

ANNA 2014-2015 Annual Report

Imagine, Believe, and Achieve

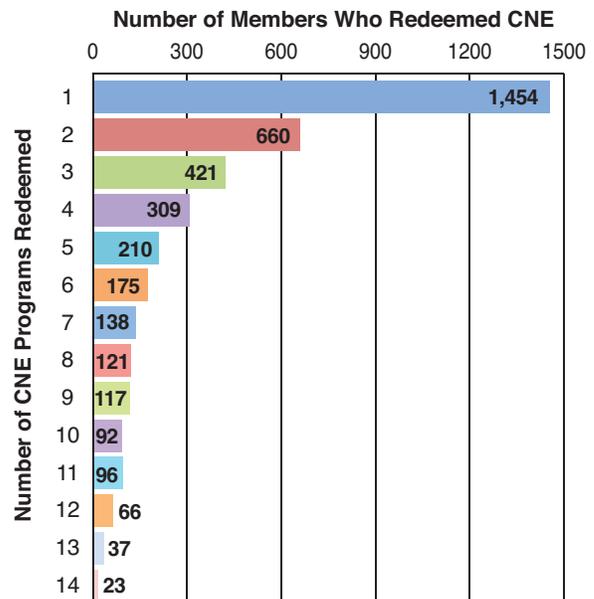
As your 2014-2015 ANNA President, it is an honor for me to highlight some of the achievements, activities, and challenges of our Association during this past year. With the revamping of ANNA's Strategic Plan in 2013, we have now completed our second full year of working within the goals and initiatives that were developed during the Board of Directors (BOD) planning retreat in February 2013. (See Strategic Plan on page 24.) Even though the BOD continues to review the Association's progress in achieving the strategies identified in each initiative of the Strategic Plan on a monthly basis, we also held a follow-up retreat this February to assess the document's relevance, usefulness, and clarity. Please watch for future updates to see if any changes occurred as a result of the February 2015 meeting.

Goals

#1: ANNA will provide member services that are outstanding in quality, accessible through a variety of modalities, and meet our members' needs.

- The Sixth Edition of ANNA's *Core Curriculum for Nephrology Nursing* was published in a new format (modules) and with a new look.
- An editor to revise ANNA's *Contemporary Nephrology Nursing* textbook is in the process of being selected. The book is scheduled for release in 2017.
- In collaboration with all of the nursing organizations that are managed by ANNA's management team, Anthony J. Jannetti, Inc., a sharing of free continuing nursing education (CNE) programs was implemented and is being offered two times per year. A total of 5.25 contact hours was available during the first offering.
- Several webinars were presented including the following:
 - "I Lobby and I Know It" presented by Health Policy Committee members **Sheila Deziel, Sheila Leander, David Walz, and Jim Twaddell**
 - "It's Only Skin Deep – Assessing Dermatology Conditions in the Individual with CKD" presented by *Nephrology Nursing Journal* Editorial Board member **Carol Headley**
 - "CMS Final Rule Update: What's New and Different for the ESRD Prospective Payment System/Quality Incentive Program for 2015 and Beyond" presented by Past Presidents **Donna Bednarski and Glenda Payne**
 - "Trends in Pharmacology: Medical Marijuana" presented by **Laura Borgelt**
- ANNA collaborated with the American Association of Colleges of Nursing (AACN) to present a webinar featuring Research Committee Chair **Tamara Kear** and *Nephrology Nursing Journal* Editor **Beth Ulrich** entitled "Integrating the Roles and Knowledge of Nephrology Nurses into Undergraduate and Graduate Education."
- An Educator Focus Group met at ANNA's Fall Meeting to discuss and recommend staff education needs.
- ANNA implemented a "Go Green" initiative, which offers members the option of choosing to receive the *Nephrology Nursing Journal* and *ANNA Update* electronically only (instead of paper) with their membership renewal.
- ANNA continues to offer monthly free CNE programs to our membership and maintains our Online Library to provide access to a variety of learning opportunities, including sessions presented and recorded at our annual National Symposium and Fall Meeting. These sessions provide additional CNE and pharmacology credits that can be accessed at the convenience of the user.

