

## **Two MSBN Executives Achieve Champion Status in Just Culture**

Executive Director and Practice Administrator will now lead organization in treating nurses more justly

**September 2011, Jefferson City, MO**—Missouri State Board of Nursing Executive Director, Lori Scheidt, and Practice Administrator, Debra Funk, recently completed the much acclaimed Outcome Engineering Just Culture Certification Training. This certification enhances the Board's ability to protect the citizens of Missouri through a more effective and "just" enforcement of the state laws governing the safe practice of nursing.

MSBN has been an active participant in the statewide Missouri Just Culture Collaborative, which began in 2007. The collaborative, funded by the National Council of State Boards of Nursing (NCSBN) and approved by a local institutional review board, was formed to assist leaders from healthcare organizations in identifying and managing organizational systems and human issues that lead to medical error.

"The Board of Nursing is charged with protecting the public. More disciplinary actions does not equate to safer healthcare. We must understand the behavioral choices of the nurse and the system in which the nurse was working in order to make just decisions", Scheidt said.

As part of the journey to Just Culture Certification, Scheidt and Funk were tested on their knowledge and proficiency around the Just Culture concepts and the Just Culture Algorithm™, the tool used in evaluating events. Just Culture allows staff to be confident that human errors will not be punished, while holding everyone accountable for making the right choices and working within and improving healthcare systems. In order to receive Just Culture Certification, the two had to complete online training, pass a proficiency exam, and participate in a detailed verbal debrief with an Outcome Engineering consultant.

Certified Just Culture Champions are a valuable internal resource and provide specialist support in matters of justice and accountability. This makes them a catalyst for Just Culture change throughout an organization. Champions also gain membership into a community of professionals who have demonstrated in-depth Just Culture understanding, proficiency and competency in the Just Culture Algorithm™. Access to the Just Culture Community™ provides the Champions with ongoing resources and learning support tools to sustain their personal and professional development, as well as a forum for sharing of organizational experiences and Just Culture best practices.

"The Missouri State Board of Nursing directly and indirectly gleans the experience and expertise from other Just Culture Champions and their organizations. The purpose of these various organizations may be very different but in the end we all share the same goal, that of promoting the development of safer systems in which we work; where all employees, from the top of the organization to the bottom, are aware of and accountable for the choices that they make", Funk said.



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