EMERGENCY NURSES ASSOCIATION
SAFE PRACTICE, SAFE CARE

915 Lee Street
Des Plaines, IL 60016-6569
Telephone · 847-460-4000
Fax · 847-460-4006
www.ena.org

ENA Board of Directors Competencies

COMPETENCY ONE:
The board member demonstrates a spirit of team work and cooperation. This competency may be demonstrated by the following behaviors:

- Ability to work collaboratively in a group
- Demonstrated skills in consensus building
- Is able to disagree without being disagreeable
- Has the ability to relate to a wide range of people and establish quality relationships, and values the contributions of all members of the board
- Invites, seeks, values, and uses feedback
- Ensures one's own emotions and passions do not hinder group relationships and outcomes
- Adds value to the board dialogue
- Is able to deliver a clear message
- Ability to maintain objectivity
- Can articulate thoughts, opinions, rationales, and points in a clear, concise, and logical manner
- Can influence and persuade others
- Manage conflict effectively

COMPETENCY TWO:
The board member seeks information and utilizes that information to make decisions. This competency may be demonstrated by the following behaviors:

- Prepares for board meetings
- Knows the key performance indicators of the organization and its senior management
- Understands legal, accounting, and regulatory requirements affecting the organization
- Ability to see the "big picture"
- Is flexible and willing to change stances when necessary or appropriate
- Is able to focus at the governance level of issues
- Can see strengths and weaknesses of ENA, and how decisions will impact them
- Ability to recognize opportunities and threats specific to emergency nursing
- Ability to recognize wider business and societal changes, particularly in the context of global markets
- Ensures strategies, budgets, and business plans are compatible with vision and strategy
- Aware of change and the need for change
- Understands the difference between governance and management issues

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COMPETENCY THREE:
The board member consistently displays an attitude of integrity and professionalism. This competency may be demonstrated by the following behaviors:

- History of self-leadership
- Integrity in personal and business dealings
- Demonstrated commitment to the purpose, vision, and values of the organization
- Willingness to act on and remain accountable for board decisions, but courage to pursue personal convictions
- Emotional intelligence
- Comfortable on public forum
- Experience with public speaking

COMPETENCY FOUR:
The board member shows initiative. This competency may be demonstrated by the following behaviors:

- Can read and interpret financial reports
- Ability to make informed business decisions
- Prepares for board meetings
- Competent and experienced in using the Internet and email

CURRENT ENA BOARD OF DIRECTORS

	President: **Karen K. Wiley**, MSN, RN, CEN	President-elect: **Jeff Solheim,** MSN, RN, CEN, TCRN, CFRN, FAEN	Secretary/Treasurer: **Sally K. Snow,** BSN, RN, CPEN, FAEN	Director: **Maureen Curtis Cooper**, BSN, RN, CEN, CPEN, FAEN	Director: **Ellen "Ellie" H. Encapera,** RN, CEN	Director: **Michael Hastings,** MSN, RN, CEN	Director: **Ron Kraus,** MSN, RN, CEN, CEN, CPEN, TCRN, NE-BC, FAEN, FAAN	Director: **Patricia Kunz Howard,** PhD, RN, CPEN, TCRN, CCRN, CPN	Director: **Karla Nygren,** BSN, RN, CEN, CFRN, TCRN, FAEN, FAAN	Director: **Jean A. Proehl,** MN, RN, CEN, CPEN,	Immediate Past President: **Kathleen E. Carlson,** MSN, RN, CEN, FAEN
Currently working in Emergency Nursing											
Clinical nurse	X					X			X	X	
Administrator/Manager						X		X			
Educator		X		X						X	
Consultant		X	X				X			X	
Clinical nurse specialist							X			X	
Nurse practitioner											
Years of Emergency Nursing Experience											
0 – 5 years											
6 – 15 years						X			X		
16 – 25 years	X				X		X				
26 – 35 years		X						X			
36 years or more			X	X						X	X
Current Employment Not in Emergency Nursing											
Clinical nurse											
Administrator/Manager											
Educator											
Consultant			X				X				
Clinical nurse specialist							X				
Nurse practitioner											
Retired				X	X						X
Self-employed										X	

