Implementation of the IOM Future of Nursing Report: What Have We Accomplished in PA and Southwestern Region?

Christine Alichnie, PhD, RN
Jackie Dunbar-Jacob, PhD, RN, FAAN
Melanie Shatzer, DNP, RN, NEA-BC
Objectives

• List two out of the eight IOM recommendations that the PA Action Coalition identifies as priorities for the state.

• Relate two strategies implemented by the PA Action Coalition to meet its priorities for the state.

• Describe current educational status of nursing education in PA.

• Lists two strategies implemented by the PA Action Coalition’s 2020 goals for BSN and PhD education.

• Provide one example from the IOM recommendations impacting clinical practice in the SW region.
Implementing the IOM Future of Nursing Report: National and Statewide Update

Christine Alichnie, PhD, RN
President,
Pennsylvania State Nurses Association
Nurse Co-Lead Organization for PA Action Coalition
Health Care System Challenges

- An Aging and Sicker Population
- Lack of Preventive Care
- Millions More Insured
- Primary Care Shortage
- High Costs
Pennsylvania Health Challenges

<table>
<thead>
<tr>
<th></th>
<th>Pennsylvania</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>Premature death</td>
<td>6,973</td>
<td>5,317</td>
</tr>
<tr>
<td>Adult smoking</td>
<td>21%</td>
<td>13%</td>
</tr>
<tr>
<td>Physical inactivity</td>
<td>26%</td>
<td>21%</td>
</tr>
</tbody>
</table>

Source: 2013 RWJF County Health Rankings

**Strength:** PA Action Coalition committed to improving health!
Campaign Vision

Everyone in America can live a healthier life, supported by a system in which nurses are essential partners in providing care and promoting health.
PA Action Coalition Mission

Improve the health status of Pennsylvanians by increasing access to quality, cost-effective care
Areas of Focus

Education

Practice & Care

Leadership

Inter-professional Collaboration

Diversity
### TOP Priority IOM Recommendations in Pennsylvania:

1. Increase the proportion of nurses with a baccalaureate degree to 80% by 2020
2. Double the number of nurses with a doctorate by 2020
3. Prepare and enable nurses to lead change to advance health
4. Build an infrastructure for the collection and analysis of inter-professional health care workforce data
5. Implement nurse residency programs

### Additional Foci of the Coalition:

1. Remove scope of practice barriers
2. Expand opportunities for nurses to lead and diffuse collaborative improvement efforts
3. Ensure that nurses engage in lifelong learning
Regional Action Coalitions

- Northwest
- North Central
- Northeast
- Southeast
- South Central
- Southwest

Southeast RAC 1 and 2
Northeast RAC 1 and 2
Northwest RAC 1 and 2
Nine Regional Action Coalitions
Increase Education Level of Nurses

Prepare nurses to deliver more efficient, coordinated care.

• Increase the proportion of nurses with BSN and higher degrees.

• Increase the number of nurses with doctorates.

• Implement nurse residency programs.
Academic Progression in Nursing Program

Help more diverse nurses continue with their education:

- Nine states selected to test one of four promising models.
  1. Shared statewide or regional curriculum
  2. Competency-based curriculum.
  3. Community colleges granting BSN degrees.
  4. RN-to-MSN programs for AD students.

- Each state received $300,000, with chance to reapply in two years.
Progress: Education

- **Medicare** paying for Graduate Nurse Education in **five states**.

- **RWJF** launches *Future of Nursing Scholars* program.

- **Magnet program** promoting baccalaureate education.
Pennsylvania and Education

Campaign Goal: make it easier for nurses to continue their education.

PA’s plans:

• Establish **statewide academic progression program**.

• **Identify and disseminate best practices** in articulation and dual agreements between institutions.
Reports and Surveys

- Educational survey and reports
- Nurse residency survey and report
- Two statewide residency conferences
Remove Barriers to Practice and Care

Nurses provide an immediate and cost-effective solution to care shortages.

• All clinicians should be able to practice to the full extent of their education and training.

• Remove barriers that limit APRNs (and all nurses) from expanding access to care.

• Right care by the right clinician, at the right time, in the right place.
This map from AANP shows the practice environment for nurse practitioners. For more detail about other types of APRNs, see NCSBN’s maps: [https://www.ncsbn.org/2567.htm](https://www.ncsbn.org/2567.htm).
Progress: Practice

FTC: “expanded APRN scope of practice is good for competition and American consumers”

• APRNs can meet unmet health care needs when free from undue supervision requirements.

