



Initiatives  
Data Supply Researchers APRN Value New Collaborations Impact Stakeholders Solutions  
Health Care Reform Challenges  
Trends Rural Best Practices Demand Patient Care ACA  
Nurses

# Health Care Reform

# Nursing Workforce



**COLORADOCENTER**  
*for Nursing Excellence*



**SCHOOL OF NURSING**

VANDERBILT UNIVERSITY

Center for Interdisciplinary Health Workforce Studies

# “State of the Nursing Workforce In An Era of Health Care Reform: Data, Trends and New Collaborations”

**Welcome to Denver** and the 2015 National Forum of State Nursing Workforce Centers’ annual conference. We hope that you will experience an enriching time with your workforce center colleagues, research experts, educators, and innovators from all across America. We are grateful to our host, the Colorado Center for Nursing Excellence, for inviting us to their wonderful state of Colorado. We are also appreciative of the generous support provided by The Center for Interdisciplinary Health Workforce Studies at Vanderbilt University.

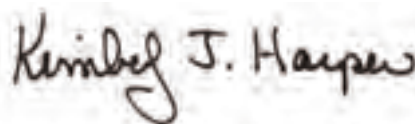
We all recognize that many changes are taking place in the healthcare delivery systems across America and that each of these changes affects the nursing workforce. As researchers and leaders in the nursing workforce arena, we take seriously our responsibility to help others prepare for what lies ahead. Legislators and other key decision-makers depend on us to have accurate and current data they can use to inform their decisions on resource allocations and healthcare decisions that will affect our nation as a whole. Together, we must meet that challenge. This conference brings together nursing, healthcare, and workforce research leaders from across the country to discuss important issues related to the current and future nursing workforce of America and the impact of the Affordable Care Act on this workforce. It is our collective goal that outcomes from this conference will include new research project teams that will work collaboratively to develop new workforce research opportunities. We sincerely hope that you will join one of those teams.

On behalf of the National Forum of State Nursing Workforce Centers Board of Directors, the Conference Planning Committee, our Colorado hosts, and our colleagues from Vanderbilt, we hope that you leave this conference having met new colleagues as well as caught up with those you do not see every day, created a newly formed relationship with professionals with whom you will be able to begin new research projects that can inform our decision-making in the future, and carry with you a heightened level of energy to lead the nursing workforce efforts in your state and across our nation.

We sincerely thank you for taking time from what we know is a very busy schedule to be with us these next few days and for all the contributions you make every day to the provision of healthcare across America.

With best wishes,

Kimberly J Harper, RN, MS  
Executive Director, Indiana Center for Nursing  
Nursing Co-Lead, Indiana Action Coalition  
President, National Forum of State Nursing Workforce Centers



Karren Kowalski, PhD, RN, NEA-BC, ANEF, FAAN  
President & CEO, Colorado Center for Nursing Excellence  
Director-at-Large, National Forum of State Nursing Workforce Centers  
Chair, Forum 2015 Planning Committee



# Summary Schedule of Events

## Wednesday, June 10, 2015: Day 1

- 7:00 - 5:00 Registration (38th Floor)
- 8:00 - 9:30 Continental Breakfast, Posters & Exhibitors (38th Floor)
- 9:30 - 10:00 Welcome & Overview of the Annual Conference (Capitol Peak, 38th Floor)  
Kimberly Harper, Chief Executive Officer, Indiana Center for Nursing and President, National Forum of State Nursing Workforce Centers; Dr. Peter Buerhaus; Kate Weiland, Gordon and Betty Moore Foundation
- 10:00 - 11:00 Keynote Address - Keynote Address Dr. Kavita Patel (Capitol Peak, 38th Floor)  
"The ACA and Health Reform: Implications for the Nation's Healthcare Workforce"
- 11:00 - 11:30 Break, Posters and Exhibitors (38th Floor)
- 11:30 - 12:15 Breakout Sessions (2nd Floor)
- 12:15 - 1:40 Lunch, Posters and Exhibitors (38th Floor)
- 1:45 - 2:45 Plenary Speaker - Susan Dentzer (Capitol Peak, 38th Floor)  
"Implementing Health Reform: The Beltway Conversation"
- 2:45 - 3:00 Break, Posters and Exhibitors (38th Floor)
- 3:00 - 3:50 Breakout Sessions (2nd Floor)
- 4:00 - 4:50 Breakout Sessions (2nd Floor)
- 5:30 - 6:30 Welcome Reception (38th Floor)

## Thursday, June 11, 2015: Day 2

- 7:30 - 8:30 Continental Breakfast, Posters & Exhibits (38th Floor)
- 8:30 - 9:30 Plenary Speaker - Dr. Richard Krugman (38th Floor, Capitol Peak)  
"Challenges and Opportunities facing Academic Health Science Centers: Implications for Educating the Health Workforce"
- 9:30 - 10:00 Break, Posters and Exhibitors (38th Floor)
- 10:00 - 10:50 Breakout Sessions (2nd Floor)
- 11:00 - 11:50 Breakout Sessions (2nd Floor)
- 12:00 - 1:30 Lunch, Posters and Exhibitors (38th Floor)
- 1:30 - 2:30 Plenary Speaker - Dr. Susan Reinhard  
"Five Years of Nurses Leading Change and Advancing Health"
- 2:30 - 3:00 Break, Posters and Exhibitors (38th Floor)
- 3:00 - 3:50 Breakout sessions
- 4:00 - 4:50 Breakout sessions

## Friday, June 12, 2015: Day 3

- 7:30 - 9:00 Breakfast Group Session: Areas for Collaboration (38th Floor, Capitol Peak)
- 9:00 - 10:00 Group Reports on Collaborations and Summary Remarks  
Dr. Peter Buerhaus (Capitol Peak, 38th FL)
- 10:00 - 10:15 Break (38th Floor)
- 10:15 - 11:15 Closing Plenary Speaker - Shelia Burke (Capitol Peak, 38th FL). "Federal and State Policy Perspectives: Focusing and Targeting Collaborations to Achieve Impact"
- 11:15 - 11:30 Closing Remarks, Kimberly Harper (Capitol Peak, 38th Floor)
- 12:00 - 2:30 National Forum of State Nursing Workforce Centers  
Executive Directors Meeting (Mt. Elbert A, 2nd Floor)