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Type of Emergency department experience											
Critical Access Hospital										X	
Community Hospital	X		X		X	X	X	X			
Large tertiary or teaching hospital			X	X		X	X	X	X	X	X
Self-employed		X	X							X	
Academia											
Not currently employed/retired			X		X						
Typical patient population experience											
General ED	X	X	X		X	X	X	X	X	X	X
Pediatric ED			X	X		X		X			
Geriatric ED											
Pre-hospital/flight		X				X	X	X			
Advanced practice							X				
Trauma		X	X			X	X	X			
Region of the U.S.											
Northeast				X						X	
Southeast					X						
Midwest	X					X	X		X		
West		X				X					
Mid-Atlantic											X
South			X					X			

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Prior Board experience: Local/State ENA Board position											
0-2 years											
3-5 years						X			X		
Greater than 5 years	X	X	X	X	X		X	X		X	X
Prior board experience: Non-ENA Board position											
0-2 years							X				
3-5 years						X		X			
Greater than 5 years	X	X	X	X					X	X	X
Educational level											
Associates degree in nursing											
Diploma degree in nursing		X			X						
Bachelor's degree in nursing		X	X	X					X		
Master's degree in nursing	X	X				X	X			X	X
Doctoral degree in nursing								X			
Bachelor's degree, non-nursing						X					
Master's degree, non-nursing											
Doctoral degree, non-nursing											
Years as an ENA member											
0 – 5 years											
6 – 15 years						X			X		
16 – 25 years	X	X					X				
26 – 35 years				X	X			X			
36 years or more			X							X	X

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Additional credentials											
Any BCEN certification	X	X	X	X	X	X	X		X	X	X
FAEN		X	X	X				X		X	X
Areas of Experience											
Administration/management		X	X	X	X	X	X	X			X
Entrepreneurship		X					X				
Financial Management		X	X			X		X			
Government/advocacy	X		X		X	X		X	X		
Nursing education		X	X	X	X		X	X		X	X
Information Technology			X								
Fundraising		X	X		X			X	X		
Marketing			X				X				
Writing/Editing		X	X	X	X		X	X	X	X	X
Public speaking	X	X	X	X	X	X	X	X		X	X

Potential Board Members

	President-elect Candidate: **Patricia Kunz** RN, CPEN, FAEN	President-elect Candidate: **Howard**, PhD, RN, CEN, CPEN, NE-BC, TCRN, FAEN, FAAN	President-elect Candidate: **Sally K. Snow**, BSN, **Cooper**, BSN, RN, CEN, CPEN, FAEN	Secretary/Treasurer Candidate: **Michael Hastings**, MSN, RN, CEN	Secretary/Treasurer Candidate: **Maureen Curtis** CEN, CFRN, CTRN, CCRN, TCRN	Director Candidate: **Michael Lovelace**, RN,	Director Candidate: **Chris Dellinger**, BSN, RN	Director Candidate: **Sweet**, BS, RN, CEN, CPEN	Director Candidate: **Cheryl Ann MacDonald-** DNP, RN, CEN, CPEN, CNE, PHCNS-BC, FAEN, FAAN	Director Candidate: **Gordon Gillespie**, PhD, CEN, NRP	Director Candidate: **Jack Rodgers**, BSN, RN, CCRN, FAEN	Director Candidate: **Joop Breuer**, RN, CEN, EMT-P, CEN, CPEN, CNML, FNP-C	Director Candidate: **Jennifer Schmitz**, MSN,
Currently working in Emergency Nursing													
Clinical nurse					X	X		X			X	X
Administrator/Manager		X			X		X			X		X
Educator				X		X				X	X	
Consultant			X									
Clinical nurse specialist												
Nurse practitioner												X
Years of Emergency Nursing Experience													
0 – 5 years												
6 – 15 years					X				X	X		X
16 – 25 years						X	X	X				
26 – 35 years		X									X	
36 years or more			X	X								
Current Employment Not in Emergency Nursing													
Clinical nurse												
Administrator/Manager						X		X				
Educator									X			
Consultant			X									
Clinical nurse specialist									X			
Nurse practitioner												X
Retired			X									
Self-employed												