- The Online Library now offers two new educational opportunities: *CExpress*, which provides CE in 30 minutes or less, and an interactive program on "Test Taking Strategies."



A total of 3,919 ANNA members redeemed free CNE codes; 41% of membership redeemed at least one free CNE offering.

#2: ANNA will maintain a relevant, proactive, inclusive, and vibrant organization.

- A Virtual Lobby Day was held to increase advocacy efforts.
- ANNA joined forces with other organizations and signed onto and/or supported a variety of letters that either have had, or will have, the potential to impact nephrology-related issues.
- ANNA provided a response to the American Nurses Association for their revised *Code of Ethics for Nurses with Interpretive Statements*. The workgroup for the Code of Ethics revision included **Angela Kurosaka, Caprice Vanderkolk, and Andrew Vick**.
- ANNA was highlighted in a member spotlight in an Alliance for Home Dialysis article. **Susan Bridger** and **Sheila Doss-McQuitty** authored the article.
- ANNA provided comments to the Food and Drug Administration (FDA) regarding "Guidance for Industry Allowable Excess Volume and Labeled Vial Fill Size in Injectable Drug and Biological Products" and posted the letter on the ANNA website.

ANNA's Mission ANNA promotes excellence in and appreciation of nephrology nursing so we can make a positive difference for people with kidney disease.

Goals

- ANNA sent congratulatory letters to members who were identified as the top scorers on the 2013 Nephrology Nursing Certification Commission (NNCC) certification exams.
- The ANNA Research Committee, led by **Tamara Kear**, provided online comments to a "Dissemination & Implementation (D&I) Action Plan for PCORI-funded research that can guide efforts to speed implementation and use of evidence in clinical decision-making and practice."
- The Transplant Specialty Practice Network (SPN), led by **Diane Derkowski**, submitted support of 17 proposals to the Organ Procurement and Transplantation Network (OPTN) / United Network for Organ Sharing (UNOS).
- **Sharon Longton**, **Norma Gomez**, **Mike Cunningham**, and **Jim Twaddell** participated in Hill Day with Kidney Care Partners (KCP).
- National Secretary **Lynda Ball** was selected as a member of the Kidney Health Initiative (KHI) Vascular Access Workgroup Steering Committee.
- Nephrology Nurses Week Advisor **Lillian Pryor** was selected to be a member of the KHI Patient Preference Workgroup.
- Past President **Donna Bednarski** was selected to the KHI Vascular Access Workgroup Content Development Team for fistulas.
- The BOD approved the formation of an Educator Specialty Practice Network.
- The Patient Centered Outcomes Research Institute (PCORI) selected ANNA to receive funding for a grant project supported by ANNA. The clinical trial is titled "Treatment Options for Depression in Patients Undergoing Maintenance Hemodialysis."
- ANNA received the American Association of Kidney Patients (AAKP) Jenny Kitsen Patient Safety Award.
- Past President **Glenda Payne** was selected to serve on the Kidney Care Quality Alliance (KCQA) Testing/Feasibility Workgroup to review fluid management measure concepts in the areas of *Extracellular Fluid Volume Management*, *Ultrafiltration Rate*, *Dialysis Duration/Frequency*, and *Sodium Management*.
- Immediate Past President **Norma Gomez** was selected as a member of the Advisory Committee on the American Nurses Association (ANA) Barriers to RN Scope of Practice Professional Issues Panel.
- The Nominations Committee, led by **Peggy Nusser-Gerlach**, held a chapter voting contest to recognize the chapter with the highest percentage of votes during the national election.
- The Awards and Scholarships Committee, led by **Angela Kurosaka**, and the Research Committee, led by **Tamara Kear**, presented over \$75,000 in awards, scholarships, and grants to ANNA members and chapters.

