

Exhibit EP1.e

Nursing Shared Governance Topic for December 2013: Year in Review



As we move forward into the new year, we want to recognize and build on our accomplishments of this year.

Reviewing your local Shared Governance accomplishments for this year will allow your committee members and colleagues to see that your local Shared Governance process works and achieves important changes. The more your colleagues can make this connection, the more they will be engaged in your local Shared Governance.

← Check out our newly adopted Professional Practice Model! More on this below. Look for the ✱.

Central Shared Governance 2013 Accomplishments:

Expert Caring	<ul style="list-style-type: none"> Upheld Relationship-based Care as our care delivery system Began family presence at the bedside during resuscitation Developed a Professional Practice Model ✱ that connects with our Nursing Vision Statement
Empowered Leaders	<ul style="list-style-type: none"> Refreshed Shared Governance in January for inpatient and procedure areas Implemented Shared Governance in June for ambulatory settings Approved Night Shift Committee as a permanent Central Committee Approved Ambulatory Nursing Committee as a permanent Central Committee Endorsed Nursing Strategic Plan for 2014 – 2016
Quality Achievement	<ul style="list-style-type: none"> Improved on quality metrics (see page 3) Introduced Hand off of Care intervention and education Developed an RN/MD relationships action plan
Lifelong Learning	<ul style="list-style-type: none"> Held 1st Annual Certification Rally Hosted a Continuing Nursing Education Open House Held Nursing Summit with focus on SBAR and IDEAL and patient safety Held Leadership Forum Started Night Shift Education Series Created Operational Guidelines developed on Peer Review
Innovation	<ul style="list-style-type: none"> Introduced computers at the bedside to replace WOWs Held Evidence Based Practice Symposium Implemented Research Review and Recommendation Committee Implemented Chlorhexadine bathing Enhanced Telehealth capabilities Obtaining the Johanna Briggs Institute Evidence Based Practice package Designating 3W as an Innovation Unit

To Do This Month:

- Prior to your December committee meeting, make a list of your committee's outcomes for 2013 (Hint: use your Outcomes section of your minutes!) Share with your committee members and colleagues.
- Ensure your 4th Quarter outcomes reports are submitted to the PNSO by December 2nd.
- Review the new Professional Practice Model ✱ with your committee members and colleagues. See next page...print it, post it!
- Join us 12/12 at our Shared Governance Celebration, 9-11am, Dining Conference Rooms!



What is a Nursing Professional Practice Model? Why is it important?

A narrative cannot duplicate the understanding of an image. Professional Practice Models provide a visual representation of nursing's contribution in an organization. The model includes values and goals that define the professional nursing identity. The model captures the professional elements and relationships that define the complex role of the nurse.

The UVA Professional Practice Model:

Serving as the anchor for the model is our quality star. Encircling the star are words that represent our care delivery system, Relationship-based Care. This system identifies the three relationships at the core of the patient experience: the nurses' relationship to self, to colleagues and to patients and families.

Our model was developed by front line nurses using concepts from the UVA Nursing Vision Statement:

*As **Empowered Leaders**, nurses participate in decision making. Every nurse is a leader. Delivery of **Expert Caring** is at the root of every nurse's passion for our craft. **Innovation** is demonstrated through research, problem solving and collaboration. As **Lifelong Learners**, UVA nurses value education, certification and learning. **Quality Achievement** is our commitment to excellence and continued growth.*

These elements partner perfectly with the organizational goals; I Care, I Heal, I Build and the organizational values represented in R.I.S.E.



		Percent of Units Outperforming							
		Fiscal Year				Calendar Year			
		4Q12	1Q13	2Q13	3Q13	4Q13	1Q14	2Q14	3Q14
		2Q12	3Q12	4Q12	1Q13	2Q13	3Q13	4Q13	1Q14
Nurse-sensitive Clinical Indicators	Falls with Injury	61%	84%	84%	79%	74%			
	Pressure Ulcers Stage 2+	71%	77%	64%	91%	59%			
	BSI (NHSN)	50%	48%	60%	56%	76%			
	UTI (NHSN)	48%	23%	32%	33%	45%			
	Conscious Sedation (unplanned reversal)	95%	85%	100%	100%	95%			
Core Measure	Children's Asthma Care (CAC)	100%	100%	100%	100%				

		Magnet Category: Survey Question							
Patient Satisfaction - Press Ganey	Care Coordination: Staff worked together to care for you	56%	75%	77%	75%	71%			
	Courtesy and Respect: Friendliness/courtesy of nurses	52%	71%	75%	78%	75%			
	Responsiveness: Attention to special/personal needs/Our sensitivity to patients' needs	50%	60%	76%	69%	59%			
	Safety: Safety/security felt	69%	65%	65%	67%	68%			