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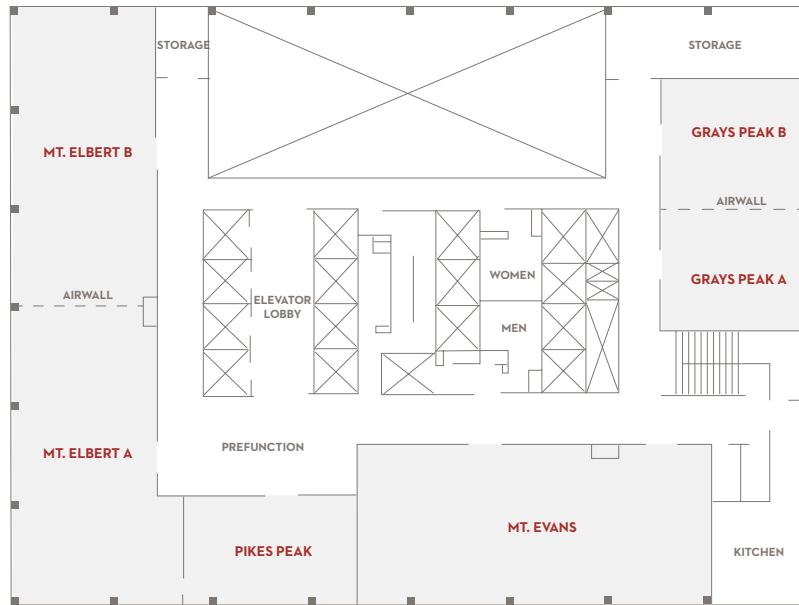
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## FLOOR PLAN

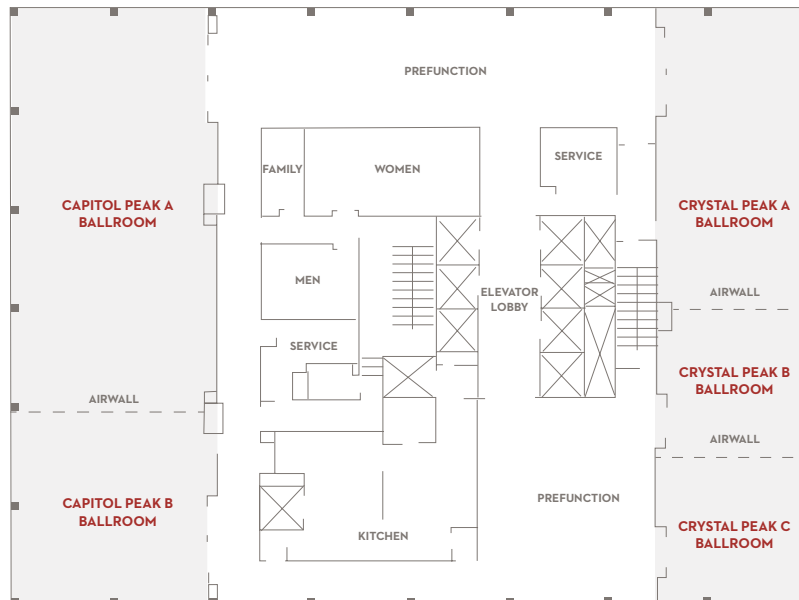
*Atrium Tower*

*Grand Hyatt Conference Center—2nd Floor*

From the Grand Hyatt Denver:  
Exit the hotel via the revolving  
doors to the valet drive. Cross  
the porte cochere and enter  
into the atrium building  
(attached to Starbuck's).  
Proceed to the far set of  
elevators across the atrium  
and select Level 2.



*Pinnacle Club—38th Floor*





# Detailed Schedule: Day 1

## Wednesday, June 10, 2015: Day 1

7:00am	5:00pm	Registration (38th Floor)
8:00am	9:30am	Continental Breakfast, Posters & Exhibitors (38th Floor) Breakfast sponsored by the Colorado Organization of Nurse Leaders
9:30am	10:00am	Welcome & Overview (Capital Peak, 38th Floor) Kimberly Harper, Chief Executive Officer, Indiana Center for Nursing and President, National Forum of State Nursing Workforce Centers; Dr. Peter Buerhaus; Kate Weiland, Gordon and Betty Moore Foundation
10:00am	11:00am	Keynote Address Dr. Kavita Patel (Capitol Peak, 38th Floor). "The ACA and Health Reform: Implications for the Nation's Healthcare Workforce"
11:00am	11:30am	Break, Posters, Exhibitors (38th Floor) Break sponsored by Western Governor's University
11:30am	12:15pm	Breakout Sessions (2nd Floor)

### Mt. Evans

#### "The Changing Roles of Registered Nurses in Pioneer ACOs"

Patricia Pittman, PhD

Associate Professor, The George Washington University

This study focuses on whether and how leaders of Pioneer Accountable Care Organizations believe the deployment of the RN workforce is changing in response to the shared savings incentives.

### Mt. Elbert A

#### "Collecting Nursing Workforce Demand Data: Challenges and Best Practices"

Pamela Lauer, MPH. Director, Texas Center for Nursing Workforce Studies

Cynthia Bienemy, PhD, RN. Director, Center for Nursing at Louisiana State Board of Nursing

Mary Lou Brunell, MSN, RN. Executive Director, Florida Center for Nursing

Clark Ruttinger, MPA. Utah Medical Education Council

A panel of workforce center directors discuss the current status of demand data collection in their states including methods of data collection, implementation of the National Forum's Demand MDS, other questions asked, and how this data can be integrated into state level demand models.

### Mt. Elbert B

#### "APRN A Colorado Perspective"

Karren Kowalski, PhD, RN, NEA-BC, ANEF, FAAN

President & CEO, Colorado Center for Nursing Excellence

An overview of the recently successful multidisciplinary, statewide collaborative effort that removed some of Colorado's statutory barriers that have encumbered APRNs seeking full practice authority. Come and hear the stories of how Colorado is innovating to improve access to care for the previously uninsured.

### Grays Peak A

#### "Leadership Development: A Workforce Imperative: A Data Driven Approach to Strategy Development in Wisconsin"

Barbara J. Pinekenstein, DNP(c), MSN, RN-BC, CPHIMS. Clinical Professor at UW-Madison School of Nursing

This session provides a data driven state based approach to leadership development and highlights key innovative strategies for success. This session highlights both assessment and implementation approaches including key learnings for dissemination of best practices.

