

Elevating Nursing Innovation: Merging Professional Governance Councils for Momentum



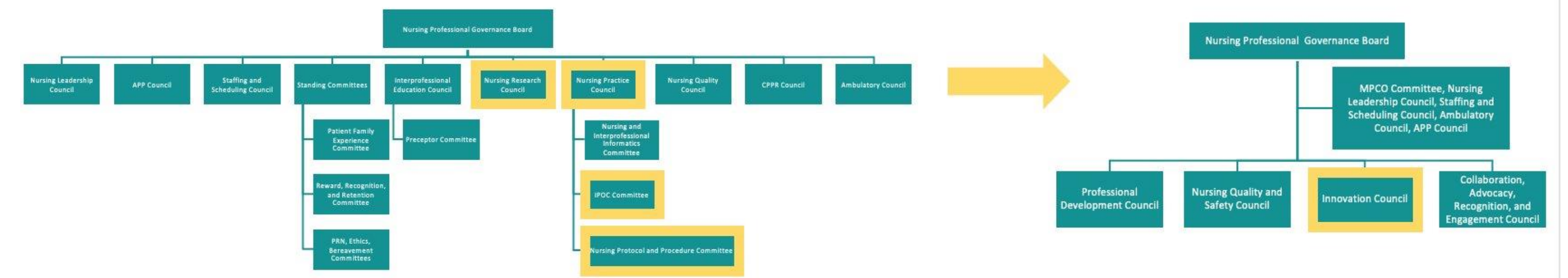
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BACKGROUND

Professional governance is a framework that empowers nurses to take ownership of their professional practice. The Nursing Professional Governance Board (NPGB) is the overarching professional governance structure at Ann & Robert H. Lurie Children's Hospital of Chicago. In May 2025, the NPGB underwent significant restructuring after nursing leadership identified a critical need to enhance nurse engagement, streamline communication, and increase visibility and accountability in nursing practice-related decisions. As part of this restructuring, four existing groups – the Nursing Practice Council, Nursing Research Council, Interdisciplinary Plan of Care Council, and Protocol and Procedure Committee - were merged to form a single, unified Innovation Council.

OBJECTIVE

Aim to merge four existing nursing councils into a single, collaborative Innovation Council that both amplifies the voices of professional nurses and aligns with organizational strategic priorities



METHODOLOGY

- A new chair and co-chair were elected by the original NPGB structure and were provided protected work time each to support pre-merger planning and take part in necessary trainings
- The new council leadership met with chairs of the original councils, attended their meetings, and gathered input on ongoing work to be carried forward by the Innovation Council
- At the first Innovation Council meeting, a needs assessment was distributed to evaluate members' interests and skills, providing baseline data to inform future planning
- During consecutive meetings, council members received onboarding to build competencies, elevate their professional practice, and ultimately ensure that all procedures, care, and teaching plans are based on the highest quality evidence while focusing on family-centered care



