



The Future of Nursing: Leading Change, Advancing Health

The Kansas Action Coalition for Health Care

Cindy Teel, PhD, RN

University of Kansas School of Nursing

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Session Overview

- Review IOM Recommendations
- Identify Kansas Action Coalition for Health Care
- Identify priorities for action in Kansas
- Develop our Preferred Future

FUTURE OF NURSING

Campaign for Action

IOM Report

High-quality,
patient-centered
health care for all
will require
transformation of
health care
delivery system

The Future of Nursing:

LEADING CHANGE, ADVANCING HEALTH



INSTITUTE OF MEDICINE
OF THE NATIONAL ACADEMIES

IOM Recommendations

Enabling nurses to practice to the full level of their training.

- Remove scope-of-practice barriers (#1).
- Implement nurse residency programs (#3).

Improving nursing education.

- Increase proportion of nurses with a BSN degree to 80% by 2020 (#4).
- Double the number of nurses with a doctorate by 2020 (#5).
- Ensure that nurses engage in lifelong learning (#6).

Preparing and enabling nurses to lead change.

- Expand opportunities for nurses to lead and diffuse collaborative improvement efforts. (#2)
- Prepare and enable nurses to lead change to advance health (#7).

Improving workforce data collection and analysis.

- Build an improved infrastructure to collect and analyze health care workforce data (#8).

Fostering Interprofessional Collaboration

Diversity

Campaign for Action

Campaign Vision

All Americans have access to high quality, patient-centered care in a health care system where nurses contribute as essential partners in achieving success

Campaign for Action

RWJF/AARP seeking support from:

- **health professions**
- **payers**
- **consumers**
- **business**
- **policy-makers**
- **philanthropies**
- **educators**
- **hospitals and health systems**
- **public health agencies**



Nursing must be considered societal issue!

Kansas Action Coalition for Health Care

- **Nurse Partners**

- KU School of Nursing, lead
- Fort Hays State, Dept of Nursing, partner
- Pittsburg State, Dept of Nursing, partner
- Wichita State, School of Nursing, partner

- **Non-nurse Partners/Nurse Champions**

- Kansas Hospital Association
- Kansas Hospital Education & Research Foundation

- **Stakeholders**

- KACN, KCADNE, KCPNE, KONL, KSBN, KSNA, KU Dept. of Family Medicine, KCNN & more

Accomplishments So Far

**Over 140
Participants!!**

- Coalition application submitted, Feb 2011
- KS named in Preparatory Wave
 - Access to AARP Center to Champion Nursing in America materials
- Kansas Action Coalition Summit
 - Dr. Sue Hassmiller
- Participating in RWJF Connect: Engaging Policymakers, June 2011
 - build relationships with members of Congress
- Submit revised application, summer 2011