Potential Board Members

	President-elect Candidate: **Howard**, PhD, RN, CEN, CPEN, NE-BC, TCRN, FAEN, FAAN	President-elect Candidate: **Patricia Kunz**, RN, CPEN, FAEN	President-elect Candidate: **Sally K. Snow**, BSN, RN, CEN, CPEN, FAEN	President-elect Candidate: **Cooper**, BSN, RN, CEN, CPEN, FAEN	Secretary/Treasurer Candidate: **Maureen Curtis Hastings**, MSN, RN, CEN	Director Candidate: **Michael** CEN, CFRN, CTRN, CCRN, TCRN	Director Candidate: **Michael Lovelace**, RN,	Director Candidate: **Chris Dellinger**, BSN, RN	Director Candidate: **Cheryl Ann MacDonald-Sweet**, BS, RN, CEN, CPEN	Director Candidate: **Gordon Gillespie**, PhD, DNP, RN, CEN, CPEN, CNE, PHCNS-BC, FAEN, FAAN	Director Candidate: **Jack Rodgers**, BSN, RN, CEN, NRP	Director Candidate: **Joop Breuer**, RN, CEN, CCRN, FAEN	Director Candidate: **Jennifer Schmitz**, MSN, EMT-P, CEN, CPEN, CNML, FNP-C
Type of Emergency department experience													
Critical Access Hospital													
Community Hospital	X	X		X		X	X	X	X			X	X
Large tertiary or teaching hospital	X	X	X	X	X			X		X		X	X
Self-employed		X											
Academia								X		X			
Not currently employed/retired		X											
Typical patient population experience													
General ED	X	X		X	X	X	X	X	X	X		X	X
Pediatric ED	X	X	X	X				X					
Geriatric ED													
Pre-hospital/flight	X			X				X	X			X	X
Advanced practice													X
Trauma	X	X		X	X	X	X	X		X			
Region of the U.S.													
Northeast			X				X						X
Southeast					X	X			X				
Midwest				X				X					
West				X									
Mid-Atlantic													
South	X	X											

Potential Board Members

	President-elect Candidate: **Patricia Kunz** RN, CPEN, NE-BC, TCRN, FAEN, FAAN	President-elect Candidate: **Sally K. Snow**, BSN, RN, CEN, CPEN, FAEN	Secretary/Treasurer Candidate: **Maureen Curtis Hastings**, MSN, RN, CEN	Director Candidate: **Michael Lovelace**, RN, CEN, CFRN, CTRN, CCRN, TCRN	Director Candidate: **Chris Dellinger**, BSN, RN	Director Candidate: **Cheryl Ann MacDonald-Sweet**, BS, RN, CEN, CPEN	Director Candidate: **Gordon Gillespie**, PhD, DNP, RN, CEN, CPEN, CNE, PHCNS-BC, FAEN, FAAN	Director Candidate: **Jack Rodgers**, BSN, RN, CEN, NRP	Director Candidate: **Joop Breuer**, RN, CEN, CCRN, FAEN	Director Candidate: **Jennifer Schmitz**, MSN, EMT-P, CEN, CPEN, CNML, FNP-C
Prior Board experience: Local/State ENA Board position										
0-2 years					X					
3-5 years				X						X
Greater than 5 years	X	X	X			X	X	X	X	
Prior board experience: Non-ENA Board position										
0-2 years					X	X				X
3-5 years	X			X					X	X
Greater than 5 years		X	X				X	X		
Educational level										
Associates degree in nursing					X			X		
Diploma degree in nursing										X
Bachelor's degree in nursing		X	X			X	X	X	X	
Master's degree in nursing				X				X		X
Doctoral degree in nursing	X							X		
Bachelor's degree, non-nursing				X						
Master's degree, non-nursing										
Doctoral degree, non-nursing										
Years as an ENA member										
0 – 5 years										
6 – 15 years				X	X				X	X
16 – 25 years						X	X	X		X
26 – 35 years	X		X							
36 years or more		X								

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Additional credentials											
Any BCEN certification	X	X	X	X	X		X	X	X	X	X
FAEN	X	X	X					X			
Areas of Experience											
Administration/management	X	X	X	X	X	X	X	X	X		X
Entrepreneurship											
Financial Management	X	X		X		X		X	X		X
Government/advocacy	X	X		X			X		X		
Nursing education	X	X	X		X	X	X	X	X	X	X
Information Technology		X									X
Fundraising	X	X						X	X		
Marketing		X					X	X	X		
Writing/Editing	X	X	X		X		X	X	X	X	X
Public speaking	X	X	X	X	X	X	X	X	X	X	X