• **Nursing Practice Council**

• **Nursing Education Council**

• **Nursing Research Council**

• **Nursing Quality and Peer Review Council**
Communications

Employee Satisfaction

Patient Satisfaction

Recreation and Leisure

Recruitment & Retention

Rewards and Recognition

Standards of Performance

Support Surveys
Nursing Practice Council

**Purpose:**
- To define the professional practice, roles and function of staff
- To define the Standards of Practice
- To define the Standards of Care
- To coordinate and communicate initiatives to Nursing Education Council for implementation

**Membership:**
- One Management Council representative
- One Educational Council representative
- Staff members from:
  - Carrie Tingley Hospital
  - Children’s Psychiatric Hospital
  - Mental Health Center
  - Pediatrics
  - Medical/Surgical
  - Critical Care
  - Women’s & Nursing Clinical Operations
  - Emergency
  - Ambulatory – Specialty and Primary Care
  - Diagnostics
  - Surgical Services

**Chaired by:**
Selected staff person with term of 2 years
Co-Chair
Nursing Research Council

**Purpose:**
- To organize and prioritize nursing evidence-based studies
- To develop an annual research plan
- To approve all evidence-based activities
- To assist in the development of research grant proposals and the publication of manuscripts and research studies
- To liaise with the HSC Human Research Review Committee Institutional Review Board

**Membership:** Interested clinical staff in research and evidence-based practice

**Chaired by:** Director of Research
Nursing Education Council

Purpose: To establish overall HSC education and unit-based education programs including orientation of staff
To coordinate student education with UNM and other schools that send students to UNMH
To implement practice and quality initiatives
To monitor and develop CAP initiatives

This council collaborates closely with the Nursing Practice and Nursing Quality and Peer Review Councils.
One member from the Education Council needs to sit on these two councils.

Membership: All clinical educators, Unit-based educators (UBEs), CNS’, Specialty Nurses and the Residency Program Director

Chaired by: Executive Director of Clinical Education or designee
Nursing Quality and Peer Review Council

Purpose: To establish priorities for nursing quality initiatives
To conduct and maintain oversight of peer review
To coordinate and communicate initiatives to Nursing Education Council for implementation

The Nursing Quality and Peer Review Council closely collaborates with the Nursing Practice and Nursing Education Councils.

Membership: One Nursing Management Council representative
One Quality Outcomes Management representative
Members from each area division

Chaired by: Executive Director for Quality Outcomes Management
Nursing Area Management Team

**Purpose:**
- To direct nursing services across the area division
- To provide information that impacts nursing practice and operations for the area and/or unit
- To develop operational implementation plans and assigns tasks
- To develop policy and procedure implementation plans
- To develop plans for meeting regulatory mandates

**Membership:** Executive Directors and Unit Directors of area division

**Chaired by:** Executive Director of area division
Nursing Area Shared Governance Councils

**Purpose:** Provides the structure for shared decision-making between area management and Unit Shared Governance Council representatives

**Membership:**
- Area Executive Director
- Unit Directors
- Unit Shared Governance representatives

**Chaired by:** Executive Director are area division
Nursing Unit Shared Governance Councils

**Purpose:** Provides the structure for shared decision-making between unit management and staff

**Membership:** All interested unit staff

**Chaired by:** the selected Unit Shared Governance Chair or Co-Chair
Nursing Executive Council

**Purpose:**
- To direct Nursing Services across the Health Sciences Center (HSC)
- To assign responsibility to individuals or groups of nursing staff members to act on improving nursing service performance
- To collaborate with hospital leaders to develop and provide patient care and services
- To oversee provision of high quality nursing care across the HSC

**Membership:**
- Executive Directors of
  - Ambulatory Special Services
  - Carrie Tingley Hospital
  - Children’s Hospital
  - Children’s Psychiatric Center
  - Education, Practice and Research
  - Emergency Services and Fixed Wing
  - Medical/Surgical
  - Primary Care and Outreach
  - Professional and Diagnostic Services
  - Quality Outcomes Management
  - University Psychiatric Center
  - Surgical Services
  - Trauma and Critical Care Services
  - Women’s Services

**Chaired by:** CNO
Nursing Staff Council

Purpose: To provide a venue for a formalized two-way communication between Nursing Administration and Nursing Staff

Membership: Representatives from nursing areas. Unit Shared Governance Council Chairs or Alternates.

Chaired by: CNO
Communications

**Purpose:** To gather and disseminate information to all staff
To establish and maintain guidelines for posting of communications throughout the hospital

**Membership:** Staff and Management

**Chaired by:** Selected
Employee Satisfaction

**Purpose:** To analyze annual employee satisfaction scores
To develop action plans with recommendations on how to improve the top overall organizational priorities
To develop and implement effective strategies for increasing the top priority score

**Membership:** Staff and Management

**Chaired by:** Selected
Patient Satisfaction

**Purpose:** To increase patient satisfaction scores by emphasizing “key words at key times”
To develop service recovery policies and practices for those patients whose expectations have not been met

**Membership:** Staff and Management

**Chaired by:** Selected
Recreation and Leisure

**Purpose:** To identify and implement opportunities for employees to join fun activities outside or work to increase team cohesiveness

**Membership:** Staff and Management

**Chaired by:** Selected
Recruitment & Retention

**Purpose:** To identify and implement new and creative methods for recruiting healthcare professionals
To examine hospital-wide retention issues
To develop ways to increase retention, particularly in areas that are “hard to fill” and areas that historically have high rates of turnover

**Membership:** Staff and Management

**Chaired by:** Selected
Rewards and Recognition

**Purpose:** To develop a process and ideas for building reward and recognition into the daily practices of leaders and employees

**Membership:** Staff and Management

**Chaired by:** Selected
Standards of Performance

**Purpose:** To create, implement, and sustain behavioral standards for all employees

**Membership:** Staff and Management

**Chaired by:** Selected
Support Surveys

Purpose: To support teams in delivery of surveys

Membership: Staff and Management

Chaired by: Selected
Nursing Management Council

**Purpose:**

To ensure standards of nursing practice are consistent with nationally recognized professional standards
To oversee consistent implementation of Human Resources policies
To provide input and oversight into plans for ensuring regulatory compliance with JCAHO, CMS, etc
To endorse plans for house-wide educational roll-out programs
To define the applications of nursing professional advancement and delivery of care models for UNMH

**Membership:**

All Unit Directors of units with nursing practice
Non-nursing area members to be lead nurses
Executive Directors
CNO

**Chaired by:**

Elected Unit Director
Co-Chair