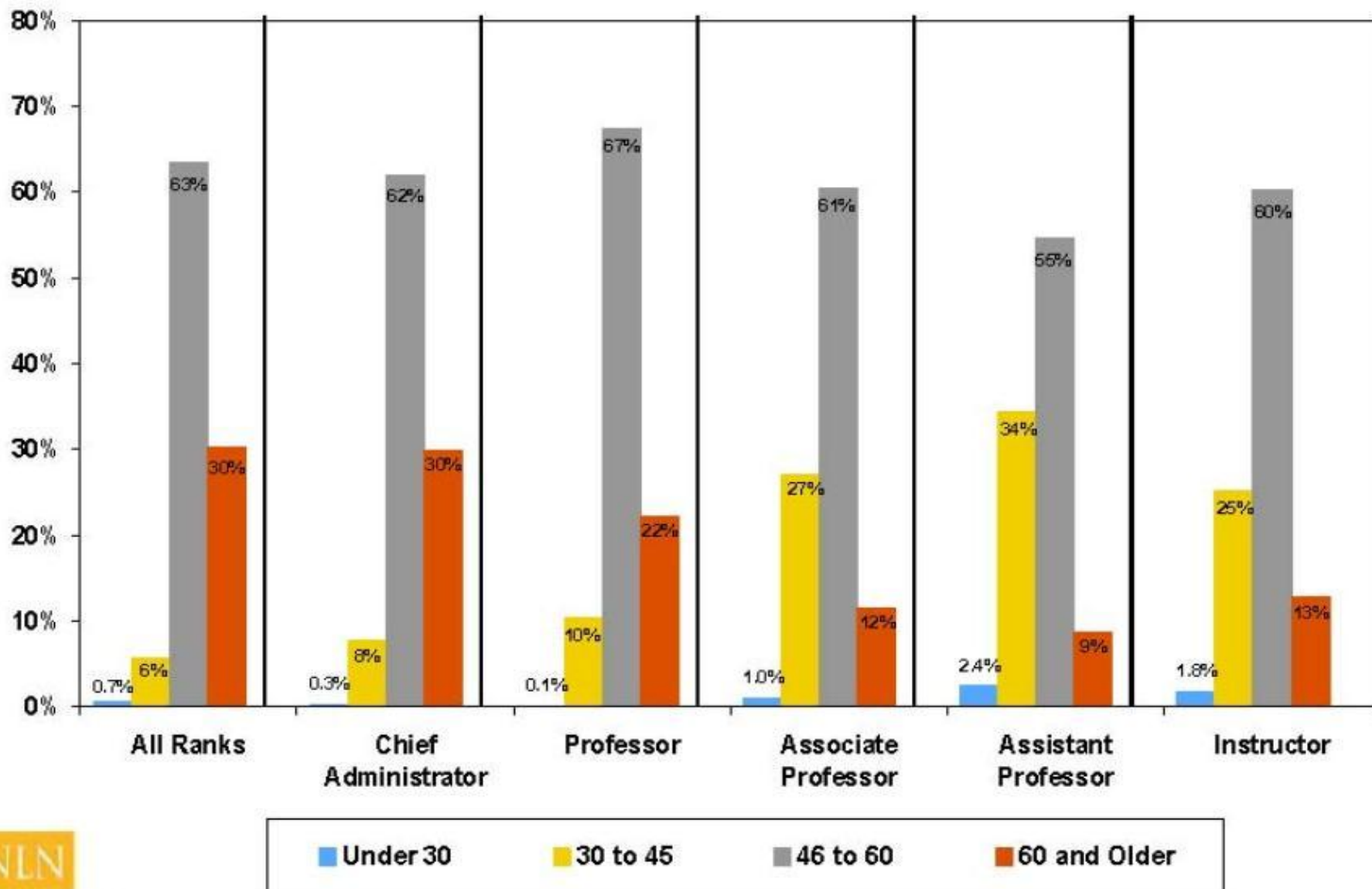
Some Influencing Factors... in Context of Health Care Reform



