

FUTURE OF NURSING™
Campaign for Action

Robert Wood Johnson Foundation
AARP

*The Future is Now:
Leading Change, Advancing Health Through
Nursing*

Heather Nelson-Brantley, BSN, RN, CCRN
Jonas Nurse Leader Scholar

Health Care System Challenges

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High costs

Millions more insured

Primary care shortage

Fragmentation

Aging and sicker population

Lack of preventative care

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A New Era in Health & Health Care

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Patient-Centered

Improved quality

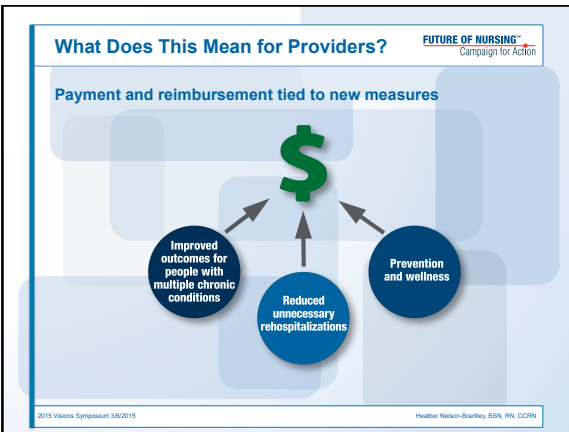
Better health outcomes

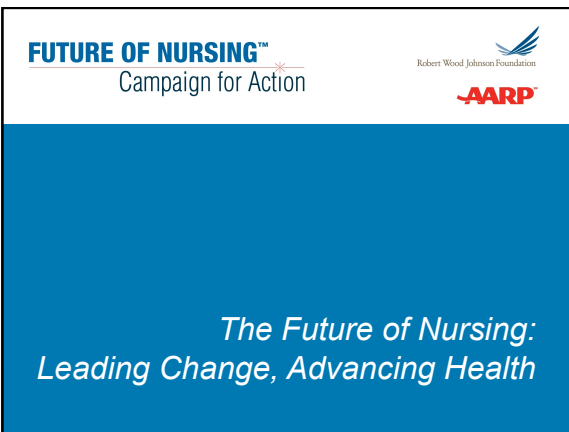
Coordinated care at home & in community

Integrated health & health care services

Lower costs

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RWJF'S COMMITMENT TO IMPROVING CARE FUTURE OF NURSING™
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Mission:
To improve health and health care for all Americans


Need to address challenges facing nursing to address challenges facing our health system

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2008 PARTNERSHIP



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INSTITUTE OF MEDICINE
OF THE NATIONAL ACADEMIES



- Nation's largest philanthropy devoted exclusively to health and health care
- Provides unbiased & authoritative advice to decision makers & the public
- One of the most influential health advisory groups in existence
- Independent, non-profit, outside of government

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Institute of Medicine Report





High-quality health transformation delivered


Leading Change, Advancing Health

Health care


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KEY MESSAGES



#1: Nurses should practice to the full extent of their education and training.



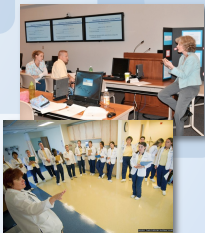
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KEY MESSAGES

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#2: Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.




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KEY MESSAGES

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#3: Nurses should be full partners, with physicians and other health professionals, in redesigning health care in the United States.



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KEY MESSAGES

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#4: Effective workforce planning and policy making require better data collection and an improved information infrastructure.



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**FON RECOMMENDATIONS:
A BLUEPRINT FOR CHANGE**

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1. Remove scope of practice barriers
2. Expand opportunities for nurses to lead & diffuse collaborative improvement efforts
3. Implement nurse residency programs
4. Increase the proportion of nurses with a BSN to 80% by 2020
5. Double the number of nurses with a doctorate by 2020
6. Ensure that nurses engage in lifelong learning
7. Prepare and enable nurses to lead change to advance health
8. Build an infrastructure for collection & analysis of interprofessional health care workforce data

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**Future of Nursing: Campaign
for Action**

FON: Campaign for Action

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

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Real Possibilities

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Areas of Focus

Leadership

Practice & Care

Education

Interprofessional Collaboration

Diversity

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Promote Nurse Leadership

Nurses bring a unique perspective to management and policy discussions.

