



Business Officers of Nursing Schools
A Network of the American Association of College's of Nursing (AACN)

Spring 2008 Newsletter

BONUS Chair Report: Coming of Age

This report is in two parts: the first, “BONUS in Boston,” pertains to our 23rd Annual Meeting this April; and the second, “BONUS - Coming of Age,” is a reflection on BONUS as an organization.

BONUS in Boston

I hope you can attend the big annual BONUS event, our 23rd Annual Meeting in Boston at the Omni Parker House Hotel from Wednesday, April 23rd - Friday, April 25th, 2008. BONUS members work in a range of institutions from small to large, both public and private and are responsible for the range of fiscal and administrative responsibilities from budget and accounting to facilities, human resources, IT, clinical affairs, grants management, administration, and so on. One of the challenges of producing a conference for people working in such diverse roles within this wide range of institutions is to present programs that speak to everyone. The officers, committee chairs and committee members have excelled at this over the years and our Boston Annual Meeting carries on this tradition. Everything that is on the program should prove to be interesting, informative and worthwhile with general sessions speaking to everyone, and breakout selections where everyone should be able to find at least one breakout topic that addresses relevant concerns to your work situation (and if only one, you may be fortunate, as sometimes it's very difficult to narrow down the selection to just one).

If you've attended a BONUS Annual Meeting or two (or ten/fifteen/twenty), you know how powerful it can be to assemble with your peers, hook up again with your colleagues (who most likely have become friends), and participate in the sessions and the extra-curricular activities including the Thursday group dinner, Chair's reception, Wednesday small group dinners, and morning walks. (Anyone for a 7 a.m. stroll or two? I'll be there both mornings along with Lynn Shull from South Carolina, perhaps Pat Burke from Penn, and others). We have our usual wonderful and diverse array of topics representing career and life enhancing opportunities including sessions by BONUS members on “Program Costing – How Much Does

Your Program Cost to Teach” given by Lynn Shull from the Medical University of South Carolina School of Nursing; “Business Officer 101” for new business officers or people who need to touch base again with the basics, presented by a panel of very experienced nursing business officers including Pat Burke from Penn, Anthony Rini from NYU, Deb Vogt from Minnesota, and Karen Stacy from Valpraiso; “Developing an Effective Business Services Team,” by Jackie Askin of Arizona State; and poster sessions. We also have four invited guest speakers presenting sessions including “History with a Twist” by David Ritchie of the Omni Parker House staff; “Grant Compliance” by Timothy Reuter from Boston University; “Having the Conversations We Need to Have” by John Clochesy from the Nursing School at Case Western; and “Appreciative Inquiry: Reframing Your Personal and Professional Perspectives” by Nancy Archer Martin, professional career coach, consultant, and author. And this year we have two special awards to present, the Jerry Otzman Award given every five years to someone who has made significant contributions to BONUS, and a special award of recognition for retiring BONUS member and co-founder Gloria Ramos who worked at Hunter College of CUNY

I will dwell just a moment more with our Friday keynote speaker, Nancy Archer Martin's topic: Appreciate Inquiry. Nancy has co-authored a book about career advancement for college and university administrators including chief executives, middle managers, and people just stepping onto career ladders. She is a very experienced, effective individual career coach and also acts as a consultant to higher education institutions and search committees. She has, I believe it's fair to say, a passion for the technique of Appreciative Inquiry, which is a very positive, forward looking way of managing - indeed of living - which one definition describes as

Appreciative Inquiry is the cooperative, coevolutionary search for the best in people, their organizations, and the world around them. It involves systematic discovery of what gives life to an organization or a community when it is most effective and most capable in economic, ecological, and human terms.

In AI, intervention gives way to inquiry, imagination, and innovation. Instead of negation, criticism, and spiraling diagnosis, there is discovery, dream, and design. AI involves the art and practice of asking unconditionally positive questions that strengthen a system's capacity to apprehend, anticipate, and heighten positive potential. Through mass mobilized inquiry, hundreds and even thousands of people can be involved in cocreating their collective future.

AI assumes that every organization and community has many untapped and rich accounts of the positive—what people talk about as past, present, and future capacities, or the positive core. AI links the knowledge and energy of this core directly to an organization or a community's change agenda, and changes never thought possible are suddenly and democratically mobilized. (from Appreciate Inquiry, Chapter 2 “What is Appreciative Inquiry?” by David L. Cooperrider and Diana Whitney, p. 8.)

This of course applies to both work situations and life situations, and is totally within the BONUS tradition of holistic professionalism which nurtures both the professional and the personal in its members.