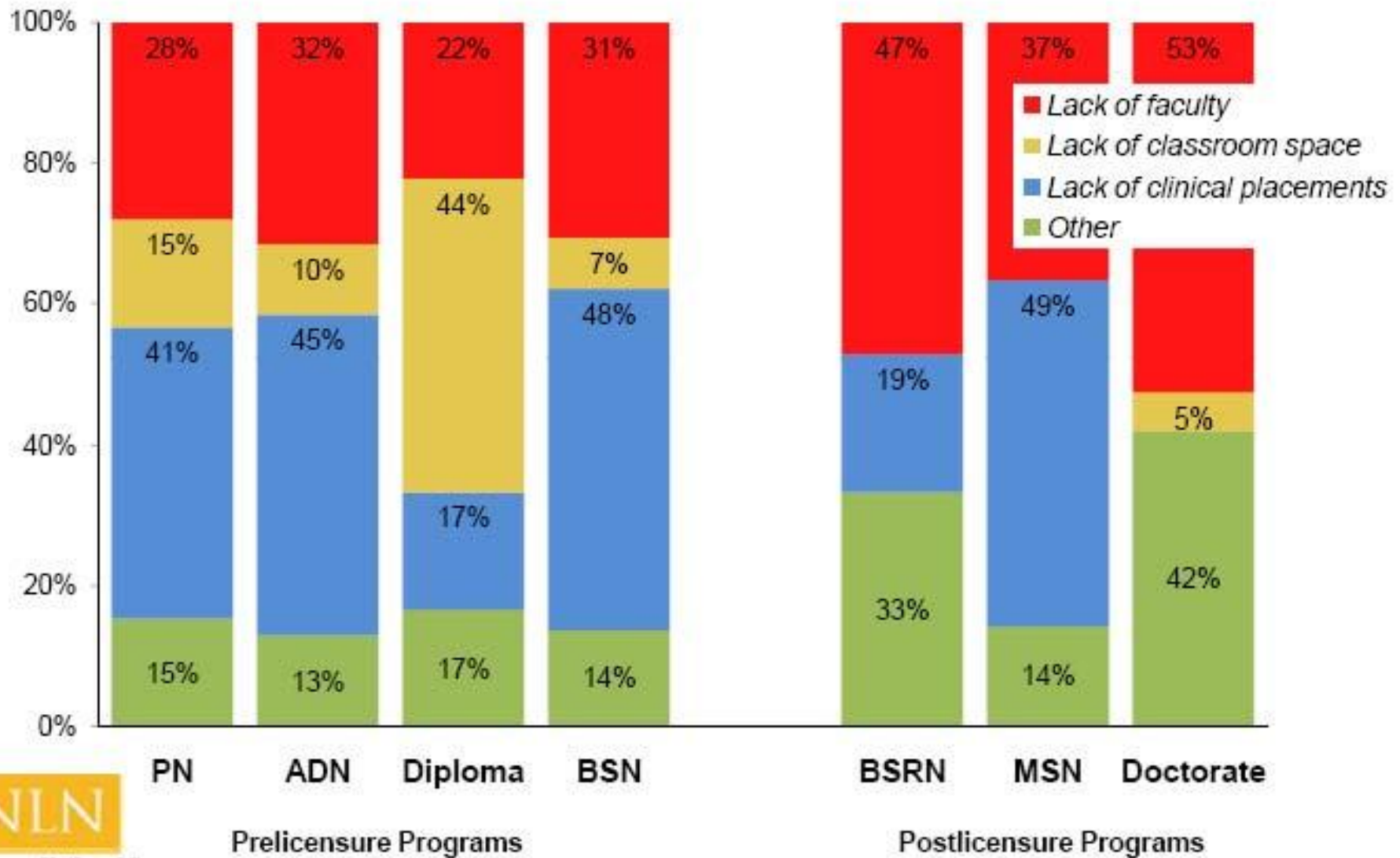
Nursing Education

- Increase proportion of nurses with a baccalaureate degree to 80% by 2020
 - 41,862 RNs in KS (3/09)
 - 43% baccalaureate prepared
- Double the number of nurses with a doctorate by 2020
 - 132 RNs in KS with doctoral degree (3/09)
 - 63 doctorate in nursing
 - 69 doctorate in another field

