

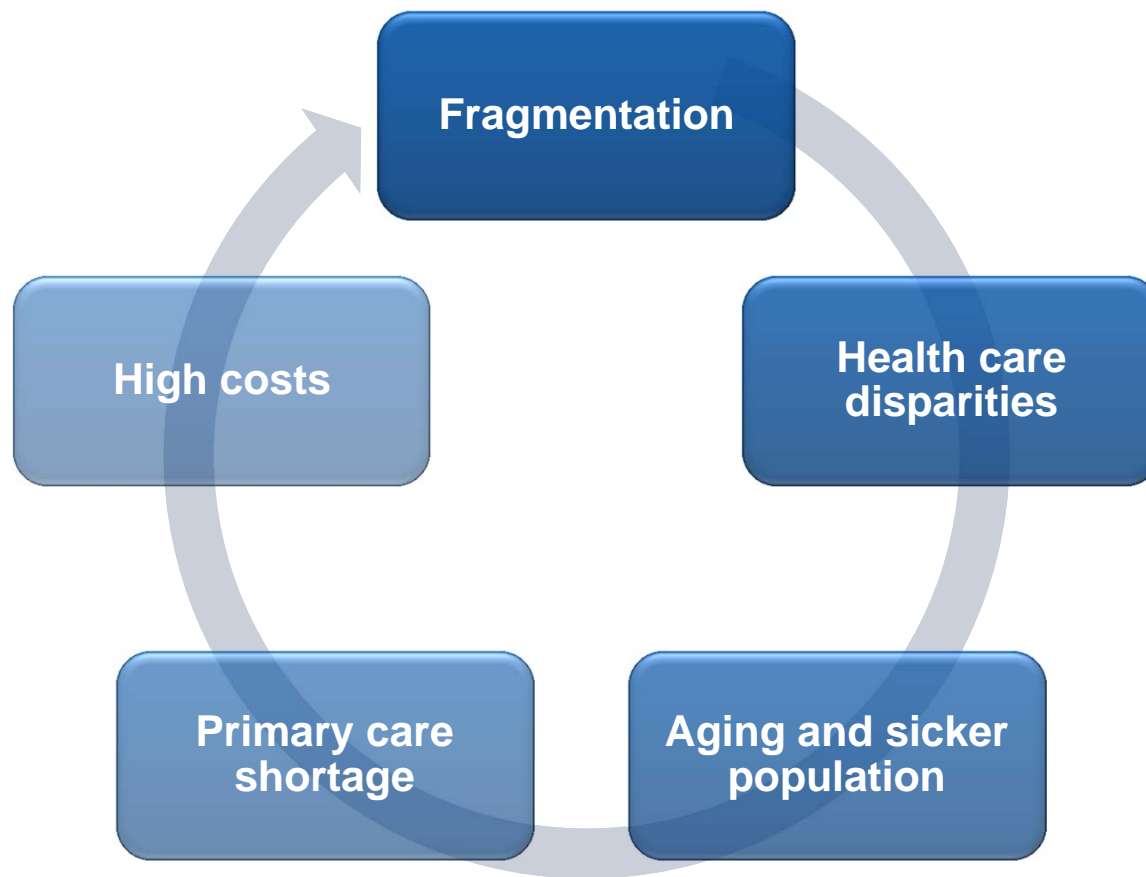
The Future of Nursing and the Role of Accelerated Degree Students

New Careers in Nursing Annual Meeting

October 7, 2011

Susan B. Hassmiller, PhD, RN, FAAN

Health Care System Challenges



RWJF's Commitment to Improving Care

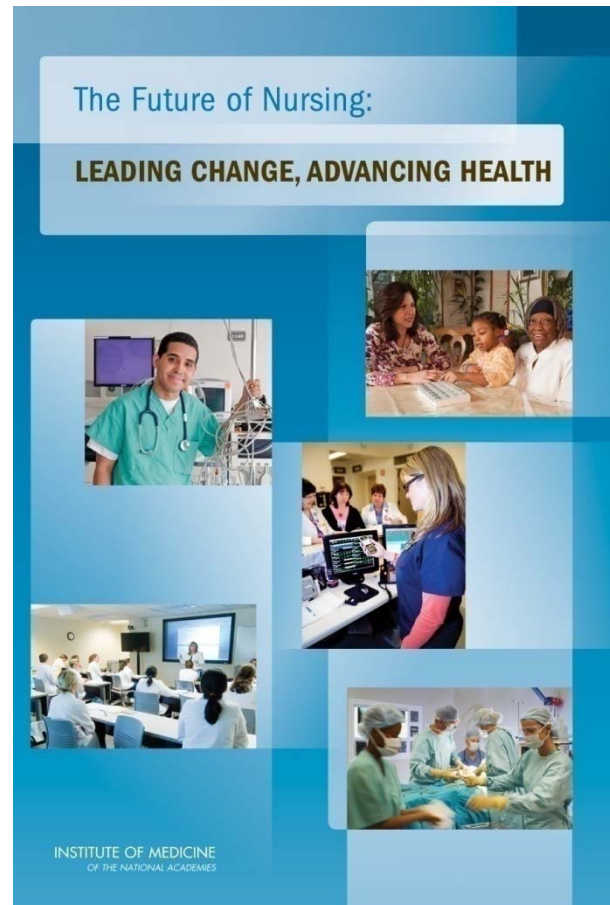
RWJF mission: to improve health and health care for all Americans

