

ENA TEAM TALK

1st Edition: 2023 | January 13, 2023

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A Word from Nancy

It felt like just yesterday we were welcoming in 2023 and wishing each other a happy new year, yet, somehow already, mid-January is here. Just as we turned the calendar page to January, the buzz of a fresh start was noticeable. New faces have joined us. New initiatives are taking shape. New ideas are flowing. All of this sets the tone for another great year of ENA growing its impact in supporting our emergency nurses in the incredible work they do and continuing to advance excellence in emergency nursing.

While it is exciting to look ahead, it's also important to recognize the difficult and uncertain world and environment we are operating in. If we've learned anything from recent years, continuing to remain flexible and adaptable in supporting our team and our members will be at the core of all we do, and it will continue to guide us in doing amazing work, no matter the circumstances.

Next week's All-Staff Meeting is a perfect opportunity for staff to come together in the office to kick off another great year ahead of us. It's your chance to learn about ENA's goals for 2023, hear what your peers are working on and be reminded of the important role each of you plays in our collective success. Plus, as you'll see elsewhere in this issue of Team Talk, you'll also have a chance to have a little fun beforehand with ENA's special interest groups. Overall, I look forward to seeing all of you - our amazing and talented staff - gathered here, the home of emergency nursing, to kick off what will certainly be another tremendous year for ENA.

Key Dates

Jan. 13 - Early Out (Holiday Head Start)

Jan. 16 - ENA Office Closed - Dr. Martin Luther King Jr. Day

Jan. 19 - Q1 All-Staff Meeting

Jan. 27-29 - ENA Leadership Orientation 2023 - Scottsdale, Arizona

HR Updates

All-Staff Meeting - The Q1 All-Staff Meeting takes place Thursday from 2-3 p.m. in the café. As a reminder, these quarterly meetings have shifted from a hybrid design to an event with an expectation of in-person attendance and a requirement for presenters and recipients of recognition to be in the office to participate. Please contact your supervisor if something arises that keeps you from being in-person for the meeting.

The in-person approach creates an enhanced experience for all staff members and will be accompanied by other activities prior to the meeting for social engagement and fun with your co-workers. Please note, there will not be a Zoom option, but the meeting will be livestreamed on ENA Workplace. Please contact Nan Norman-Williams with any questions about accessing Workplace or watching the meeting livestream.

Welcome to the Team - Pamela Kelly joined ENA as the new Member Engagement Specialist on Jan. 3 reporting to Merrill Green. Prior to ENA, Pamela worked at Northwestern Medicine as a credential verification specialist, school nurse for Saint Viator High School and District 214, and operating room charge nurse at Loyola University Medical Center. Pamela lives in Arlington Heights with her three children, two dogs and a cat. When she's not working, she enjoys watching her children participate in multiple activities, cooking, reading, vacationing, watching NHL Games, football games and relaxing with a good TV series or movie. We are excited to welcome Pamela to ENA!



Now Hiring

ENA continues to grow, and the HR team is happy to share the following exciting opportunities:

- [Senior Financial Analyst](#)
- [Communications and PR Specialist](#)
- [Research Specialist](#)
- [Product Manager](#)

If you're interested in a role, submit your resume and [application](#) to [HR](#). If you know someone who is qualified, encourage them to apply via [ADP Applicant Tracking System](#). You can also help ENA recruit by posting on LinkedIn using #WorkAtENA.

Interest Groups

Check out the list of available groups by scanning the QR code below:



New *ENA Connection* Managing Editor Maya Norris joined ENA on Jan. 9. Prior to ENA, Maya worked as a writer and editor for the Active Transportation Alliance, a nonprofit that advocates for walking, bicycling and public transit in metropolitan Chicago. Additionally, Maya worked as the managing editor for Global Cosmetic Industry and ProFood World Magazine, creating editorial strategies and compelling content. Maya has multiple areas of strength, including reporting, writing and editing for print publications and digital platforms, video, social media and events and project management. Maya lives in Chicago's Lakeview neighborhood. When she's not working, Maya likes to check out the latest restaurants, read, travel internationally, cook, learn Japanese and play chess. Please welcome Maya to ENA and PRC!

Follow The Flame – Know someone who demonstrates ENA's core values and culture attributes? Get a head start on Q2 and nominate someone who exhibits that outstanding behavior. Email completed nomination form to: humanresources@ena.org.

The nomination forms can be found on the COMMON drive at: <H:\COMMON\Human Resources\ADP Documents\Follow the Flame>

Performance Review Process Reminders – Current State: Self-reviews should be completed and submitted. HR will be sending an email reminder for any self-reviews that were not completed by Jan. 6.

Next Steps:

- Managers Complete Review – due Jan. 26
- Employee Conversations to take place later in February

If you have questions or would like additional information, log into ADP and check out the [Self Review Guide](#) or reach out to HumanResources@ena.org.