- Nurses spend the most time with people receiving health services.
- Nurses are the largest segment of the health care work force.
- Nurses are vital to improving quality.
- Yet nurses account for only 6 percent of hospital board positions.

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Leadership Evidence

When nurses are positioned to influence system practice and policies, it leads to improvements in quality of care, wellness, and reduced medical errors.

Nurse-led initiatives have:

- Reduced falls with harm
- Reduced "code blue" calls
- Reduced 30-day re-admissions
- Improved care transitions

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Remove Barriers to Practice and Care

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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 from expanding access to care.
- Utilize clinicians more efficiently.

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Practice and Care: A Patchwork of Laws

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2014 Nurse Practitioner Practice Environment¹

■ Full practice
■ Reduced practice
■ Restricted practice

¹ 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>.

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Practice and Care Evidence

APRNs improve care on a wide range of indicators.

- Patient satisfaction
- Length of stay
- NPs: BP, glucose, lipid control
- CNMs: Fewer C-sections, episiotomies
- Preventive care



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Increase Education Level of Nurses

Prepare nurses to meet new challenges in health & health care.

- Increase the proportion of nurses with BSN and higher degrees.
- Increase the number of nurses with doctorates.
- Implement nurse residency programs.

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Education Evidence

Studies show association between higher nurse education level and improved health care outcomes.

- Some studies show that higher proportions of BSN-prepared nurses are associated with lower rates of medication errors, mortality, and failure to rescue.
- Research also shows that BSN-prepared nurses have stronger diagnostic skills and are better at evaluating interventions.
- A growing body of research shows a connection between baccalaureate education and lower mortality rates.

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Improve Workforce Diversity

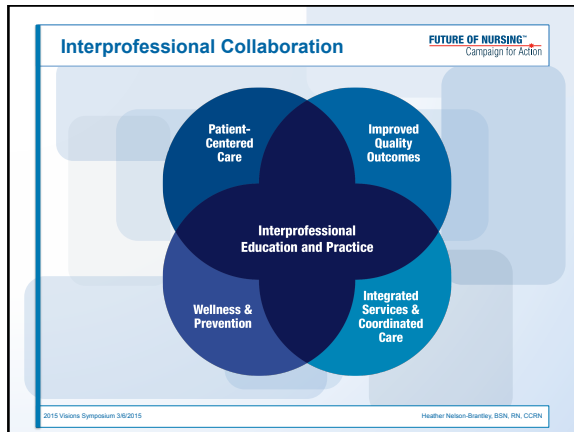
Nurses should reflect the population in terms of gender, race and ethnicity.

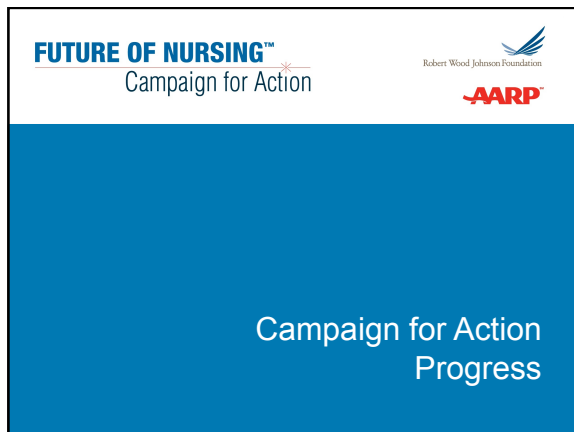
- Recruit the nursing workforce of the future.
- All nurses should provide culturally competent services and care.
- Greater workforce diversity may help to reduce health disparities.