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



IOM Report

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



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



Education

Increase to 80 percent the proportion of nurses with BSN by 2020

Double number of nurses with doctorate by 2020

Implement nurse residency programs

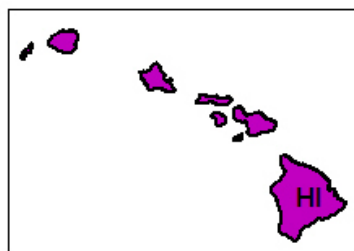
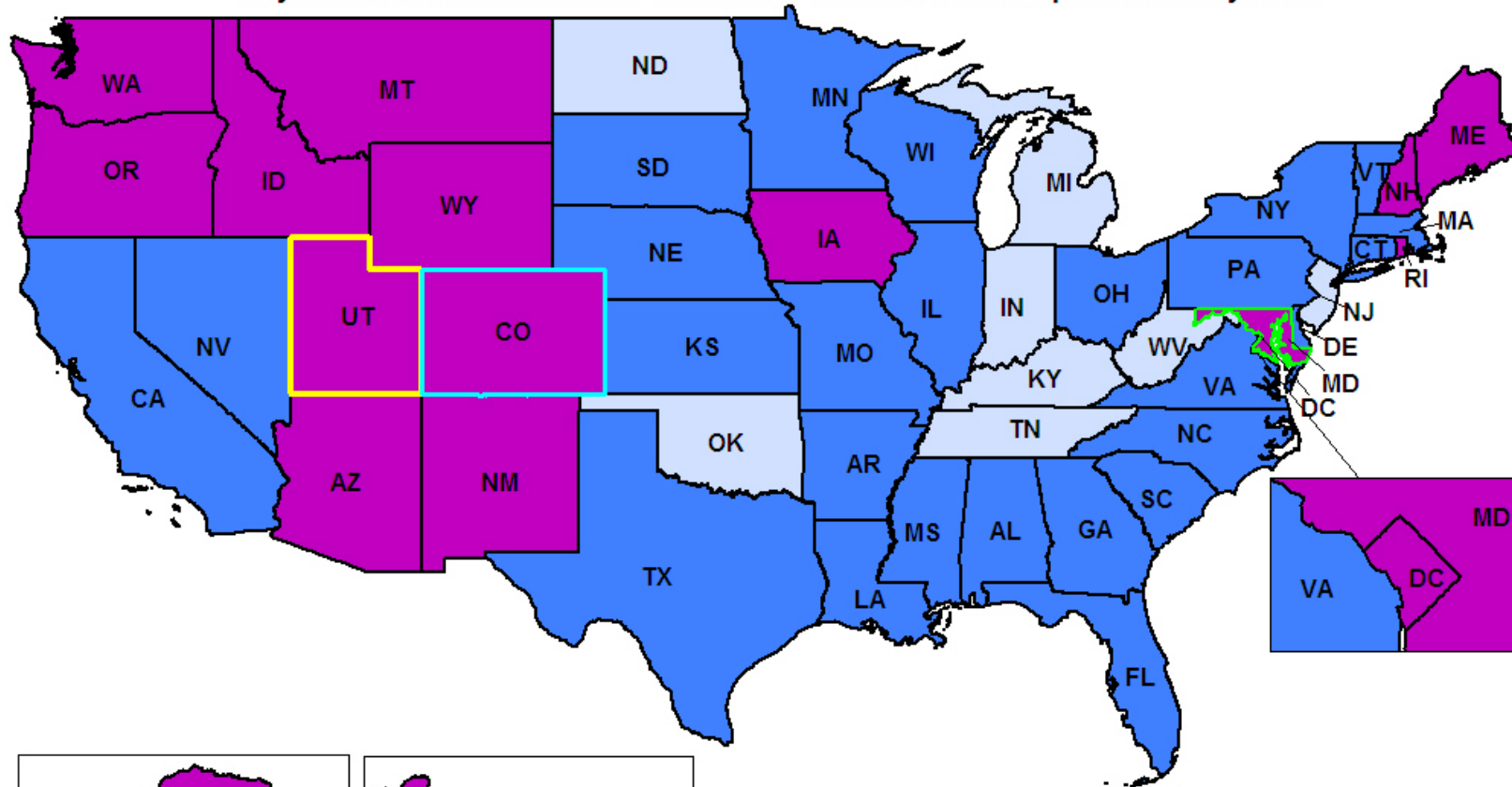
Promote lifelong learning



