nursing Research

Consultation on research methodology was proved at the 1986 Convention and will be again at the 1987 Convention.

- facilitating of consultation in methodology and grantmanship for researchers
- publication of sources of funding
- seeking funding for nursing research

- c. Ensure adherence to ethical guidelines that protect subjects, institutions and researchers.

NYSNA Council on Nursing Research

Council members have provided consultation. Ethical guidelines are adhered to in Clearinghouse abstracts accepted for publication and for presenters at Poster Sessions. ANA guidelines have been reviewed.

8. Promote nursing as a professional service providing competent cost-effective client health care.

- a. Seek public recognition of the economic value of professional nursing services and cost benefit to the public.

Council on Nursing Practice, Communications and Public Relations, and Consumer Advisory Council

Consider conducting a study of nurses' salaries by area of practice and geographic location.

- b. Assist nurses to recognize opportunities for nursing involvement in community activities.

NYSNA Department of Communications, Publications and Public Relations

Ongoing activity.

- c. Facilitate, encourage and actively support nurse appointments and elections to positions of influence.

NYSNA Board of Directors

Names of NYSNA members have been submitted for appointed and elected offices at the national, state, and local levels and this will continue. Accelerate.

#1

ACTION PLAN UPDATE.

-13-

Actions

Group Responsible

Progress/Plans

- | | | |
|---|--|---|
| d. Encourage and assist individual nurses to contribute to popular media - radio, TV, newspapers, magazines. | NYSNA Department of Communications, Publications and Public Relations | Increased participation planned. Workshops will be conducted. |
| e. Provide speakers about nursing to community groups. | NYSNA Department of Communications, Publications and Public Relations. | Exposure of NYSNA and nursing issues is increasing. A statewide speakers' network is being developed. Accelerate. |
| 9. Strengthen bonds of Association among nurses through participation in the professional organization. | | |
| a. Promote NYSNA visibility and productivity through member interaction via communications and public relations. | NYSNA Department of Communications, Publications and Public Relations | Increased exposure of NYSNA members via public media and in-house communications is being attempted. A biography/photograph file of NYSNA leadership is being established and will be maintained. |
| b. Develop and promote basic education and continuing education/staff development programs related to professional socialization and the professional organization. | NYSNA Council on Nursing Education; Council on Continuing Education | Functional Unit of Deans, Directors and Faculty, Nursing Education Programs, has discussed this. A special "faculty forum" is needed. |
| c. Promote membership as a mark of professional identity and equality. | NYSNA Department of Organization Services | Non-member populations have been identified. New materials have been developed including the <u>Function and Structure</u> brochure, and an updated sound/slide presentation. Increased promotion of NYSNA membership materials (cups, tote bags, shirts, etc.) Special convention membership recruitment activities are planned. |

#1

ACTION PLAN UPDATE

-14-

Actions

- d. Improve NYSNA's visibility and perception of relevance among practicing nurses.
- e. Promote the variety of membership benefits and options available through districts and the NYSNA.

Group Responsible

NYSNA Department of
Communications, Publica-
tions and Public
Relations

NYSNA Advisory Council

Progress/Plans

Report now covers more current events,
and member activities. Increased
coverage of in-depth topics will be
included soon.
New ideas are being sought.

District Nurses Associations
membership recruitment contest was
held.
Non-member Convention attendees are
being targeted for recruitment.
*Seek new ways to reach potential
membership.*