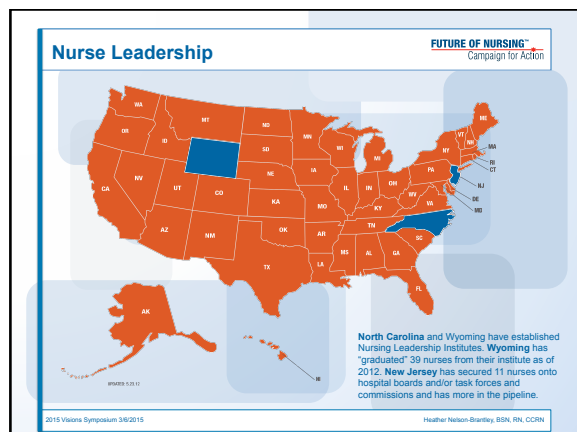

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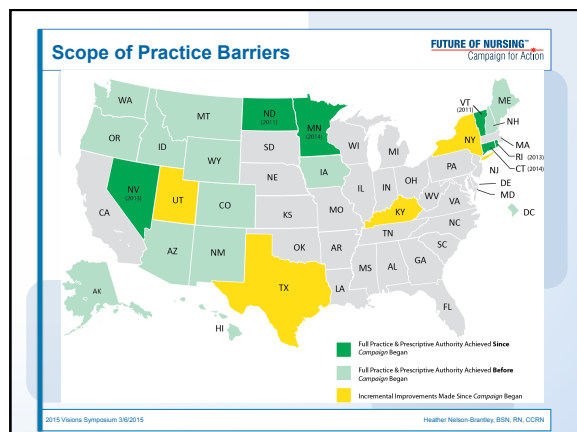
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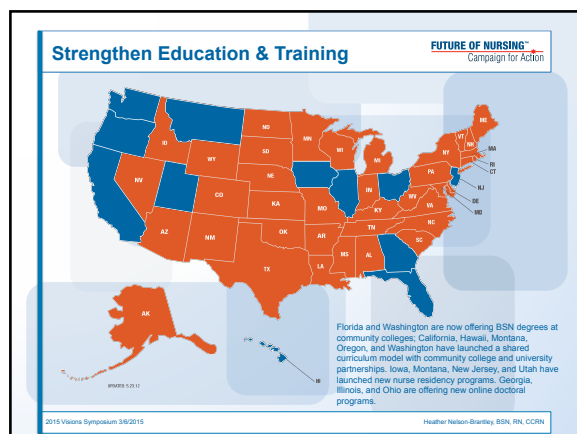












Interprofessional Collaboration

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Indiana is well underway with an effort to adopt interprofessional collaboration in medical and nursing schools.

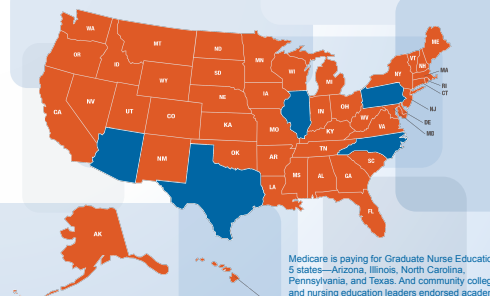
University of Kansas Medical Center recently named an incubator site to work with Indiana.

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National Level Progress

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Medicare is paying for Graduate Nurse Education in 5 states—Arizona, Illinois, North Carolina, Pennsylvania, and Texas. And community college and nursing education leaders endorsed academic progression for nurses in a joint position statement.

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Kansas Action Steps

Practice
Working to full extent of Practice for RNs as well as APRNs

Develop and sustain grassroots campaign for support of the changes to the KS Nurse Practice Act

Develop and deliver an educational module to focus on what full scope of authority looks like for all nurses

Education
Development of standardized prerequisites

Discuss and develop model for statewide academic progression

Encourage lifelong learning: create webinar focused on importance of continuing education throughout the lifetime

Leadership
Based upon a needs assessment through the Leadership and Mentorship Survey work has begun to develop:

- Match.com mentoring site
- Leadership Resources

Advocacy
Advance the health of Kansans by championing nursing's capacity to transform health and healthcare

Build capacity for advocacy: how to advocate for KSAC

Create an elevator speech for nurse champions

ID outside groups to connect with

Interprofessional Collaboration
Diversity
Data

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Campaign Supporters

All of society needs to take notice.

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KS Action Coalition Partners

NURSE PARTNERS	NON-NURSE CHAMPIONS
University of Kansas	University of Kansas Hospital
Pittsburg State University	Kansas Board of Regents
Fort Hays State University	KU Dept of Family Medicine
Wichita State University	Kansas Dept of Commerce
Washburn University	Kansas Dept of Health & Environment
Kansas Association of Colleges of Nursing	
KCADNE	
KCPNE	
Kansas Organization of Nurse Leaders	
Kansas State Nurses Association	
Kansas State Board of Nursing	

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Join Us!

Send inquiring e-mail to:

- Cynthia Teel: cteel@kumc.edu
- Jon Teel: teel@kumc.edu

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Campaign Resources

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