• Effective collaboration between APRNs and physicians does not always require direct physician supervision of APRNs.
Progress: Practice

State Legislation

• A number of states have removed major barriers to APRN practice and care.
  – **Kentucky**: APRNs with 4 or more years experience to prescribe routine meds without agreement with physician.
  – **Nevada**: NPs given full practice authority.

• **Nine states** requested and received FTC opinion on removing barriers.
Pennsylvania and Practice

Campaign Goal: remove barriers to practice.

**SB 1063** would eliminate collaborative agreements and swap NPs’ state certification for a license.

**SB 959** would codify the nurse anesthetist into the Nurse Practice Act and provide a full scope of practice. It passed the senate (4/30) and moves to the House.

**HB 1457** would provide CNSs with full practice authority and use the letters APRN – CNS.
Progress: Leadership

• 105 nurses in 23 states appointed to leadership boards.
• **North Carolina and Wyoming:** Nursing Leadership Institutes.
• **Virginia:** 40 Under 40 Awards.
• **New Jersey:** Goal to place nurse leader in every hospital boardroom.
• **Texas:** Governance and leadership education.
• **Leapfrog Group** requires nurses to be integrated into governance for hospitals to attain Magnet status.

• PA to adopt statewide leadership institute
• PSNA sponsoring a legislative initiative to establish a CNO for PA; similar to PA Physician General
Promoting Workforce Diversity

Nurses should reflect the population in terms of gender, race and ethnicity.

• Recruit the nursing workforce of the future.
• All nurses should provide culturally competent services and care.
• Greater workforce diversity may help to reduce health disparities.
Promoting Workforce Diversity

Our focus is to help states:

• Develop state-based outreach initiatives that increase the diversity of the nursing workforce.
Pennsylvania and Diversity

PA doing well:

• Diversity Council in place.

• Completed a gap analysis.

• Evaluating best practices for seamless articulation to increase diversity.

• Considering charter school model through PSNA and NFP.

• Partnering with academic programs to increase enrollment of traditionally underrepresented groups.
Inter-professional Collaboration

- Patient-Centered Care
- Improved Quality Outcomes
- Interprofessional Education and Practice
- Wellness & Prevention
- Integrated Services & Coordinated Care
Inter-professional Collaboration

- Meetings Planned:
  - Hospital Association of PA
  - PA Medical Society
  - PA Pharmacists
Data Collection
Workforce Database

• Met with the DoE, PASSHE, DoH, DoL&I, & SBON.

• Met with the Governor’s Office and Center for Innovations
Progress: Fundraising

• Action Coalitions raised $8.8 million as of January 2014.

• PA garnered a $300,000 SIP grant from RWJF; eligible to reapplication in August 2014

• PA also has raised $300,000 to date.
  -- 12\textsuperscript{th} out of 51 ACs.
  -- 7\textsuperscript{th} out of 20 SIP 1 states.
South West PA Regional Action Coalition: Implementation of the IOM Report The Future of Nursing

Jacqueline Dunbar-Jacob, PhD, RN, FAAN
Dean and Distinguished Professor of Nursing
University of Pittsburgh
South West PA Regional Action Coalition (SW-PAC)
<table>
<thead>
<tr>
<th></th>
<th>General Population</th>
<th>Nursing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total No.</td>
<td>2,711,262</td>
<td>22,060 (26.0%)</td>
</tr>
<tr>
<td>Nurse Ratio</td>
<td>1:149</td>
<td>1:123</td>
</tr>
<tr>
<td>Male</td>
<td>1,317,894 (48.6%)</td>
<td>2,227 (10.1%)</td>
</tr>
<tr>
<td>White</td>
<td>2,400,354 (88.5%)</td>
<td>21,005 (95.2%)</td>
</tr>
</tbody>
</table>
2010-2011
Educational Status In PA

• Where We Were

• Where We Need to Go

“Your future in nursing? You will enjoy... oops, it’s changing. You will go on a long... oops, it’s changing again.”

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Attained</th>
<th>Pursuing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diploma</td>
<td>31.3%</td>
<td></td>
</tr>
<tr>
<td>ASN/ADN</td>
<td>30.1%</td>
<td></td>
</tr>
<tr>
<td>BSN</td>
<td>31.7%</td>
<td>51.0%</td>
</tr>
<tr>
<td>MSN</td>
<td>5.9%</td>
<td>34.8%</td>
</tr>
<tr>
<td>Doctoral</td>
<td>0.1%</td>
<td>4.8%</td>
</tr>
</tbody>
</table>
Moving to 80% BSN by 2020
Effect of BSN Prepared Staffing on Mortality