So once again BONUS in Boston will be a gathering of great people with a great agenda of great sessions led by experts in a great and historical hotel (did I mention the table in the dining room where John Kennedy proposed to Jackie?) in a great and historical city.

BONUS – Coming of Age

I can report that BONUS is alive and well in this its third decade of existence, and that we are coming or perhaps **have** come of age as an organization (though aging is a never ending, ever evolving process of growth, maturation, and development). Reflecting the vitality, lives and careers of its members as we practice the art of serving as business officers for schools, colleges and departments of nursing, BONUS presents a stable organizational foundation supporting a structure whose appearance is always changing.

In my ten years with BONUS I have watched long term active members including past presidents and committee chairs including Brad Volk, Colleen Cummins (perennial chair nominee who perennially responded "I respectfully decline"), Mike Newsome, Nancy McNiel, Cathy Reas, Susie Miller, Linda Bantle, and others retire or move on to other positions. The only founder I'm aware of who has passed on is Jerry Otzman, in whose honor the Otzman award is given every five years including this one. But I don't believe these changes have ever happened in as compressed a manner as this past year.

First we have Susan Donelan's recent passing. Susan as BONUS President-Elect ran the Annual Meeting in 1999, my first, and was standing in for Brad Volk, President, who had become a father just prior to (or during?) the conference. To begin the meeting Susan asked each of us to name our favorite movie, carrying on and furthering the BONUS tradition of acknowledging the human side of all of us while facilitating interpersonal relations, networking, and a feeling of being valued and accepted. Susan was not only totally professional and schooled in being a business officer, she was also entirely human, gracious and, yes, even fun loving. At night a group of a dozen or so conference attendees would go out together "to party" (Susan's words), finding an interesting site with great, usually loud, live music and dancing. (I'll never forget the dueling pianos in Denver.) What impressed me significantly was that despite being new, I was welcomed, spoken to, and accepted as I went with everyone. This acceptance and camaraderie is a hallmark of BONUS. Sure, I had to push past my own shyness, but doing so to my joy and relief found a welcome reception by those folks who all seemed to know each other. So it was really only my own dynamics I had to deal with.

The next event which makes this an extraordinary and important transition year in the growth, development and coming of age of BONUS is the resignation of Chair-Elect Dale Walker of the University of Dayton. We had to say farewell to a very fine BONUS colleague and active contributor and officer. Dale has chosen to make career and life changes, is doing well and is happy. His wit, wry humor, warmth, and way of drawing people into our meetings will be missed.

Next came the retirement of Gloria Ramos, the last person in BONUS who was both a founding member and who has attended **every** BONUS Annual Meeting. Gloria has a BONUS institutional memory unmatched by anyone. While we are gaining a lifetime ardent honorary alumni member and supporter and will be well watched over; nevertheless, Gloria's recent retirement from the City University of New York and thus also from BONUS means we are losing a very real active member connection to our organizational roots. Fortunately, we have still in our organization one of the original BONUS founders in Rudy Gomez, a very knowledgeable and youthful member with a priceless institutional memory; however, Rudy has not attended **every** BONUS Annual Meeting. That distinction is Gloria's alone. Kathleen Papes suggested that we sit Gloria Ramos in a room with an interviewer and video camera and capture her recollections and thoughts for posterity, which we will do. We have several BONUS alumni

including Dan Junior who may be coming to Boston to get together and perhaps dine with our group. We'll see who we can assemble to recount with Gloria their memories of BONUS and its people over the past quarter of a century.

A final significant change reflecting an aspect of our organization's coming of age is the passing of Kathleen Papes, perhaps the first BONUS officer to pass on while in office (Rudy Gomez believes another member may have passed on while serving with BONUS) and certainly the first in a Chair position to do so. Kathleen has left a very intelligent, caring and thoughtful legacy for those of us who knew her. Her passing has been a unique institutional occasion in BONUS history which reflects the maturing of our organization and is a powerful reminder that BONUS as an organization is really the people in BONUS, and is a reflection of all life and career events from birth, career and life changes, to passing on.

BONUS thrives because it works, and because people work it. It is a fluid, open organization, whose members can make meaningful contributions. I can give numerous examples of ways members have proposed, persevered, and succeeded in being of service to BONUS and its members. As with life perhaps, the more of yourself you put into BONUS, the more you'll get out of it. Every person who puts out an inquiry over the listserv and who responds to that inquiry provides help to multiple colleagues and friends. Everyone who attends an Annual Meeting does the same. Committee members take participation a step further, and even when sometimes not much is asked, just their presence on the committee and willingness to work is significant. And officers, committee chairs, and people who run for these positions are vital to keeping BONUS running. BONUS depends on this active participation of members at all these levels to stay vital and healthy. If you're on a committee and haven't been asked to do anything, push your committee Chair to get you involved. If you ran for office and weren't elected, run again. If you're on a committee - or not - and have an idea as to something that could benefit you, your colleagues and/or BONUS, or something which you'd like to accomplish for the organization, talk it up and make it happen.