Age of Full-Time Nurse Educators by Rank, 2009



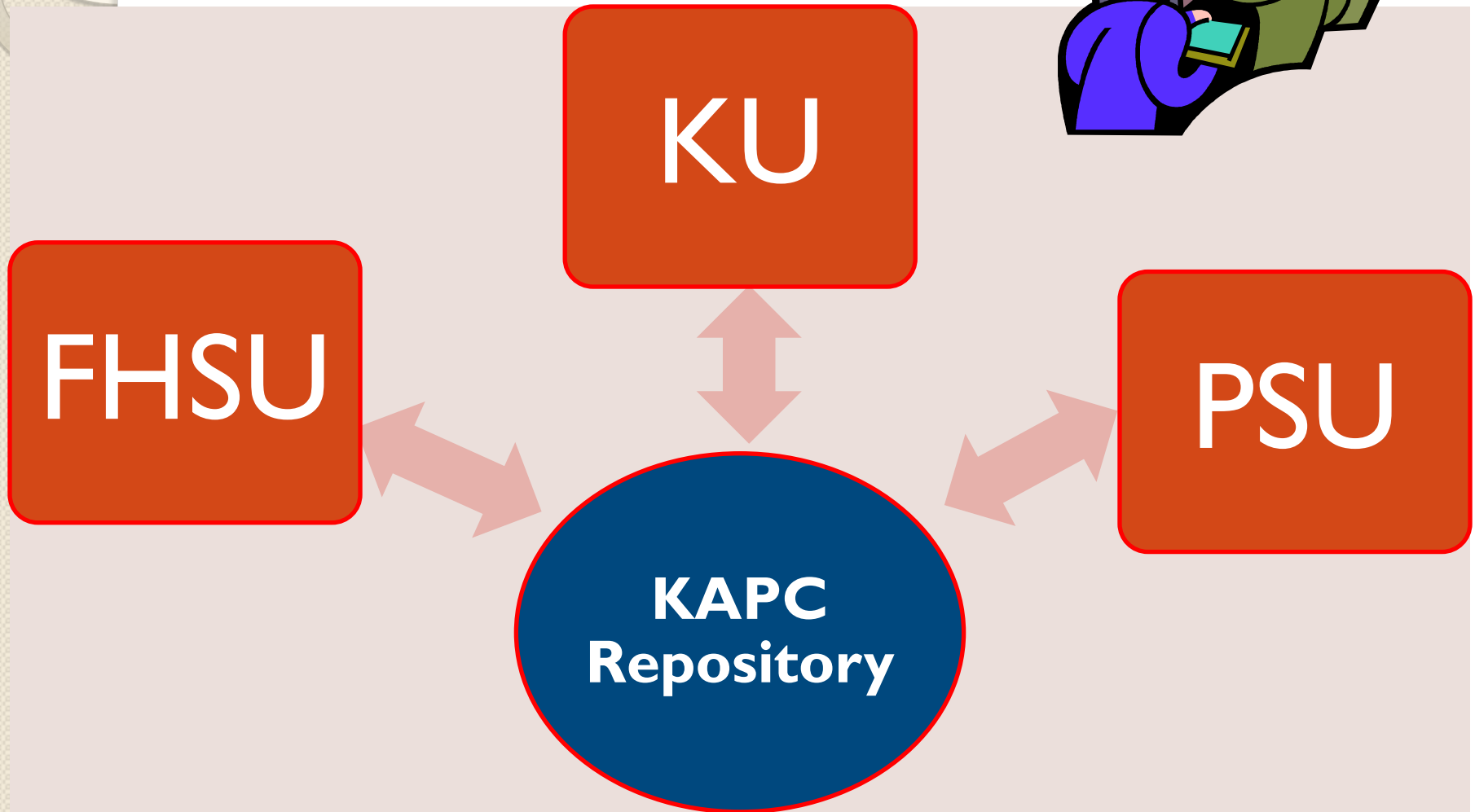
Main Obstacle to Expanding Admissions by Program Type, Fall 2010



Kansas Advanced Practice Collaborative - KAPC

- 3 Schools
 - University of Kansas; Kansas City & Garden City
 - Pittsburg State University
 - Fort Hays State University
- 3 Courses
 - Primary Care I
 - Primary Care II
 - Applied Drug Therapy
- Fall 2009 implementation

Online Repository Model



Maximizing Quality

Common template for module development

1. Introduction & review of objectives
2. Teaching activities for presenting content
3. Learning activities for students to use
4. Assessments of student learning

Peer-review

- Content posted on KAPC site by primary author
- Each module assigned primary reviewer, using a common review format
 - e.g., are assessments consistent with learning objectives?
- Revision by primary author