# Detailed Schedule: Day 1

## Grays Peak B

**“Does the contribution of a Baccalaureate-prepared nurse to patient outcomes depend on the path to the degree and the quality of the program?”**

Olga Yakusheva, PhD. Associate Professor of Nursing and Public Health, University of Michigan

Despite strong evidence of a positive impact of a Baccalaureate-educated nursing workforce, we do not know whether all Baccalaureate degrees are of equal value in producing improved patient outcomes. This session will draw upon economic theory of human capital to identify a set of theoretical attributes of high-value nursing programs and to test some of the attributes using real nurse data from a large Magnet hospital.

12:15pm	1:40pm	Lunch, Posters, Exhibitors (38th Floor) Lunch sponsored by Kaiser Permanente
1:45pm	2:45pm	Plenary Speaker Susan Dentzer (Capitol Peak, 38th Floor) “Implementing Health Reform: The Beltway Conversation”
2:45pm	3:00pm	Break, Posters, Exhibitors (38th Floor)
3:00pm	3:50pm	Breakout Sessions (2nd Floor)

## Mt. Evans

**“Value-Based Nursing Workforce”**

John M. Welton, PhD, RN, FAAN

Professor and Senior Scientist Health Systems Research, University of Colorado College of Nursing

Sharon Pappas, PhD, RN, NEA-BC, FAAN. Chief Nurse Executive, Centura Health

This presentation will examine recently completed work from a national expert panel to develop methods to extract information about the value of nursing care from electronic health records (EHR). The panel recommendations form a basis for building real-time nursing business intelligence system that can address nursing and individual nurse clinical and operational performance, costs, effectiveness, efficiency, and outcomes of care by linking nurses as individual providers to each patient across different healthcare settings.

## Mt. Elbert A

**“Scope of Practice and Nurse Practitioner Billing and Supervision”**

Patricia Pittman, PhD. Associate Professor, The George Washington University

This study explores the relationship between nurse practitioner scope of practice regulation and the propensity of NPs (a) to bill under physicians versus their own provider numbers, and (b) to practice without on-site supervision.

**“Future Directions of Credentialing Research in Nursing”**

Joanne Spetz, PhD. Professor, Philip R. Lee Institute for Health Policy Studies & Associate Director for Research, Center for the Health Professions, University of California San Francisco

In September 2014, the Institute of Medicine convened a workshop that examined a new framework and research priorities to guide future research on the impact of nursing credentialing and nurse certification on outcomes for nurses, organizations, and patients. This presentation provides a description of the conceptual framework and specific opportunities for advancing credentialing research in nursing.

## Mt. Elbert B

**“Structured Post-Graduate Training for Nurse Practitioners”**

Amy Barton, PhD, RN, FAAN. Professor and Associate Dean, University of Colorado College of Nursing

The purpose of this presentation is to describe a structured, rigorous transition to practice program for nurse practitioners seeking employment in community health centers. Participants will learn how a structured post-graduate, intensive residency training program facilitates development of a primary care workforce prepared to meet the primary care needs of America’s vulnerable populations and the organizations that serve them.

# Detailed Schedule: Day 1

## Grays Peak A

### **“DNP By 2015: An Examination of the Future of APRN Education”**

Grant R. Martsof, PhD, MPH, RN. Associate Policy Researcher, RAND Corporation

In 2004, members of the American Association of Colleges of Nursing (AACN) voted to endorse a position statement that all advanced practice registered nurses (APRN) master’s programs should transition to the doctor of nursing practice (DNP) by 2015. In this breakout session, we will discuss nursing schools’ progress toward full implementation of the DNP, key drivers of schools’ decisions to adopt the DNP, and the implications of the DNP on the nursing workforce.

## Grays Peak B

### **“Transforming Clinical and Fiscal Outcomes through Staff Nurse Driven Change”**

Marian S. Altman, MS, RN, ANP, CCRN. Clinical Practice Specialist, American Association of Critical Care Nurses

The American Association of Critical Care Nurses Association (AACN) created The Clinical Scene Investigator (CSI) Academy to engage staff nurses to create solutions for improving clinical outcomes. This session describes a proven program where bedside nurses learn skills to change practice and impact patient outcomes the fiscal health of an organization.

## 4:00pm to 4:50pm Breakout Sessions (2nd Floor)

### Mt. Evans

#### **“Why are Registered Nurses Retiring Later”**

Joanne Spetz, PhD. Professor, Philip R. Lee Institute for Health Policy Studies & Associate Director for Research, Center for the Health Professions, University of California San Francisco

Ulrike Muench, RN, Ph.D . Assistant Professor, University of California San Francisco

Lela Chu, BA. Research Staff, University of California San Francisco

Zachary Levin. Research Staff, University of California San Francisco

This paper examines the demographic and economic factors that are changing employment and retirement patterns of older nurses, and assesses whether these changes are likely to be permanent. Multiple years of the California Board of Registered Nursing Biennial Survey of RNs are used to explore relationships between demographics, economic conditions, and retirement.

### Mt. Elbert A

#### **“Interprofessional Teams in Emergency and Intensive/Critical Care: Specialist Nurse Practitioner and Physician Perspectives”**

Karen Donelan, ScD, EdM. Senior Scientist in Health Policy, Mongan Institute for Health Policy, Massachusetts General Hospital

In this session, we will present new data from a national survey of NPs and MDs working in emergency, intensive and critical care to look at teamwork and scope of practice. This study is a sequel to a 2013 NEJM paper about NPs and MDs in primary care.

### Mt. Elbert B

#### **“Will Expanding the Role of Nurse Practitioners to Meet the Growing Demand for Primary Care Increase Costs for Medicare?”**

Catherine M. DesRoches, MPH, PhD. Senior Scientist, Mathematica Policy Research

This study uses national-level data Medicare claims data to systematically examine the cost of primary care provided by NPs and MDs over an extended period of time to a broad range of patients.

# Detailed Schedule: Day 2

## Grays Peak A

### **"Perspectives of Doctoral Students in Nursing in Georgia"**

Rebecca Wheeler, PhD, MA, BSN. Coordinator, Georgia Nursing Leadership Coalition

This session will present the findings of a state-wide survey of doctoral students in nursing in Georgia as well as how this information can be used to inform recruitment and retention efforts. Challenges and future directions will also be discussed.