It doesn't always feel easy, but much of the human maturation process is just consciously keeping moving on, accepting and adapting to life changes, and saying the "hellos" and "goodbyes" as we progress and advance through life. All those who have gone before have given us this organizational structure we call BONUS, a proven sound, institutional core that has successfully brought we business officer people together and given us mechanisms and scenarios which facilitate our work effectiveness and interaction as well as our humanity. Our members are wonderfully competent, sensitive and capable people who work in service capacities as problem solvers on a daily basis. With a membership like ours, our organization is sure to continue and thrive in the decades to come.

I hope you are able to attend the 23rd Annual Meeting and will look forward to seeing you in Boston.

Bill Wachob

Chair, BONUS

BONUS Nominating Chair Report

The call for nominations went out March 20, 2008.

At the meeting in April we will be looking to elect the following positions:

Chair-Elect
Planning Committee Chair
Special Projects Committee Chair
Membership Committee Chair

Please be thinking about who you might want to nominate. Self nominations are gladly accepted. It is a wonderful way to become more involved in BONUS. Remember, if you aren't quite ready to run for a chair, you should volunteer to be on a committee. It's a great way to get started! Maybe next year you'll be ready to be a chairperson!

Susan Frey, Chair

BONUS Special Project Chair Report

Approximately 20 requests for support were made this year. To date, we have conference support for our 2008 conference in Boston from the following:

- CertifiedBackground.com (Castle Branch), an applicant funded background check service;
- Compass Knowledge Group, a distance learning services company;
- Dean Jean K. Brown, PhD, University of Buffalo School of Nursing - will be sponsoring the Chair Reception.

I also wanted to share with you that I was able to attend the funeral services for Kathleen Papes, BONUS Chair Elect, in Miami Shores, Florida on Monday, March 10th as the representative for BONUS. The funeral was held at the chapel on the campus of Barry University. A beautiful speech was given by Dean Pegge Bell to the congregation that filled at least 70% of the chapel. The School of Nursing provided a luncheon after the funeral and I had a chance to speak to a good number of Barry faculty and staff. As you can imagine they are still in shock over Kathleen's unexpected passing and will miss her terribly. Barry University has set up a scholarship fund in Kathleen's name as follows;

Dr. Kathleen Papes Scholarship

Mr. Tom Severino
Institutional Advancement
Barry University
11300 NE 2nd Ave.
Miami Shores, FL 33161-6695

On another note, I look forward to seeing everyone in Boston.

Tom Kelly, Chair

BONUS Communications Chair Report

This has been another very busy year with the BONUS List-serve. Our members find this list-serve one of the biggest benefits of BONUS membership. I request that if you post a question to the list serve, that you please collect all responses and send a document with the cumulative responses to me for posting on the BONUS web site. Thank you

Anthony Rini, Chair

REPORT FROM AACN

The **American Association of Colleges of Nursing (AACN)** is moving forward with initiatives to improve the quality of nursing care by strengthening nursing education programs and striving to create a more highly educated nursing workforce. Highlights this year include:

- Revising the *Baccalaureate Essentials*, the core set of standards for all baccalaureate nursing programs, using a consensus-based process. This work includes hosting five regional meetings to collect feedback and presenting a final revision for a vote by the AACN membership in October 2008.
- Establishing a new minority faculty development scholarship program with Johnson & Johnson and awarding a second round of scholarships through The California Endowment-AACN Minority Nurse Faculty Scholarship program.
- Completing the charge of the Cultural Competency Advisory Group by preparing a statement of outcome competencies that will assure that baccalaureate graduates are able to provide care that is culturally appropriate and sensitive.
- Advocating on the federal level for increased funding for Nursing Workforce Development programs and introducing new legislation to address the nurse faculty shortage.
- Continuing collaboration with the University HealthSystem Consortium to promote the jointly developed post-baccalaureate residency program to hospitals nationwide.
- Providing support for nursing schools transitioning to the Doctor of Nurse Practice degree and for schools wishing to join the Clinical Nurse Leader initiative. Promoting the new CNL certification to graduates of advanced generalist master's programs in nursing.