KAPC Outcomes

- >65 FNP graduates in 2010
- >65 FNP graduates in 2011
- 83-85 FNP students enrolled for Fall 2011
- FNP graduates
 - Approximately 2/3 practice in Kansas
- Faculty involvement across schools
- Ongoing assessment of module quality; Quality Matters principles
- Expansion to other content areas, e.g., leadership

Continuing to Collaborate

COMMUNICATION that is frequent, honest, and meaningful

- In-person meetings; conference calls
- E-mail; postings on shared KAPC site



Interprofessional Teaching Clinic (IPTC) – August 2011 planned start

Proposed Mission:

The IPTC fosters the knowledge, skills, attitudes, and values needed to provide patient-centered, high quality primary care for individuals and populations, especially those who are underserved or vulnerable.

Guiding Principles:

- Medical, nursing, pharmacy, and law students will each assume leadership roles in specific contexts.
- Clinic processes will include the additional time required to give learners meaningful roles.
- Excellence in patient care, teamwork, and communication must be modeled by all involved faculty members.
- Patient and population outcomes are important metrics.

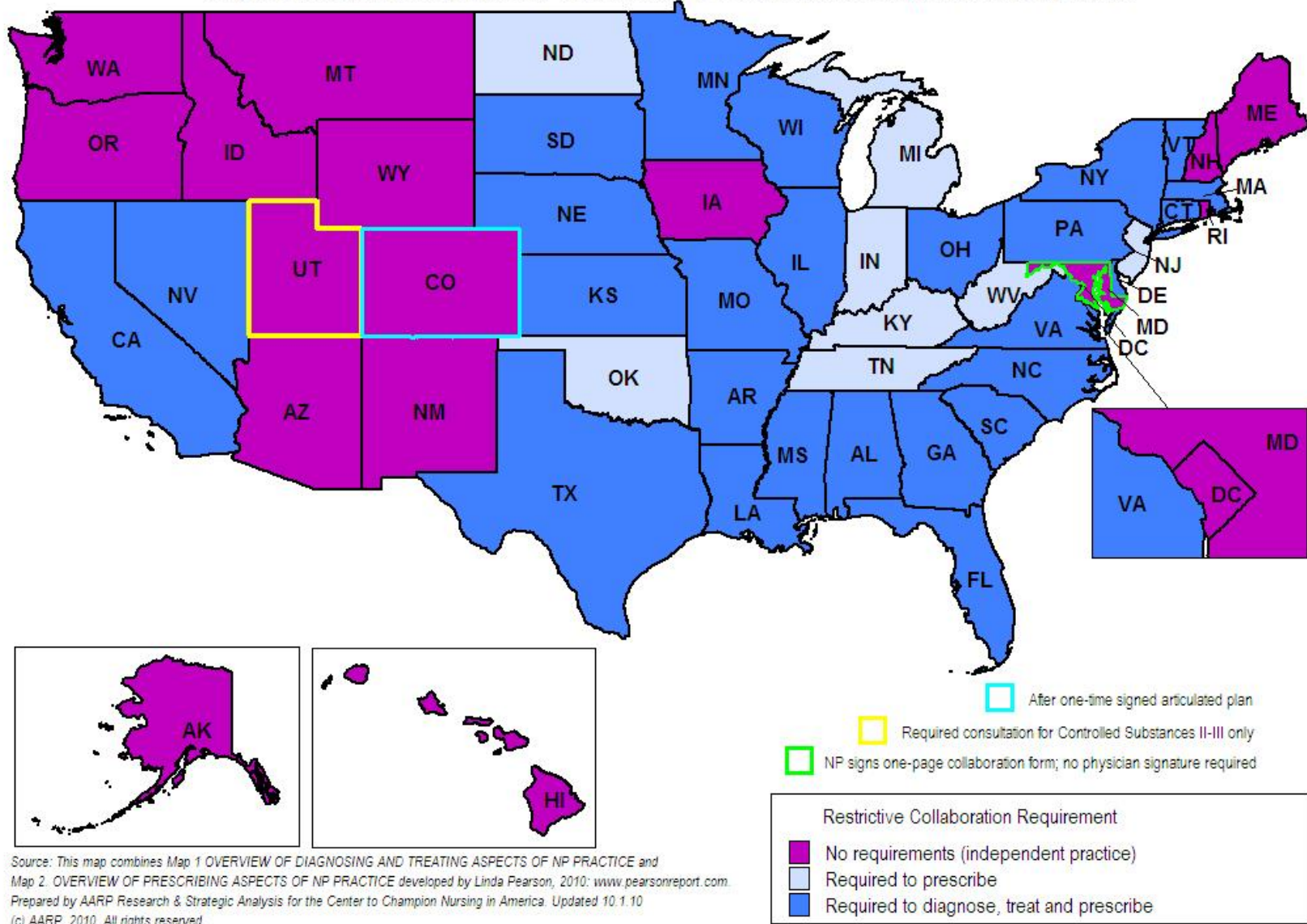
Personnel

- **Students (optimally 4 of each)**
 - Third year medical students
 - Senior nursing students
 - Upper level pharmacy students
- **Faculty**
 - Family Medicine faculty physicians (2)
 - Nursing faculty (2)
 - Pharmacy faculty or ambulatory fellow (2)
- **Staff**
 - Family Medicine clinic staff

Patients and Visits

- Continuity patients of Drs. Chumley, Delzell, Maxfield, and Zaudke
- Currently, about 5000 patients
- Mon-Fri AM, and Wed PM
- 2 Family Physicians each session (1.2 FTE)
- 16 patients each session

Consumer Access and Barriers to Primary Care: Nurse Practitioners Physician-Nurse Practitioner Restrictive Collaboration Requirements by State



Leadership

- Formation of identity as a leader
 - fundamentally transforming to become a nurse leader or scholar
 - evolves over time, with guidance from mentors & time for deepening self-understanding