## Grays Peak B

### **"Critical Care is Everywhere"**

Carol Hartigan, MA, BSN, RN. Certification & Policy Strategist, American Association of Critical-Care Nurses

Millions of previously uninsured Americans are entering the healthcare system under the ACA and presenting with chronic critical illness (CCI); metabolic, endocrine, physiologic, and immunologic abnormalities that result in profound debilitation and often ongoing respiratory failure. This session will identify changes in care and treatment of the CCI population under the ACA, including the strong emergence of the Long Term Acute Care Hospital, and discuss measures to assure that RNs are prepared to meet their needs.

5:30pm 6:30pm Welcome Reception (38th Floor)  
Sponsored in part by the Gordon and Betty Moore Foundation

## Thursday, June 11, 2015: Day 2

7:30am 8:30am Continental Breakfast, Posters, Exhibitors (38th Floor)  
8:30am 9:30am Plenary Speaker Dr. Richard Krugman (Capitol Peak, 38th Floor)  
"Challenges and Opportunities facing Academic Health Science Centers: Implications for Educating the Health Workforce"  
9:30am 10:00am Break, Posters, Exhibitors (38th Floor)  
10:00am 10:50am Breakout Sessions (2nd Floor)

## Mt. Evans

### **"Understanding and Using HRSA's New Nursing Supply and Demand Model: A Panel Discussion"**

Jean Moore, DrPH, MSN. Director, New York Center for Health Workforce Studies

George Zangaro, PhD, RN. Director, National Center for Health Workforce Analysis, Bureau of Health Workforce at Health Resources and Services Administration (HRSA)

David P. Armstrong, PhD. Project Director, Center for Health Workforce Studies, School of Public Health, University at Albany, State University of New York (SUNY)

HRSA recently updated their nursing supply and demand models using a microsimulation approach to forecast the nursing workforce. This presentation will describe methods and findings from HRSA's updated model and introduce the web-based version of the model that will soon be available to state-level nursing researchers.

## Mt. Elbert A - Sponsored by Valley View Hospital

### **"Health Reform and the Geography of the Primary Care Workforce"**

John A. Graves, PhD. Assistant Professor, Vanderbilt University Department of Health Policy

Little is known about the geographic distribution of the overall primary care workforce that includes both physician and non-physician clinicians. This session will present new research on the extent to which geographic accessibility to different types of primary care clinicians differs across urban and rural areas, and across states with more or less restrictive scope-of-practice laws.

# Detailed Schedule: Day 2

## Mt. Elbert B

### **“Workforce Implications of Payment Reform: Renewed Opportunities for Nursing”**

Betty Rambur, PhD, MS, BS. Professor of Nursing and Health Policy, University of Vermont

This presentation describes the workforce implications of health reform, with particular emphasis on the “volume to value” transition. Reimbursement models are arrayed from most like fee-for-service to least, detailing new and renewed nursing skills in patient centered health homes, accountable care organizations, bundled payments, and global budgets.

## Grays Peak A

### **“Methodological Challenges of Nurse Practitioners Research”**

Jennifer Perloff, PhD. Scientist, Brandeis University

## Grays Peak B

### **“Filling in the Gaps: Integrating APRNs and PAs into the Rural Healthcare Workforce”**

Catherine Campbell, MPH. Program Specialist, Texas Center for Nursing Workforce Studies

Pamela Lauer, MPH. Director, Texas Center for Nursing Workforce Studies

Matt Turner, PhD, MPH, MA. Coordinator, Statewide Health Coordinating Council, Texas Dept. of State Health Services

Mesfin Bekalo

This presentation will describe the differences in Texas’ healthcare workforce distribution between rural and urban areas. The project uses mapping techniques to examine spatial accessibility of providers and define areas in greatest need of providers.

## 11:00am - 11:50am Breakout Sessions (2nd Floor)

## Mt. Evans

### **“Demand for Newly-Graduated Nurses: Will the Labor Market Recover?”**

Joanne Spetz, Ph.D.. Professor, Philip R. Lee Institute for Health Policy Studies & Associate Director for Research, Center for the Health Professions, University of California, San Francisco

This study examines changes in demand and supply of registered nurses (RNs) from 2006 through 2014, including for newly-graduated RNs, based on data from four different surveys conducted in California.

Comparisons with national data and trends will be made to learn whether the national labor market for RNs is recovering post-recession.

### **“Nursing Workforce Dynamics, Supply, and Demand to 2030”**

David Auerbach, PhD. Adjunct External Faculty, Vanderbilt University

Peter Buerhaus, PhD, RN, FAAN. Valere Potter Professor of Nursing; Director, Center for Interdisciplinary Health Workforce Studies Institute for Medicine and Public Health, Vanderbilt University Medical Center

Douglas Staiger, PhD. John French Professor of Economics, Chair, Department of Economics, Dartmouth College

## Mt. Elbert A

### **“The Affordable Care Act, Nurse Supply, and Faculty Retention: Predictors of Intent to Leave Academic Nursing”**

Linda Flynn, PhD, RN, FAAN. Professor & Associate Dean of Academic Programs, University of Colorado College of Nursing

Michael Yedidia, PhD.

Christine Tanner, PhD, RN, FAAN.

Nursing faculty shortages are threatening the nurse supply and, thus, the success of the Affordable Care Act. The purpose of this funded, nation-wide study was to identify factors that predict faculty burnout and intent-to-leave. The sample included a total 3,120 faculty members from 269 schools. Findings indicate that a total of 38.8% of faculty had high burnout scores. Disturbingly, 20% of early-career faculty and 30% of mid-career



# Detailed Schedule: Day 2

faculty indicated intent-to-leave academic nursing. Controlling for age, significant and modifiable predictors of burnout and intent-to-leave were identified. Discussion includes how findings can be used to inform best faculty retention practices so that the nation's capacity to educate and produce an adequate nursing workforce can be enhanced.

## **Mt. Elbert B** - Sponsored by Valley View Hospital

### **"Critical Access Hospital CEO Nurse Hiring Practices"**

Casey Blumenthal, DNP, MHSA, BSN. Vice President, MHA An Association of Montana Health Care Providers  
Presentation of a mixed-methods study of Montana critical access hospital CEOs and their nurse hiring practices. Study results help nurse leaders and other stakeholders to fine-tune strategies for increasing academic progression in nursing throughout the state.