Patient Mortality is Reduced with Higher Percent of BSN Nurses

US references: Aiken et al, 2003
Aiken et al, 2008
Friese et al, 2008
Aiken et al, 2011
Kendall-Gallagher et al, 2011
Kutney-Lee, 2012
Blegen et al, 2013
McHugh et al, 2013

Canada references: Estabrooks et al, 2005

China references: You et al, 2013

Europe (9 countries): Aiken et al, 2014
Kirwin et al, 2013
<table>
<thead>
<tr>
<th>Effect of BSN Prepared Staffing on Other Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduced Failure to Rescue</td>
</tr>
<tr>
<td>Reduced Decubitus Ulcers</td>
</tr>
<tr>
<td>Reduced Deep Vein Thrombosis/Pulmonary Embolism</td>
</tr>
<tr>
<td>Improved Safety Culture</td>
</tr>
<tr>
<td>Increased Patient Satisfaction</td>
</tr>
</tbody>
</table>
## SW-RAC
### Graduates 2012 & 2013

<table>
<thead>
<tr>
<th></th>
<th>No. of Programs</th>
<th>No. of Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2012</td>
<td>2013</td>
</tr>
<tr>
<td>Diploma</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>AD</td>
<td>8</td>
<td>7</td>
</tr>
<tr>
<td>BSN</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>RN to BSN</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Double the Number of Doctorally Prepared Nurses in 2020

< 1% of U.S. Nurses have a Doctoral Degree

<table>
<thead>
<tr>
<th>Programs</th>
<th>2012 National</th>
<th>SW-RAC</th>
<th>2013 National</th>
<th>SW-RAC</th>
</tr>
</thead>
<tbody>
<tr>
<td>DNP</td>
<td>217</td>
<td>6</td>
<td>247</td>
<td>6</td>
</tr>
<tr>
<td>PhD</td>
<td>131</td>
<td>3</td>
<td>132</td>
<td>3</td>
</tr>
</tbody>
</table>
# DNP Educational Programs in the SW Region (2011-2012)*

<table>
<thead>
<tr>
<th>University</th>
<th>Program</th>
<th>Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carlow University</td>
<td>Leadership</td>
<td>post-MSN</td>
</tr>
<tr>
<td>Chatham University</td>
<td>Leadership</td>
<td>post-MSN</td>
</tr>
<tr>
<td>Duquesne University</td>
<td>Leadership</td>
<td>post-MSN</td>
</tr>
<tr>
<td>Robert Morris University</td>
<td>NP,</td>
<td>BSN &amp; post-MSN</td>
</tr>
<tr>
<td>University of Pittsburgh</td>
<td>NP, CNS, Adm</td>
<td>BSN &amp; post-MSN</td>
</tr>
<tr>
<td>Waynesburg University</td>
<td>Leadership</td>
<td>post-MSN</td>
</tr>
</tbody>
</table>

*Number of graduates/placement unknown
# PhD Educational Programs in the SW Region (2011-2013)

<table>
<thead>
<tr>
<th>University</th>
<th>Program(s)</th>
<th>Features</th>
</tr>
</thead>
<tbody>
<tr>
<td>Duquesne University</td>
<td>MSN-PhD</td>
<td>research focused online</td>
</tr>
<tr>
<td>Indiana University of PA</td>
<td>DNP-PhD</td>
<td>nursing education</td>
</tr>
<tr>
<td></td>
<td>MSN-PhD</td>
<td>nursing education</td>
</tr>
<tr>
<td>University of Pittsburgh</td>
<td>BSN-PhD</td>
<td>research intensive</td>
</tr>
<tr>
<td></td>
<td>MSN-PhD</td>
<td>research intensive</td>
</tr>
</tbody>
</table>

*Number of graduates/placement unknown
SW-PAC Activities
(4 meetings)

Major Themes:
1) Accessibility of Education
2) Residency Programs
3) Workforce Data Needs
4) Leadership & Professional Values
5) Value of BSN
SW-PAC Activities
(Work Efforts)

Task Forces:

1) Public Communication
2) Barriers to 80% BSN
3) Data to Monitor Progress
4) Interprofessional Decision Making
5) Characteristics of BSN and Their Value
Gaps and Goals In SW-RAC

1) Increase Proportion with BSN
   Now 31.7%   Goal 80%

2) Increase Proportion of Males
   Now 10.1%   Population 48.6%

3) Increase Proportion of Non-White
   Now 4.8%   Population 11.5%

4) Double Number of Doctorally Prepared
   Now 32 (0.1%)
Implementing the IOM Future of Nursing Report: A Practice Perspective

• Melanie Shatzer, DNP, RN, NEA-BC
• Director, Academic Service Partnerships
• UPMC
Common Themes