Strategic Initiatives

ANNA's Strategic Initiatives are time-bound projects that cover multiple issues and may incorporate both of the above goals. Each initiative is designed to be multiyear, multidimensional, and measurable.

#1: Virtual Learning Community

- Based on the determination that a Learning Management System (LMS) would not be appropriate for ANNA, focus was placed on areas that could be improved within our existing website.
- A weekly schedule to check the functionality of the various links placed on the ANNA website was implemented.
- The ANNA website was re-skinned and de-cluttered. This process included improved and easier access for mobile devices.
- An *Ebola Update* page was established on the ANNA website.
- The ANNA Resource Corps (ARC) was revamped. The ARC has a new look and is easier to use.

#2: Excellence: Small Bytes and Full Tilt

- "Fast 15" learning modules, which offer quick educational opportunities, continue to be developed for the ANNA membership.
- Translating Research Into Practice (TRIP) sheets were developed by the SPNs on the topic of immunization. These TRIP sheets provide quick, evidence-based information regarding a variety of immunizations that should or should not be given within each nephrology subspecialty.
- *CExpress*, interactive sessions, were developed and are now available in ANNA's Online Library.
- Led by National Secretary **Lynda Ball**, an online nephrology certification review course is currently in development.

2014



APRIL

45th National Symposium,
Anaheim, CA

Launch of new and improved ANNA Resource Corps (volunteer database)

Nephrology Nursing
Journal
Journal of the American Nephrology Nurses' Association

MAY

Nurse Practice Acts article in
Nephrology Nursing Journal
ANNA responds to ANA Code of
Ethics for Nurses with Interpretive
Statements



JUNE

Virtual Lobby Day (June 10)
Webinar: I Lobby and I Know It

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Strategic Initiatives

#3: The Fire Within: Pursuing (Y)our Road to Success

- The Road to Success Strengths Assessment program was approved to be expanded to include committee chairpersons.
- Planning for the Health Policy Workshop scheduled for June 21-23, 2015, is well underway.
- Committee chairs participated in quarterly conference calls to increase communication among the various committees of ANNA.

- ANNA Federal Health Policy Consultant **Kara Gainer** represented ANNA in Washington, DC, at the Nurses Organization of Veterans Affairs (NOVA) meeting.
- Several different links were added to the ANNA website to give members quick access to health policy related issues and resources.

Patient Safety

In a landmark report titled "Patient Safety Culture in Nephrology Nurse Practice Settings," *Nephrology Nursing Journal* editor **Beth Ulrich** and Research Committee Chair **Tamara Kear** shared the results of a research study conducted with ANNA registered nurses working in nephrology patient care. With 979 responses received, this study provided rich qualitative and quantitative data and demonstrated the importance of this topic within nephrology nursing.

Learning, Leading, Connecting and Playing at the Intersection of Nephrology and Nursing

Led by **Sally Campoy**, the Conferences Committee planned the 2014 Fall Meeting in Savannah, GA, and the 46th National Symposium in Lake Buena Vista, FL. Due to the great success of the hands-on and audience response system sessions presented, these will continue to be offered. Biannual webinars are also developed by the committee.



ANNA Chapter Support Team (ACST)

The ACST, led by **Alice Luehr**, continues to work diligently to provide support to all of ANNA's chapters. The ACST is a great resource for any chapter assistance or guidance needed. Published quarterly, the ACST develops a newsletter titled *ACST Spotlight*, which offers a wealth of information to chapters. The ACST also has been integral in developing Fast 15s, presentations that provide resource information on a variety of topics in 15 minutes, as well as assisting to develop and pres-



ent sessions at the Volunteer Leaders Workshop (VLW) held yearly prior to the beginning of the National Symposium.