### **"The Integrated Nurse Pathway to a Baccalaureate Education: A Collaborative Model with Community Colleges and Universities"**

Susan Bonini, MSN, RN. Instructor/Faculty, University of Colorado, College of Nursing

Gayle Preheim, Ed.D CENP, CNE. Professor, University of Colorado, College of Nursing

Karen Gorton, PhD, RN, MS. Assistant Dean of Undergraduate Programs, University of Colorado, College of Nursing

The three year Integrated Nursing Pathway provides community college students with a non-nursing associate degree, early introduction to nursing and seamless progression through BSN education. Model highlights include dual advising and admission and collaboration with community colleges to increase the percentage of racial-ethnic minority students and employer preferred BSN graduates.

## **Grays Peak A**

### **"Promoting Primary Care Capacity through Nurse Practitioner Retention"**

Lusine Poghosyan, PhD, MPH, RN, FAAN. Assistant Professor, Columbia University School of Nursing

Jianfang Liu, PhD. Senior Data Analyst, Columbia University

Nurse Practitioner (NP) practice environment in primary care organizations that include relations between NPs and physicians, NPs and administration, support for NP practice, and clear role visibility are important for retaining NPs in their clinical positions.

### **"Smiles for Life: Tracking Data on Diffusion of New Oral Health Knowledge and Skills that Address Health Disparities"**

Anita Glicken, MSW. Program Consultant and Associate Dean and Professor Emerita, National Interprofessional Initiative on Oral Health; University of Colorado

Judith Haber, PhD, APRN, BC, FAAN . Associate Dean of Graduate Programs, The Ursula Springer Leadership Professor in Nursing, New York University

Recent policy and program initiatives seek to broaden the oral health workforce to include primary care providers including nursing, medicine and physician assistants (PAs). Since 2010, a free online interprofessional oral health curriculum, Smiles for Life, has tracked over 325,000 visitors, the majority of which are registered nurses, followed by physicians, and PAs. The site's assessment and tracking system reports outcomes by state, profession and institution providing a window into the diffusion of oral health curriculum across health professions.

## **Grays Peak B**

### **"Nurse Practitioner Workforce Distribution: The Effect of State Scope of Practice and Medicaid Policies"**

Hilary Barnes, PhD, CRNP. Post-doctoral Research Fellow, University of Pennsylvania School of Nursing, Center for Health Outcomes and Policy Research

Hayley D. Germack, MS, BSN, RN. Fellow, Leonard Davis Institute of Health Economics

Danielle Altares Sariik, MSN, CRNP . Pre-Doctoral Fellow at the University of Pennsylvania Center for Health Outcomes and Policy Research

# Detailed Schedule: Day 2

Claudia B. Maier, MSc, Dipl.-Nursing. Harkness & Braun Fellow in Healthcare Policy and Practice

This cross-sectional data analysis found that nurse practitioners (NPs) were more likely than physicians to practice in primary care and rural settings. Moreover, NPs were 20% more likely to work in primary care in states with both full scope of practice and 100% NP Medicaid reimbursement, and practices that employed at least one NP were 24% more likely to accept Medicaid if the NP reimbursement rate was 100%.

12:00pm - 1:30pm	Lunch, Posters, Exhibitors (38th Floor)
1:30pm - 2:30pm	Plenary Speaker Dr. Susan Reinhard (Capitol Peak, 38th Floor) "Five Years of Nurses Leading Change and Advancing Health"
2:30pm - 3:00pm	Break, Posters, Exhibitors (38th Floor)
3:00pm - 3:50pm	Breakout Sessions (2nd Floor)

## Mt. Evans

### **"State of the Nursing Workforce 2020-2045: Two 'Aging' Trends that will affect the Market for RNs and the Educational Focus for RNs"**

Peter McMenamin, A.B., M.A., Ph.D.. ANA Health Economist, American Nurses Association

First, RNs and policymakers must be able to anticipate the policy challenges in successfully navigating the retirement of 1 million RNs/APRNs over the 2020-2030 timeframe (555,100 by 2022). Then, RNs and policymakers must be able to anticipate changing health care needs as Boomers (and their successors) age-out of Medicare post-2030: Medicare deaths double by 2036, and total U.S. deaths double by 2071

## Mt. Elbert A

### **"Hospital CNO Attitudes Toward Increasing BSN Preparation in the RN Workforce"**

Linda M. Lacey, MA, Director, Office for Healthcare Workforce Analysis and Planning, South Carolina AHEC  
Nicole McCleary, MA, AICP. Research Associate, Office for Healthcare Workforce Analysis and Planning, South Carolina AHEC

Understanding how RN employment and education is changing is an important element in strategic planning for the healthcare workforce in every state. This presentation examines how employment patterns differ by education level in South Carolina, how those patterns have changed over time, and hospital attitudes toward increasing BSN education among the RNs they employ.

### **"Projecting the Way to 80% BSN Prepared Nurses in a Small Rural State"**

Mary Val Palumbo, DNP, APRN. Associate Professor and Director, University of Vermont AHEC Nursing Workforce Initiatives

A model for achieving 80% BSN prepared nurses was created to inform stakeholders of short and long term goals for numbers of graduating BSN prepared nurses in one state.

## Mt. Elbert B

### **"Roles for Nurses in State Workforce Development Efforts: A Look at Initiatives by the National Governor's Association"**

Amanda Dunker, MPP. Senior Policy Analyst, National Governors Association Center for Best Practices

States are approaching health workforce planning in the context of increasing health care costs, large-scale delivery transformation efforts, and chronic challenges providing care to certain population groups and in certain geographic areas. Nurses along the entire professional spectrum are helping states meet these challenges. During this session, participants will learn more about the states' perspective on health workforce development and what the nursing workforce can expect going forward.

# Detailed Schedule: Day 2

## Grays Peak A - Sponsored by Valley View Hospital

### **“Drivers and Predictors of Nurse Practitioners Working in Rural Areas of the United States”**

Joanne Spetz, Ph.D., Professor, Philip R. Lee Institute for Health Policy Studies & Associate Director for Research, Center for the Health Professions, University of California, San Francisco

Stephanie Fry, Senior Study Director, Westat

Jennifer Nooney, PhD, Senior Project Director, Westat

Andrew Sommers, Assistant Secretary for Planning and Evaluation, U.S. Department of Health and Human Services

Findings from a national study of the relationship between NP scope of practice and access to care will be presented. The study, conducted for the U.S. Department of Health and Human Services, analyzed quantitative data and conducted case studies in five states. This presentation focuses on the facilitators and barriers of NPs providing primary care in rural areas.