W-2s Now Available – W-2s are now available for pick up in the HR Suite through Jan. 26. If you are not able to pick up yours directly from HR by that date, it will be sent your home mailing address.

This is also a good time to confirm your personal information in ADP, including address and phone number, to ensure all information is correct to start the new year.

Additional Vacation Rollover - In November, when the new holiday schedule was announced, it was also mentioned that there would be an increase in vacation rollover for 2022 due to the timing of the announcement.

For this year only, any employee rolling over more than 120 vacation hours is eligible to roll over up to three additional vacation days. If you had more than 120 hours to roll over, you will be granted back up to 24 hours based on the balance you forfeited. For example, if Bobby had 130 hours at the end of 2022, he will be granted back 10 vacation hours. If Janice had 148 hours at the end of 2022, she will receive 24 hours back.

These extra rollover days will be populated in ADP under “ENA Special Days” and will be available to use through Quarter 1 of 2023.

Interest Group Spotlight – Mark your calendars for the next Interest Group Activities Fair where you can expect food, games, arts and crafts, reading, wellness, beer and philanthropic interests. More information will be coming next week.

- Date: Jan. 19
- Time: Noon-1 p.m.
- Location: Training Room

Mission Moment

At the end of 2022, Congress passed an omnibus appropriations bill, which provided funding for much of the federal government for fiscal year 2023 to avert a government shutdown.

ENA Government Relations became aware that this “must-pass” bill was one of the very few major pieces of legislation that would be considered by Congress in the second half of last year. Therefore, we knew that one of the few opportunities to advance ENA’s legislative goals involved trying to add some of our own priorities to this bill.

With the help of grassroots ENA members and coalition partners, we began reaching out to key members of Congress to advocate on behalf of both our legislative and funding priorities. This involved a combination of direct lobbying with congressional staff, Representatives and Senators, as well as utilizing our EN411 Action Network to send hundreds of letters from emergency nurses to House and Senate offices.

This resulted in some important successes for ENA and emergency nursing:

- Important provisions of the Effective Suicide Screening and Assessment in the Emergency Department Act were enacted into law through the expansion of an existing HHS suicide prevention program.
- Several existing federal trauma support programs were extended for five years. Further, important changes were made to enhance coordination between trauma centers and EMS providers and expand grants to improve trauma care in rural areas.
- The Alternatives to Opioids in the Emergency Department program, which is an evidence-based, acute pain management program that focuses on treating patients in the ED with severe pain without using opioids was continued and provided with additional funding.
- Many of the ENA-supported health care programs saw significant increases in funding, including the MISSION Zero program which integrates military trauma teams, including emergency nurses, into civilian trauma centers. This program saw a 100 percent increase in funding versus 2022!

These achievements could not have been realized without the hard work of numerous health care coalitions that we work with, including the Mental Health Liaison Group, the Nursing Community Coalition and the Trauma Coalition. In addition, ENA partnered with individual organizations, such as ACEP, ANA and the American Foundation for Suicide Prevention in advocating for these important programs.

Lastly, this Mission Moment represents to me the ability of different parts of ENA, especially the Communications and PR team, our state Government Affairs Chairs and other member-advocates to work together and support ENA’s advocacy efforts. A special thanks to Washington State ENA members for their assistance in meeting with the office of Sen. Patty Murray, the HELP Committee Chair, to advocate on behalf of the ENA-supported ED suicide screening bill. – **Richard Mereu**

Department Highlights

Business Development - The Business Development team is back on the road, building in-person relationships by visiting hospitals and attending national and local events. Doing so has increased product sales for Emergency Nurse Residency Program, ENA University pathways, ENA Triage Curriculum, GENE and more. We are seeing significant interest in the Triage Curriculum from hospitals, particularly those within the Veterans Affairs system.

We kicked off 2023 at Advocate Lutheran General Hospital with in-person ENRP onboarding. Lutheran General is the second Chicago-area and Advocate Health hospital to implement the residency program. Additionally, ThedaCare has signed a two-year ENRP agreement for seven hospitals in Wisconsin.



DEI - Have you ever been to Italy and taken a ride on a gondola? Did you know that the occupation of the gondolier is a nearly 1,000-year-old male-dominated tradition? In 1996, Alex Hai became Italy’s first female gondolier and more recently made history by becoming the first transgender gondolier. This is his story. [Listen here.](#)



Government Relations - On Wednesday, Illinois Gov. J.B. Pritzker signed into law a ban on assault weapons and high-capacity ammunition magazine. This bill follows the July 4 mass shooting in Highland Park which resonated deeply among ENA staff members. Thank you to Illinois ENA leaders for contacting their state representatives and state senators to encourage passage of this law. – **Rob Kramer**