Specialty Practice Networks (SPNs)

Led by **Sheila Doss-McQuitty** for part of the year and now **Cheryl Groenhoff**, the SPNs offer resources, develop projects, and coordinate activities for the various nephrology specialties. This year the SPNs developed Translating Research Into Practice (TRIP) sheets for the various immunizations given within each subspecialty.



Task Forces

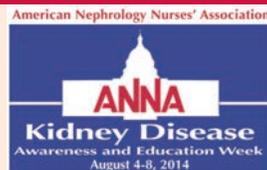
- **Chronic Kidney Disease (CKD) Modules.** Now complete, **Lesley Dinwiddie** led a team to update the CKD modules.
- **Virtual Chapter.** Led by **Nancy Smith**, this task force was asked to investigate the idea of a virtual chapter and provide information to the BOD about the interest, need, and feasibility of developing a virtual chapter. The pros and cons and potential options were provided to the BOD.
- **Glossary.** This task force, led by **Deb Hain**, is working to identify terms and definitions to be included in an ANNA glossary. The identified user of the glossary is a nephrology nurse and member of ANNA.
- **Nurse Sensitive Outcomes.** Led by **Carolyn Latham**, the task force regrouped and condensed and prioritized their initial recommendations. Five topics were identified to develop annotated bibliographies: Culture of Safety, Care Coordination, Functional Status (including Cognitive), Blood Stream Infection, and Patient Experience of Care.



Specialty Practice Networks

JULY

- Board of Directors meeting in Santa Fe, NM
- Board of Directors approves formation of Educator SPN
- ANNA receives PCORI funding for grant project on depression



AUGUST

- Kidney Disease Awareness & Education Week
- ANNA supports H.R. 5263, Living Donor Protection Act
- ANNA co-awarded the AAKP Jenny Kitsen Patient Safety Award



SEPTEMBER

- Nephrology Nurses Week
- ANNA responds to Proposed Rule on ESRD PPS and QIP

Collaboration

- As of this writing, several members were nominated to participate on a workgroup or expert panel. We wish them luck in being selected for these opportunities. The members are: **Elizabeth Evans** and **Deb Hain** for the National Quality Forum Renal Quality Measures; **Jennifer Payton** and **Monet Carnahan** for the Centers for Medicare and Medicaid Services (CMS) ESRD Vascular Access Technical Expert Panel; and **Jenny Bell** and **Linda Wright** for the CMS Transplant Technical Expert Panel.
- **Canadian Association of Nephrology Nurses and Technologists.** President-Elect **Cindy Richards** attended the annual meeting as ANNA's representative.
- **Kidney Health Initiative.** President **Sharon Longton** represented ANNA at the annual meeting.
- **American Society of Nephrology (ASN).** Executive Director **Mike Cunningham**, President **Sharon Longton**, and President-Elect **Cindy Richards** represented ANNA at ASN Kidney Week 2014. During the meeting we also had an opportunity to meet with representatives from the Renal Physicians Association, American Kidney Fund, National Renal Administrators Association, Nephrology Nursing Certification Commission, Baxter, American Society of Nephrology, Kidney Health Initiative, and American Association of Kidney Patients. Members from ANNA's Keystone Chapter graciously volunteered to staff the ANNA booth. Prior to the meeting, ASN convened the 2014 Summit of United States Kidney Organizations in which ANNA participated.
- **American Nurses Association.** Immediate Past President **Norma Gomez** represented ANNA at the annual Membership Assembly.
- **Kidney Care Partners (KCP).** ANNA Federal Health Policy Consultant **Jim Twaddell** from Drinker Biddle & Reath and President **Sharon Longton** attended the quarterly KCP meeting as ANNA's representatives.

ANNA Member Spotlight

Felicidad Green, BSN, RN Baltimore Chapter #101



Felicidad Green is the head nurse at the dialysis unit at Walter Reed National Military Medical Center in Bethesda, MD. A nephrology nurse for the past 15 years, Felicidad has found that her love of nephrology continues to grow. She enjoys being able to focus on one specific disease and having the ability to provide quality care. To her, quality care encompasses unhurried physical assessment, patient teaching, having personal relationships with her patients, and the mentoring and camaraderie she receives from other dialysis nurses. These aspects all contribute to her sense of belonging and purpose.