• Accessibility of RN- BSN and Doctoral Programs
• Residency Programs
• The Need for Workforce Data
• Importance of Leadership & Professional Image
• The Value of the BSN & Different Models
Accessibility to Educational Programs

- Rich academic region
- Program variety & selection
- Leveraging a regional Academic Service Partnership Council (ASPC)
ASPC Webinar

- ASPC partners invited to present RN-BSN and RN-MSN programs
- 8 academic institutions participated
- >150 UPMC nurses
- Call centers
- Future programs
Residency Programs

- Nurse Residency Conferences
  - Hershey Medical Center
  - UPMC
- Networking
- Best practices
- Leadership buy-in

### Nurse Residency Programs – Networking Opportunity

**Conversations with Nurse Leaders**

<table>
<thead>
<tr>
<th>Date:</th>
<th>Thursday, April 17, 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location:</td>
<td>Herberman Conference Center, UPMC Shadyside, Pennsylvania</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:30 am to 10:00 am</td>
<td>Registration and Coffee</td>
</tr>
<tr>
<td>10:00 am to 10:15 am</td>
<td>Welcome Comments: UPMC Holly Lorenz; PA-AC Chris Alichnie; and PCANE Rhonda Maneval</td>
</tr>
<tr>
<td>10:15 am to 11:00 am</td>
<td>Keynote Speech: An Overview of Nurse Residency Programs – From Concept to Outcomes: Deb McElroy</td>
</tr>
<tr>
<td>11:00 am to 12:00 pm</td>
<td>Panel Discussion Facilitator: Karen Goldschmidt Panelists: Terri Bickert, Cindy Cappel, Mary Lou Kanaskie, and Catherine Witsberger</td>
</tr>
<tr>
<td>12:00 pm to 1:00 pm</td>
<td>Lunch – Submission of Questions Coordinator: Chris Alichnie</td>
</tr>
<tr>
<td>1:00 pm to 2:30 pm</td>
<td>Break-Out Sessions: UHC-AACN Session Facilitator: Deb McElroy Facility-Design Session Facilitator: Chris Alichnie</td>
</tr>
<tr>
<td>2:30 pm to 3:00 pm</td>
<td>Program Summary Presenter: Chris Alichnie Program Evaluation</td>
</tr>
</tbody>
</table>

Pennsylvania Action Coalition
UPMC Nursing: “My Residency” Program

- Transition to practice program
- Core curriculum
  - Delegation
  - Prioritization
  - Risk management
  - Interprofessional communication
  - End-of-life care
  - Crisis management
- Cultural aspects
UPMC “My Residency” Outcomes

• Turnover for new graduate nurses (within 12 months of hire) has decreased almost 50%
• Equates to approximately a $1.2 million savings annually
• 2012 HAP Workforce Achievement Award
Participant Feedback

• “I really enjoyed the end-of-life presentation/talk. It is a difficult situation but comforting to discuss it with everyone. I do not feel comfortable in the situation of a dying patient. Discussing our fears and how to handle certain situations will make me feel more confident in situations.”

• “I like the discussion and stories. It makes me see that everyone is going through the same situations.”

Pennsylvania Action Coalition
The Need for Workforce Data

- PA licensure renewal demographic data
- Workforce predictions
- BSN predictive models
  - Virginia Commonwealth University Health System
  - [http://campaignforaction.org/sites/default/files/Forcasting%20and%20Moving%20to%2080%25%20BSN%20Workforce%20Webinar%20Summary%20Jan%2022%202013.pdf](http://campaignforaction.org/sites/default/files/Forcasting%20and%20Moving%20to%2080%25%20BSN%20Workforce%20Webinar%20Summary%20Jan%2022%202013.pdf)
  - Application to clinical settings
1. Measure recruitment of BSN nurses and non-BSN
2. Measure turnover of BSN nurses and non-BSN
3. Identify nurses with anticipated graduation with BSN annually
4. Project planned growth in nursing (BSN/non-BSN)
5. Analyze the gaps using a simulation model
The Importance of Leadership & Professional Image

• Nurses in community and on boards
• Inaugural Nursing Now Conference
  – Nurse Advocacy Council
• Annual reports
• Newsletters
The Value of the BSN & Different Models

• Disseminating research findings
• Clinical ladders
• BSN differentials
Practice Perspective: Where Have the IOM Recommendations Traveled

• Nurses Week Conference
• Strategic Plans
• Councils
Creating a Live Report...

- Promote attendance at RAC
- Encourage task force participation
- Communicate, communicate, communicate
References


• Institute of Medicine (2010). *The future of nursing: leading change, advancing health.*


Thank you!

www.paactioncoalition.org