## Grays Peak B

### **“Marijuana: Colorado’s Journey and the Impact in Healthcare”**

Pamela Bourg, RN, MS, FAEN, Director Trauma Program; St. Anthony Hospital

## 4:00pm 4:50pm Breakout Sessions (2nd Floor)

### Mt. Evans

#### **“Putting it all Together: What Have we Learned About the Future Supply and Demand for Nurses and How Can we Address our Knowledge Gaps?”**

Ed Salsburg, MPH, Research Instructor, The George Washington University School of Nursing, Director, Health Workforce Studies; GW Health Workforce Institute and School of Nursing; George Washington University  
Peter Buerhaus, PhD, RN, FAAN, Valere Potter Professor of Nursing; Director, Center for Interdisciplinary Health Workforce Studies Institute for Medicine and Public Health, Vanderbilt University Medical Center

Jennifer Perloff, PhD, Scientist and Deputy Director, Institute for Healthcare Systems at Schneider Institutes for Healthcare Policy

Ed Salsberg will review and synthesize key findings from the earlier sessions on supply and demand as well as priorities for future data collection and research to inform nursing workforce planning. Peter Buerhaus will moderate a discussion by a panel of experts on these topics and possible next steps to improve nursing workforce data and projections.

### Mt. Elbert A

#### **“Comparing Prescribing Practices of Nurse Practitioners and Primary Care Physicians Providing Services to Medicare Beneficiaries”**

Ulrike Muench, RN, Ph.D., Assistant Professor, University of California San Francisco

Peter Buerhaus, PhD, RN, FAAN, Valere Potter Professor of Nursing; Director, Center for Interdisciplinary Health Workforce Studies Institute for Medicine and Public Health, Vanderbilt University Medical Center

Jennifer Perloff, PhD, Scientist and Deputy Director, Institute for Healthcare Systems at Schneider Institutes for Healthcare Policy

Cindy Thomas, PhD, Associate Research Professor, Brandeis University Schneider Institute for Health Policy

The presentation examines prescribing practices by NPs and MDs providing services to Medicare beneficiaries. Specifically, we analyze differences in NP / MD pharmaceutical utilization for drug classes, medication costs, and the National Quality Forum measure adherence to statins for patients with diabetes.

# Detailed Schedule: Day 2-3

## Mt. Elbert B

### **“Learning to work together: what nurses and health service researchers can teach each other”**

Linda M. Lacey, MA. Director, Office for Healthcare Workforce Analysis and Planning, South Carolina AHEC  
Susan Outen, MN, RN. SC Action Coalition Coordinator, Center for Nursing Leadership, University of South Carolina College of Nursing

What are the advantages and disadvantages of collaborating with someone from outside of nursing in order to develop the workforce information needed to inform policy? We will share our experience of a multidisciplinary partnership around nursing workforce research.

## Grays Peak A

### **“Analyzing Nursing Workforce Data to Design Nursing Educational Strategies to Meet the Expanded Healthcare Needs of the Future in Alignment with the Affordable Care Act”**

Virginia Ayars, EdD, MS, RN, CNE. Nursing Consultant for Education, Texas Board of Nursing

Pam Lauer, MPH. Program Director, Texas Center for Nursing Workforce Studies

Janice I. Hooper, PhD, RN, FRE. Lead Nursing Consultant for Education, Texas Board of Nursing

During this break-out session, the presenters will describe the impact of data in designing education models to increase the number of nurses enrolling in advanced degree programs. Further, they will discuss recommendations for quality improvement in clinical instruction based upon data, literature findings, and dialogue among experts.

## Grays Peak B - Sponsored by Valley View Hospital

### **“A Pilot Nurse Residency Program in Four Idaho Critical Care Hospitals”**

Val Greenspan, PhD. Project Manager, Nurse Residency Component, RWJF Idaho SIP Grant

Overviews participants' perceptions of INRP and its benefit. Synopsis of efforts to overcome listed challenges, lessons learned and recommendations, based on 6 month findings, for strengthening rural nursing workforce's new nurse graduate hires and their preceptors.

### **“Lessons Learned from Action Coalitions to Implement Rural Nurse Residency Programs”**

Mary Dickow, MPA, FAAN. Statewide Director, California Action Coalition

As part of a national campaign, Action Coalitions serve as a resource and provide input to our colleagues across the country. This presentation will provide participants with important lessons learned and strategies for implementation of nurse residency programs in rural and non-traditional settings.

## Friday, June 12, 2015: Day 3

7:30am	9:00am	Breakfast Group Session: Areas for Collaboration (Capitol Peak, 38th Floor)
9:00am	10:00am	Group Reports on Collaborations and Summary Remarks Dr. Peter Buerhaus (Capitol Peak, 38th Floor)
10:00am	10:15am	Break (38th Floor)
10:15am	11:15am	Closing Plenary Speaker - Shelia Burke (Capitol Peak, 38th Floor) “Federal and State Policy Perspectives: Focusing and Targeting Collaborations to Achieve Impact”
11:15am	11:30am	Closing Remarks - Kimberly Harper (Capitol Peak, 38th Floor)
12:00pm	2:30pm	National Forum of State Nursing Workforce Centers Executive Directors Meeting (Mt. Elbert A, 2nd Floor)



# BETTY IRENE MOORE NURSING INITIATIVE

Improving Patient Care and Outcomes Locally

## THE OPPORTUNITY

10 years ago, patient safety was a major problem nationally and in the San Francisco Bay Area (SFBA)



**100K LIVES LOST EACH YEAR DUE TO MEDICAL ERRORS IN THE U.S.**

High rates of sepsis mortality, ventilator acquired pneumonia, hospital acquired infections and medication administration errors

**0**

**ZERO MAGNET® HOSPITALS**

Not a single hospital in the SFBA was designated Magnet® by American Nurses Credentialing Center



BELOW NATIONAL AVERAGE

**QUALITY MEASURES BELOW NATIONAL AVERAGE**

SFBA hospitals perform below average on federal measures for hospital quality and safety