Even with her 15 years of experience, Felicidad does not believe she is an expert since she is always learning. For example, Felicidad found the special focus issue on kidney transplantation in the November/December 2014 *Nephrology Nursing Journal* very enlightening and enjoyed reading every single article. She states that she never tires of learning how each subspecialty intersects with the other.

Felicidad has participated in letter writing to her elected officials and was elated when she received responses. As of this writing, she is scheduled to represent ANNA at the Nurses Organization of Veterans Affairs (NOVA) meeting in Washington, DC, in February 2015. She is excited to have this opportunity and we look forward to hearing about her experience. We greatly appreciate you, Felicidad!



OCTOBER

- Educator Focus Group meets at the Fall Meeting, Savannah, GA
- Groundbreaking study on patient safety culture published in *Nephrology Nursing Journal*
- Ebola Update link established on ANNA website



NOVEMBER

- Fall Webinar: Assessing Dermatology Conditions in the Individual with CKD
- CEAB creates online tutorials to facilitate CNE application process



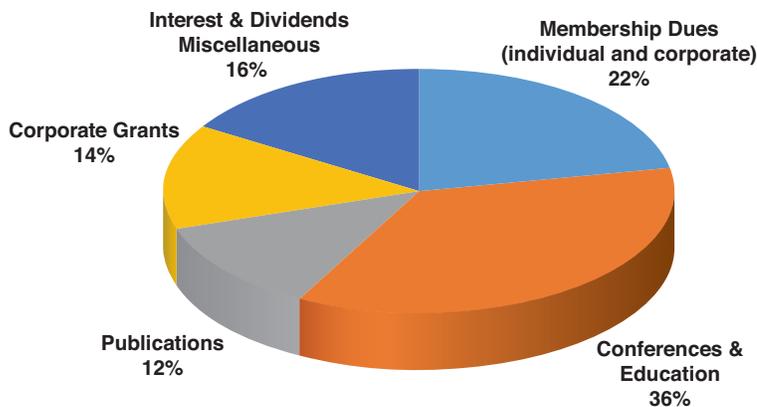
DECEMBER

- ANNA website re-skinning completed
- ANNA signs onto comment letter on the ESRD Measures Under Consideration

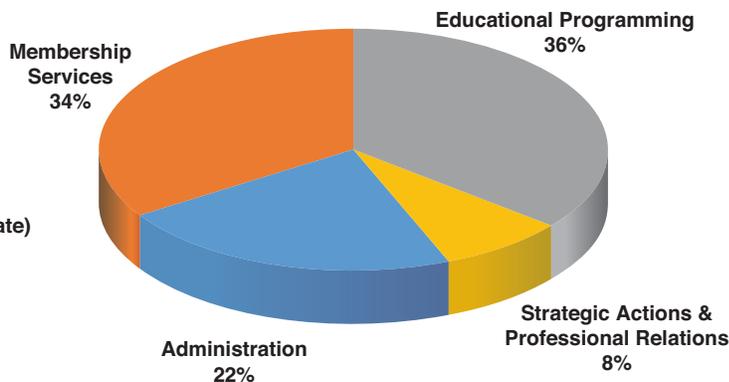
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Financials

2014-2015 Revenues



2014-2015 Expenses



Summary

This year has, indeed, been a magical journey. Beginning the year in Anaheim, CA, by Disneyland and completing the year in Lake Buena Vista, FL, at Walt Disney World, I have been constantly reminded of the amazing people who comprise and support our organization. The successes, challenges, and laughter that we have experienced as individuals and as an organization have been nothing short of astounding. There is no realistic way to summarize everything that has been accomplished by those who work behind the scenes and those who have readily accepted challenges, either on their own or with a group, but I thank each and every one of them.