NEW PATHWAYS AND RESULTS

The Innovation Council had its inaugural meeting on June 24th, 2025

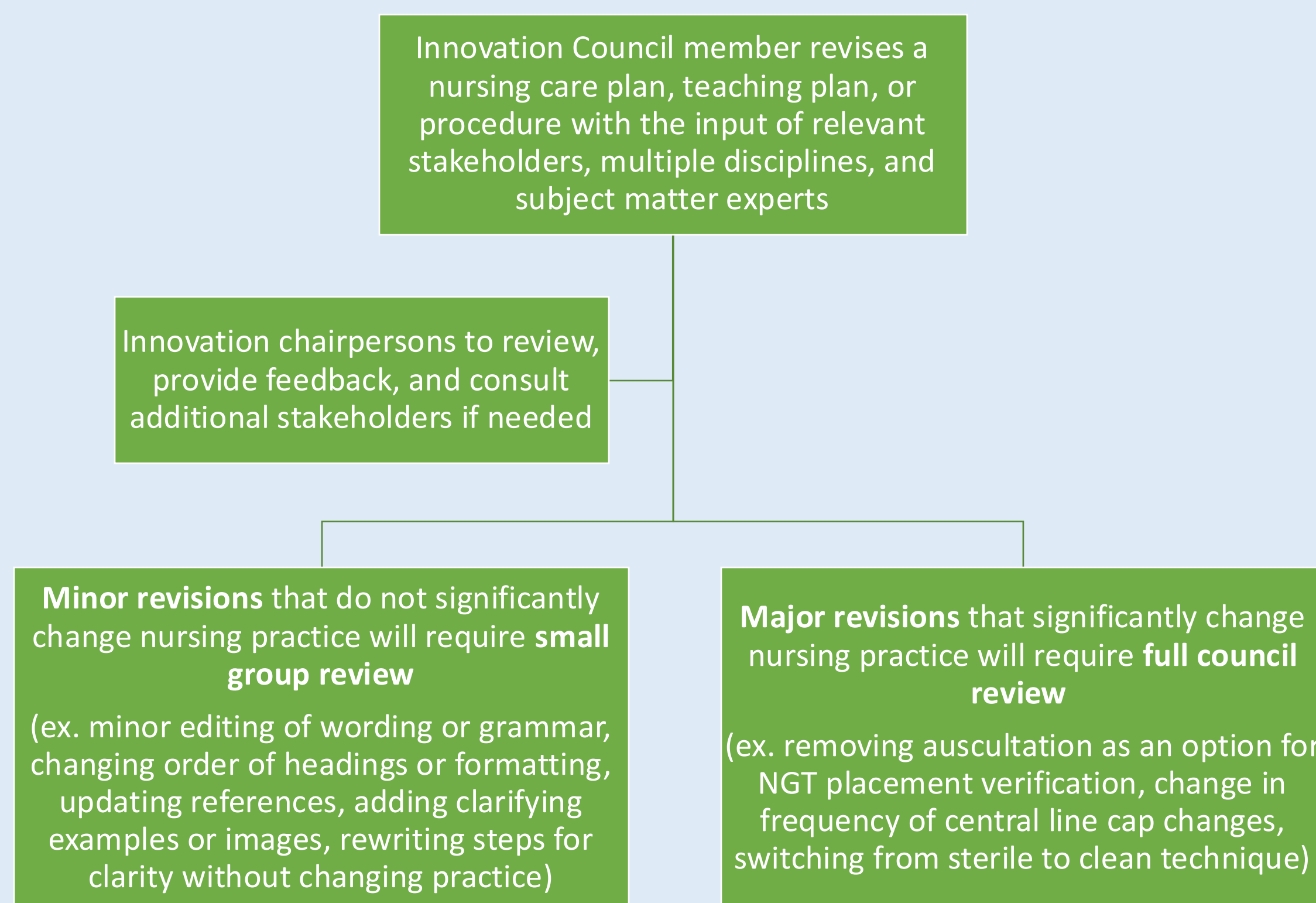
The house-wide Nursing Research Council, Nursing Practice Council, and Interdisciplinary Plan of Care Committee were retired at this time

The Protocol and Procedure Committee, which had been facilitating the implementation of an online procedural database, continued to meet through the end of Fiscal Year 2025, and was then retired

After the merger, 81% of members from the original four councils were retained and transitioned into the Innovation Council, which includes representation from 17 different departments

Voting members unanimously approved the Innovation Council's bylaws, establishing a shared mission and vision for centered on championing evidence-based practice, research, and innovation

New pathways and processes were developed and approved to streamline document reviews



DISCUSSION

Innovation Council members have been onboarded and are working within their scope, as outlined in the membership charges. These responsibilities include:

- Serving as stakeholders and champions of nursing practice changes
- Providing feedback and oversight for nursing research and evidence-based practice projects
- Sustaining a journal club to support continuing education
- Planning an annual conference in partnership with a neighboring institution
- Developing and maintaining patient care and teaching plans
- Managing hospital-wide nursing procedures
- Performing monthly compliance audits for nursing care plan documentation



Council members execute their responsibilities by leveraging high quality literature, applying expertise from their respective departments, and maintaining a strong focus on patient and family centered care.

CONCLUSIONS

- The establishment of the Innovation Council supported the Department of Nursing and Allied Health in helping meet FY25 strategic goals.
- Future evaluation efforts will include monitoring attendance and participation to assess sustained engagement towards council goals. A repeat needs assessment will be performed to ensure members are receiving appropriate support and growing within their professional practice.
- Every nurse at Lurie Children's is connected to the Innovation Council through accessible meeting minutes, inquiry forms, online resources, and is invited to engage.

Sustainability

- Onboarding toolkits developed for new members
- Clearly defined short- and long-term council goals
- Past Innovation chairperson to remain a council resource for one year, following an election cycle

Acknowledgments,
References &
Contact
Information