## BETTY IRENE MOORE'S VISION

Through her experience as a patient and caregiver, **Betty Irene Moore** saw the link between patient safety and Registered Nurses (RNs)

**95%**

**HOSPITAL CARE PROVIDED BY RNS**



Mortality increases by 7% for each additional patient per RN



SHORTAGE OF 1M RNS PREDICTED BY 2020



RN jobs vacant in California

## OUR APPROACH

Improve patient care and outcomes through implementation of evidence-based practices by RNs



**REGIONAL FOCUS**

We've worked with:

**52 (100%) ADULT ACUTE CARE HOSPITALS IN THE SFBA AND GREATER SACRAMENTO**

**19 (100%) SCHOOLS OF NURSING IN THE SFBA**



**4 KEY STRATEGIES**

Ensuring a sufficiently large and well-prepared RN workforce

Implementing evidence-based practices in hospitals

Improving the transition of patients from the hospital

Supporting frontline nurse leadership

## OUR ACHIEVEMENTS

**80%** SFBA HOSPITALS

Reduced central line associated bloodstream infection to almost zero



**1000 lives saved** each year from sepsis



**30%** of SFBA hospitals significantly reduced readmission rates



**Magnet® hospitals** increased from **0 to 4**



More than **4500 RNs added**

**1700+**

**RN graduates each year trained in quality and safety**

**100%**

of nursing schools changed curriculum to include **quality and safety**

**2500+**

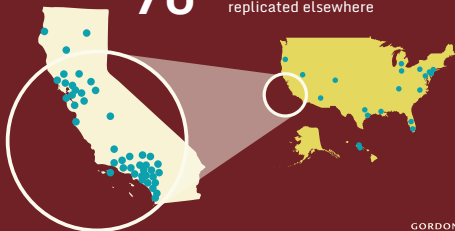
**change agents developed with new leadership and clinical skills**

AND MUCH MORE ... \*Data specific to SFBA; Sacramento area data available in 2015

## OUR LEGACY

Betty's vision has had national impact through replication, publications, presentations and more, including the creation of a foundation program to eliminate preventable harm for patients and families across the U.S.

**70%** of key programs were replicated elsewhere



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The Gordon and Betty Moore Foundation is pleased to support The National Forum of State Nursing Workforce Centers' 2015 Annual Conference and our participating grantees and partners.

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## SPEAKER PROFILES



Kavita Patel, MD, MS  
Managing Director of Clinical  
Transformation at the Engelberg  
Center for Healthcare Reform

Dr. Kavita Patel is the Managing Director of Clinical Transformation at the Engelberg Center for Healthcare Reform. Dr. Patel leads research on delivery system reform, healthcare financing, physician payment reform, and healthcare workforce development. Dr. Patel is also a practicing primary care physician at Johns Hopkins Medicine and a clinical instructor at UCLA's Geffen School of Medicine. Dr. Patel was previously a Director of Policy for The White House under President Obama and a senior advisor to the late Senator Edward Kennedy.

Her prior research in healthcare quality and community approaches to mental illness have earned national recognition and she has published numerous papers and book chapters on healthcare reform and health policy. She has testified before Congress several times and she is a frequent guest expert on CBS, NBC and MSNBC as well as serving on the editorial board of Health Affairs.



Susan Dentzer  
Senior Policy Adviser to the Robert  
Wood Johnson Foundation

Susan Dentzer is the Senior Policy Adviser to the Robert Wood Johnson Foundation, the nation's largest philanthropy focused on health and health care in the United States. One of the nation's most respected health and health policy thought leaders and journalists, she is also an on-air analyst on health issues on the PBS NewsHour and was formerly editor-in-chief of the journal Health Affairs.

Dentzer is an elected member of the Institute of Medicine of the National Academy of Sciences and the Council on Foreign Relations. She is a public member of the Board of Directors of the American Board of Medical Specialties; a member of the board of directors of Research!America, which works to advance research to improve health; and a member of the board of directors of the Health Data Consortium. She is a fellow of the National Academy of Social Insurance and the Hasting Center, an institution dedicated to bioethics and the public interest. Ms. Dentzer graduated from Dartmouth, is a trustee emerita of Dartmouth and former Chair of the Dartmouth Board of Trustees. She serves on the Board of Overseers of Dartmouth Medical School.



Richard D. Krugman, MD  
Distinguished Professor of  
Pediatrics, University of Colorado

Richard D. Krugman, MD, is a Distinguished Professor of Pediatrics at the University of Colorado and the former vice chancellor for health affairs and dean for the University of Colorado School of Medicine. In this role, he supported the deans of the Schools of Dental Medicine, Pharmacy and Public Health, the College of Nursing and the Graduate School for the health sciences. He oversaw all clinical programs of the university at its five affiliated hospitals and the Centers on Aging and Bioethics and Humanities.

Dr. Krugman became dean of the CU School of Medicine in 1992 and is a graduate of Princeton University and the New York University School of Medicine. He is an internationally recognized authority in the field of child abuse prevention. Dr. Krugman joined the CU School of Medicine faculty in 1973. Dr. Krugman also has held a variety of administrative positions at the University of Colorado Denver, including director of admissions and co-director of the child health associate program, vice chairman for clinical affairs in the Department of Pediatrics and director of the Kempe National Center for the Prevention of Child Abuse and Neglect. Dr. Krugman is a member of the Institute of Medicine.



Susan C. Reinhard, RN, PhD, FAAN  
Senior Vice President and Director,  
AARP Public Policy Institute and  
Chief Strategist, Center to  
Champion Nursing in America

Dr. Susan C. Reinhard is a Senior Vice President at AARP, directing its Public Policy Institute. She also serves as the Chief Strategist for the Center to Champion Nursing in America, a national resource center created to ensure America has the nurses it needs to provide care in the future.

Dr. Reinhard is a nationally recognized expert in health and long-term care policy, with extensive experience in conducting, directing and translating research to promote policy change. Previously, she served as Professor and Co-Director of Rutgers Center for State Health Policy, directing several national initiatives with states to help people with disabilities of all ages live in their communities.

As Deputy Commissioner of the New Jersey Department of Health and Senior Services, she led the development of policies and nationally recognized programs for family caregiving, consumer choice and community-based care options. She is a former faculty member at the Rutgers College of Nursing, an American Academy of Nursing fellow and a National Academy of Social Insurance member. She holds many governance positions, including Chair of the Center for Health Policy Development, which includes the National Academy for State Health Policy. She holds a master's degree in nursing from the University of Cincinnati and a Ph.D. in Sociology from Rutgers University.