You play an integral role in ANNA. Whether you provide support by remaining a member, spreading the word about what we do, or becoming involved in the various opportunities available, you are important! We listen to you and



although we may not be able to act on every suggestion presented, we always want to hear what you have to say.

As we continue to face the challenges the future holds, I have the profound belief that we will continue to be successful. Just as there is magic in Disney, there is magic in ANNA. And YOU make us magical! I am honored to have served as your President this past year and to be a part of this organization.

It's not magic that makes Disney work; it is the way the Cast works that makes Disney magical.

Lee Cockerell

Sharon Longton, RN, BSN, CNN, CCTC
2014-2015 ANNA National President

2015



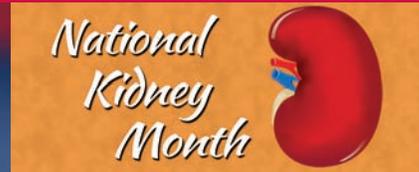
JANUARY

ANNA launches Go Green initiative



FEBRUARY

Webinar: What's New and Different for the ESRD PPS / QIP for 2015 and Beyond?
Webinar: Trends in Pharmacology: Medical Marijuana



MARCH

National Kidney Month
AACN/ANNA Webinar: Integrating the Roles and Knowledge of Nephrology Nurses into Undergraduate and Graduate Education

ANNA Member Spotlight

David Walz, MBA, BSN, RN, CNN Greater Minnesota Chapter #329

As the program director at the CentraCare Kidney Program in Central Minnesota, Dave has been involved in the business and operations development within dialysis for the past 19 years. Holding a bachelor's degree in Nursing and Elementary Education as well as nephrology certification and a Masters in Business Administration, Dave regards high quality education for staff, elected officials, patients, family members, and himself as one of his priorities. Including participation in research to support evidence-based practice, Dave is involved in a number of other activities to show it!

A member of ANNA since 1997, Dave is the current treasurer of his local chapter and the Chair Designate of the Health Policy Committee. On the advocacy homefront,



Dave has worked with other chapter members to organize elected official visits to dialysis centers. This past year alone, six successful visits were conducted! These visits helped to educate officials on important topics such as ESRD funding, mental illness, transportation challenges, low volume payment adjustment, and the use of the Dialysis Facility Compare Star Rating System in dialysis facilities. And outside of ANNA, Dave serves on the Executive Board of Renal Network 11 and is chair of his local school's Board of Education.

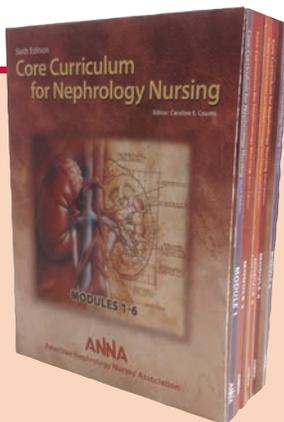
Dave's involvement and advocacy efforts epitomize the mission of ANNA: *"to promote excellence in and appreciation of nephrology nursing so we can make a positive difference for people with kidney disease."* Thanks, Dave, for all you do!

