



November 2018

**“The best way to find yourself is to lose yourself in the service of others.”  
— Mahatma Gandhi**

I spent a great deal of time thinking about our chapter and all that it has done over the years before I sat down at my computer to write this month's newsletter. I wondered how I would begin and what information I could share that would be useful to our members and the nursing community as a whole. After a great deal of thought, I decided to share the information I uncovered regarding engagement.

### **Global Engagement**

According to research conducted by the Gallup and published in October 2013, 63 percent of the world's workforce is disengaged which in itself is alarming. Even more far reaching is Gallup found that an additional 24 percent of the workforce was actively disengaged. Leaving only 13 percent of our global workforce doing the job they were hired to do.

### **U.S. Managements Engagement**

Further research conducted by Gallup in April 2015 found that U.S. engagement revealed only 35 percent of U.S. managers are engaged, translating into 51 percent of those managers are disengaged and 14 percent are actively disengaged. Engagement is infectious, and disengaged managers has a direct effect on their employee engagement. As a result, only 30 percent of workers are engaged.

After reading these statistics I knew this could not be true of healthcare. Certainly we are more engaged. Not satisfied with the results I was uncovering I looked specifically into nursing's engagement and the results were shocking.

### **Nursing Engagement**

The percentage of nursing engagement was trending at the same rates as the global workforce and U.S. manager engagement. In fact, among all front line staff, nurses are the least engaged,

with only a third actively working. Even more shocking was nurses are 7.4 percent disengaged and 60 percent actively disengaged according to the Advisory Board Company, April 2014.

Not much has changed. In 2017 Gallup reported that only 1 in 3 U.S. workers are engaged in their work and workplace. And if those numbers holds true for healthcare in general and nursing engagement continues to be lower than any other healthcare profession, including non-clinical front line staff it is no wonder why we keep chasing zero.

Those statistics should cause you to gasp for air and give you a reason to evaluate yourself and determine how engaged you are in your own life, personally and professionally. How effective are with your patients? Are you engaged with your family and/or your church? Do you give back to your community or your AORN chapter? We are all given the same 24 hours in a day. It is how we spend those 24 hours that makes a difference.

Since our last meeting in June, just before our Summer break our chapter has been short one member from our Board of Directors. As the new president this concerned me a great deal and I started reaching out to everyone I know. Every week since I have not been successful in finding a nurse willing to serve their chapter in this capacity. It is hard for me to understand why some give so much and others give little or nothing at all. Many of our current officers and board members have served in various roles for several years now. We often comment on this because there is so much apathy in our chapter that we just recycle the few willing to serve into the open positions and continue moving the chapter forward the best we can. In one way this is good because the chapter continues on. In another it is not so good, because the chapter needs new ideas that are fresh to help us move in a different direction.

It is important for all our members to know this because several officer positions and a number of board members terms will be up in June and those wonderful people are not planning on serving in a leadership role with our chapter going forward. I believe in working smarter not harder, and if everyone gives just a little of their time our chapter could move mountains. Unfortunately, if we cannot find nurses within our chapter to take on these important roles our chapter is in jeopardy of closing its doors. Without you, our members this chapter could be in trouble. If you have ever thought about being an officer or board member now is the time. Please call David Taylor at 210-386-3066 and let's talk about what you could do for our chapter. Don't be a statistic, act now and take charge of our chapter.

Things you may not know...

AORN San Antonio Chapter 4409 meets every month September thru June at 6pm at the Baptist School of Health Professions, located at 8400 Data Point, San Antonio, Texas 78229.

Our chapter has sent several delegates to AORN's Global Surgical Conference each year for as long as I can remember. Each year those delegates are selected based on their involvement with the chapter. Each member turns in a Delegate Point Sheet in October and those with the most

points are then given an opportunity to represent our Chapter at the national level. Because our chapter has been fiscally responsible we are able to pay for the delegates registration fee and offered a stipend to offset the cost of attending.

Our chapter established an endowed scholarship in the amount of \$25,000.00 on April 1, 2017 and is named “AORN of San Antonio Chapter 4409”. Scholarships are made available to nurses seeking their BSN and MSN degrees, nationally. We were the fourth chapter nationally to establish an endowed scholarship and want to make it the largest endowment in AORN history. We are considering adding more funds to the endowed scholarship and taking advantage of matching funds offer by one of this years sponsors.

We offer scholarships and grant to qualified applicants locally. Our chapter has not awarded a scholarship in several years because no one has applied for the funding. Talk about lack of engagement. Free money does not even engage members. Yikes!

We have a website with lots of great information. Visit our page at <https://www.aornsanantonio.org>

Many of us are volunteering in our community helping those in need. If you have a service project you need help with or would like our chapter to adopt. Come to our monthly meetings and pitch your idea to us. We are always looking for ways to help our our neighbors.

Our annual Holiday Party will take place the second Monday of December. Location is still TBD but will be finalized at our November meeting. This is event does require you to RSVP so come to this months meeting for all the details.

If you are planning on attending **AORN’s Global Surgical Conference & Expo it is scheduled for April 6-10, 2019** and you are not attending as a delegate register now while prices are still reasonable. This years conference will be held in Nashville, Tennessee.

Meeting: Monday November 12, 2018  
Speaker: Jackie Kennedy, Baxter  
Topic: Surgical Hemostasis (2.0 CEU)  
Dinner Sponsorship: Yes

\* Educational activity subject to change without notice