Sheila Burke  
Faculty Research Fellow and  
Adjunct Lecturer in Public Policy,  
Kennedy School of Government,  
Harvard University

Sheila P. Burke is a faculty research fellow at the Malcolm Wiener Center for Social Policy and a member of the faculty at the John F. Kennedy School of Government at Harvard University. She is also a senior public policy advisor at Baker, Donelson, Bearman, Caldwell & Berkowitz. She is a distinguished visitor at the O'Neill Institute for National and Global Health Law, Georgetown University Law Center, and a research professor at Georgetown University's Public Policy Institute.

From 1996 to 2000, she was executive dean and lecturer in public policy at the John F. Kennedy School of Government at Harvard University. Burke was chief of staff to Senator Bob Dole from 1986 to 1996, when he was Senate minority leader and later Senate majority leader. In 1995, she was elected as secretary of the Senate, the chief administrative officer of the U.S. Senate. She earned a master's degree in public administration from Harvard University in 1982 and a bachelor's degree in nursing from the University of San Francisco in 1973.




Peter Buerhaus, PhD, RN, FAAN  
Valere Potter Distinguished  
Professor of Nursing and Director  
of the Center for Interdisciplinary  
Health Workforce Studies,  
Institute for Medicine and Public  
Health, Vanderbilt University  
Medical Center

Dr. Peter Buerhaus is the Valere Potter Distinguished Professor of Nursing and director of the Center for Interdisciplinary Health Workforce Studies, the Institute for Medicine and Public Health, at Vanderbilt University Medical Center. Prior to becoming the Center director in January 2007, Dr. Buerhaus served as the senior associate dean for research at Vanderbilt University School of Nursing from 2000 to 2006. Before coming to Vanderbilt University, Dr. Buerhaus was assistant professor of health policy and management at Harvard School of Public Health (1992-2000) where he developed the Harvard Nursing Research Institute.

Dr. Buerhaus maintains an active research program on the economics of the nursing workforce, health workforce forecasting, developing measures of quality of care, and determining public and provider opinions on issues involving the delivery of health care. Professor Buerhaus has published nearly 80 peer-reviewed articles. Dr. Buerhaus, along with Douglas Staiger and David Auerbach, is the author of the 2008 book *The Future of the Nursing Workforce in the United States: Data, Trends, and Implications*. Dr. Buerhaus was elected into the Institute of Medicine in 2003, and American Academy of Nursing in 1994. He is currently a member of the Joint Commission's Nursing Advisory Committee, and recently served on the Advisory Council of the National Institutes of Health National Institute of Nursing Research (2001-2006). Dr. Buerhaus earned his BSN from Mankato State University (1976), MSN in nursing health services administration from the University of Michigan (1981), PhD from Wayne State University (1990), and was a Robert Wood Johnson Foundation faculty fellow in healthcare finance at the Johns Hopkins University (1991-1992).



A close-up photograph of a woman with dark hair pulled back, wearing light green scrubs over a white long-sleeved shirt. She is smiling warmly at the camera. Her hands are clasped in front of her. The background is a blurred outdoor setting with stone steps.

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## POSTER PRESENTERS

1

**“Changing practice environment, emerging roles and the health of the nursing workforce: the Oregon Research Initiative on the Organization of Nursing (ORION) study.”**

Jana Bitton, MPA. Executive Director, Oregon Center for Nursing and Co-Lead, Oregon Action Coalition

2

**“Innovations for Developing a Collaborative Nursing Workforce”**

Anne Derouin, DNP, CPNP. Assistant Professor, Health Equity Academy Grant Team Member, Duke University School of Nursing/The Academy for Academic and Social Enrichment and Leadership Development for Health Equity (Health Equity Academy)

3

**“Nurse Education and Employment Recruiting Challenges in Rural Texas”**

Francisco Gonzalez, BA, MA. Research Specialist, Texas Center for Nursing Workforce Studies

4

**“A Model Program for Professional Role Development of New Graduate RNs in Community Based Health Care Entry to Practice”**

Lillian Jones-Bell, BSN, MSN . Adjunct Faculty and Program Director, RN Transition to Practice, UniversityOf San Francisco School of Nursing and Health Professions, Ambulatory Care Institute

5

**“Workforce Data: Driving the Future of Indiana’s Nursing Workforce”**

Amanda Leffler, MSN, RN. DNP Candidate, University of Indianapolis and Lecturer of Nursing, Indiana University of Kokomo

6

**“Changing payment models and nurses in advanced roles in the US and Europe”**

Claudia Maier, M.Sc.. Harkness/B Braun Fellow in Health Care Policy and Practice, Center for Health Outcomes and Policy Research (CHOPR), University of Pennsylvania, School of Nursing, U.S./Technische Universitaet Berlin, Department of Healthcare Management, Germany

7

**“GIS- A Different Approach to Understanding Nurse Workforce Data”**

Marie-Hortence Prosper, MPH, MBA. Associate Director, Florida Center for Nursing

8

**“Rural-Urban differences in the primary care nurse practitioner workforce: Implications for recruitment and retention”**

Susan Skillman, MS. Deputy Director and Investigator, Center for Health Workforce Studies and Investigator, WWAMI Rural Health Research Center, University of Washington





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– Sandra Hurley, Chief Nursing Officer



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Kimberly J. Harper, RN, MS  
CEO, Indiana Center for Nursing. President, National Forum of State Nursing Workforce Centers

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**April 27-29, 2016**  
Orlando, Florida

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### Continuing Nursing Education Disclosures to Participants

The conference objectives are to:

1. Assess the impact of the ACA's implementation on the nursing workforce and on the needs of state workforce centers
2. Discuss workforce trends and latest projections of ACA's effect on the nursing workforce over the remainder of the decade
3. Strategize on data and workforce research needed to strengthen the nursing workforce and state-level planning efforts

Participants may receive up to 13.8 contact hours for attendance at this conference. One contact hour is offered for viewing posters. To receive contact hours, an evaluation of each session attended must be completed. A link to the evaluation form will be provided after the conference. No conference planner or speaker has declared a conflict of interest that might bias any content presented.