ANNA Collaborative Partners

- | | | |
|---|---|--|
| Agency for Healthcare Research & Quality | Coalition for Supportive Care of Kidney Patients | National Kidney Foundation (NKF) |
| Alliance for Home Dialysis | European Dialysis and Transplant Nurses Association / European Renal Care Association | NKF Kidney Disease Improving Global Outcomes |
| American Association of Kidney Patients | Forum of ESRD Networks | National Quality Forum |
| American Kidney Fund | Quality Conference Planning Committee | National Renal Administrators Association |
| American Nurses Association | Health Policy Coalitions | National Student Nurses' Association |
| American Society for Apheresis | Joint Commission | Network of New England Healthcare Associated Infections Collaborative Advisory Committee |
| American Society of Association Executives | Kidney Care Partners | Nephrology Nursing Certification Commission |
| American Society of Nephrology | Kidney Community Emergency Response Coalition | Nurse in Washington Internship |
| Association for Advancement of Medical Instrumentation | Kidney Health Initiative | Nursing Organizations Alliance |
| Association for Vascular Access | Healthcare Information & Management Systems Society | Patient-Centered Outcomes Research Institute |
| Canadian Association of Nephrology Nurses & Technicians | National Association of Nephrology Technicians/Technologists | Renal Physicians Association |
| Centers for Disease Control and Prevention | National Kidney & Urologic Diseases Information Clearinghouse | Technical Expert Panels |
| Centers for Medicare and Medicaid Services | | United Network for Organ Sharing |



APRIL
46th National Symposium,
Lake Buena Vista, FL
Core Curriculum for Nephrology Nursing
(6th Edition)



The world cares very little about what a man or woman knows; it is what the man or woman is able to do that counts.

– Booker T. Washington

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2014-2015 Board of Directors



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Sharon Longton, BSN, RN, CNN, CCTC
Southgate, MI



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American Nephrology Nurses' Association

Learning, leading, connecting, and playing at the intersection of Nephrology & Nursing.

2013-2015 Strategic Plan

The nephrology environment is in a sea of change, and to be a vibrant, robust association, we must change as well. ANNA needs to look at new and innovative ways to both meet the needs of our members and help members best serve our patients. Our strategic plan will guide us in moving forward together.

Mission Statement

ANNA promotes excellence in and appreciation of nephrology nursing so we can make a positive difference for people with kidney disease.

Tagline

ANNA: Learning, leading, connecting, and playing at the intersection of Nephrology & Nursing.

Core Beliefs

As individual members of ANNA and together as an organization, we intend to act consistently with our core beliefs that:

1. Nephrology nurses have an opportunity and responsibility to enhance the quality of care delivered to people with kidney disease.
2. ANNA as an organization has the responsibility to provide sound educational programs necessary to develop, maintain, and augment competence in practice, and that we as individual practitioners have the responsibility to continue to deepen our knowledge, sharpen our skills, and develop our competencies.
3. ANNA must support research to develop evidence-based practice, as well as to advance nursing science, and that as individual members, we must support, participate in, and apply evidence-based research that advances our own skills, as well as nursing science.
4. Because patients benefit from a team approach to patient care, we must support and engage in interdisciplinary collaboration that results in higher quality patient care and more cost-effective health care delivery.
5. We benefit as an organization and as individuals when we embrace and nurture diversity in all of its dimensions.
6. Nurses must be respected in the workplace, and ways of demonstrating this respect are to support them in their professional growth and employ them at their highest level of education and training.
7. ANNA must provide nurses with leadership opportunities, and nurses need to seize opportunities to develop and polish their leadership skills.

Operationalizing the Plan

We identified these strategic issues:

- | | |
|----------------------------|---------------------------|
| A. Education | G. Board Culture |
| B. Evidence-Based Practice | H. Membership |
| C. Advocacy | I. Diversity |
| D. Leadership | J. Financially Robust |
| E. Organizational Identity | K. Strategic Partnerships |
| F. Technology | |

Which are addressed in the following goals and initiatives:

Two Goals

Goal #1 — ANNA will provide member services that are outstanding in quality, accessible through a variety of modalities, and meet our members' needs.

Goal #2 — ANNA will maintain a relevant proactive, inclusive, and vibrant organization.

Three Initiatives

Initiative #1:

Virtual Learning Community

Initiative #2:

Excellence: Small Bytes and Full Tilt

Initiative #3:

The Fire Within: Pursuing (Y)our Road to Success

Desired Outcomes of Strategic Plan

ANNA will have more members and have them be better informed, more engaged, and more committed to ANNA, as well as more diverse in age, race, gender, professional levels, and subspecialties.