- Building on membership of largest & most trusted health profession

Tanner, C. (2011) It's all about leadership. *JNE*, 50, 239-241

Nurse Leaders in the Boardroom

- Survey of 1,000 U.S. hospitals* found:
 - Nurses account for only 6 percent of board members
 - Physicians are 20 percent of board members
 - Other clinicians are 5 percent of board members



* American Hospital Association, 2011

Data

Improve health care workforce data collection to better assess and project workforce requirements

- Research on health care workforce is fragmented
- Need data on all health professions

What States Are Doing

Education	State	Objective
80/20	CT	Secured funding for simulation labs; developing common curriculum and articulation agreements
80/20	FL	Promoting community college transition to state college and community college/state college regional partnerships
Doctorates	GA	Offering online doctoral programs
Residencies	MT	Implementing rural nurse residency program

What States Are Doing

Area	State	Objective
Scope of practice	LA	Advancing legislation to alleviate barriers to scope of practice for APRNs; inviting medical community to help address scope-of-practice issues
Interprofessional Collaboration	IN	Offering interprofessional clinical education program at Indiana University schools of nursing and medicine
Leadership	NM	Developing nurse manager leadership program
Data	VA	Passed law to support and increase reach of Healthcare Workforce Data Center

Creating Our Preferred Future in Kansas



Scope of Practice

- Remove barriers
- Residency programs



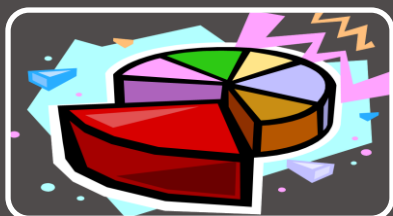
Nursing Education

- 80% BSN by 2020; Double doctorate by 2020
- Lifelong learning



Leading Change

- New opportunities to lead
- Enable changes for health



Workforce Data

- Building data infrastructure

Campaign Resources

- Visit us on the Web at:
www.thefutureofnursing.org
- Follow us on twitter at:
www.twitter.com/futureofnursing
- Join us on Facebook at:
<http://facebook.com/futureofnursing>