- **All nurses should practice to full extent of their education and training**
- **Optimal care**
 - Physicians, nurses and other health professionals work in team-based model of care delivery
 - Models of care maximize time that providers can spend on their respective roles and responsibilities to patients



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



After one-time signed articulated plan
 Required consultation for Controlled Substances II-III only
 NP signs one-page collaboration form; no physician signature required

Restrictive Collaboration Requirement	
	No requirements (independent practice)
	Required to prescribe
	Required to diagnose, treat and prescribe

Source: This map combines Map 1 OVERVIEW OF DIAGNOSING AND TREATING ASPECTS OF NP PRACTICE and Map 2. OVERVIEW OF PRESCRIBING ASPECTS OF NP PRACTICE developed by Linda Pearson, 2010: www.pearsonreport.com. Prepared by AARP Research & Strategic Analysis for the Center to Champion Nursing in America. Updated 10.1.10 (c) AARP. 2010. All rights reserved.

Collaboration

- **Integrated, collaborative, patient-centered health care teams**
- **Foster interprofessional education, training and practice**



Leadership

- **Nurses bring important viewpoint to management and policy discussions**
- **Prepare more nurses to help lead improvements in health care quality, safety, access and value**



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

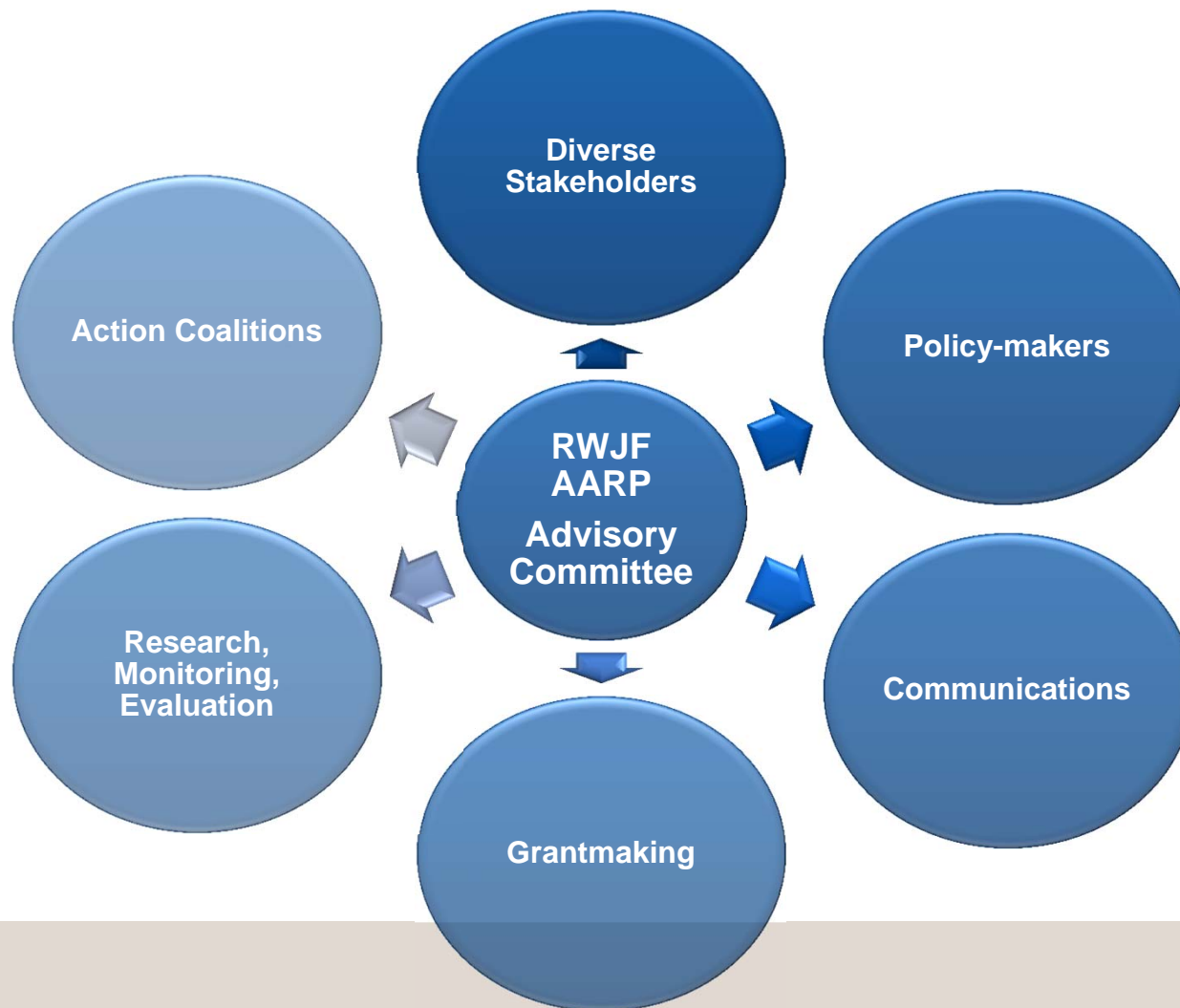
Diversity

Increase workforce diversity

- **Nurses should reflect patient population in terms of gender, race and ethnicity**
- **All nurses should provide culturally competent care**



Campaign Strategies



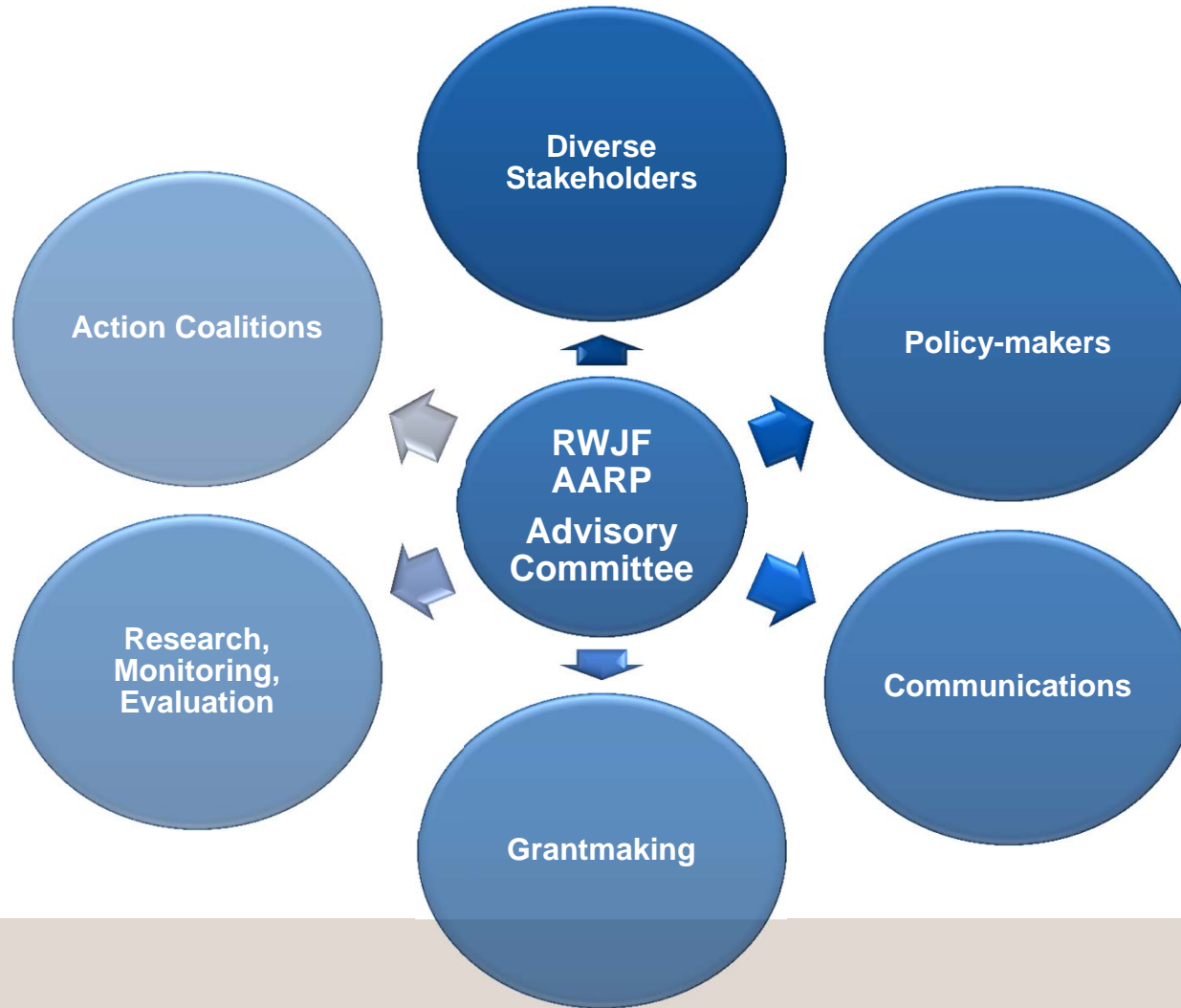
RWJF/AARP seeking support from:

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



Nursing must be considered societal issue!

Campaign Strategies



Campaign for Action

Action Coalitions

- Long-term alliances
- Field strategy to move key nursing issues forward at local, state and national levels
- Expect to be in most states by beginning of 2012
- Capture best practices, networking

www.thefutureofnursing.org



Accelerated Degree Programs

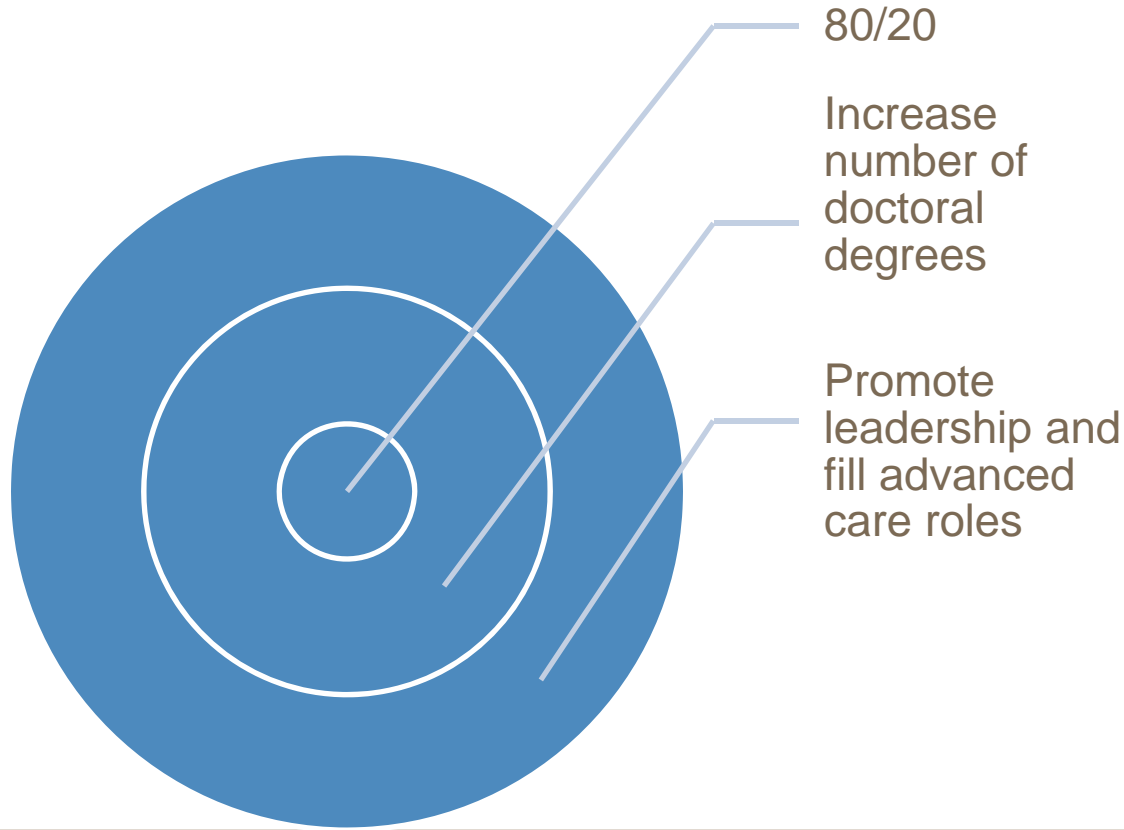
New Careers in Nursing

- 2,200 new nurses
- 108 schools
- 38% male
- 61% people of color



Make workforce more diverse and promote education progression

New Careers in Nursing



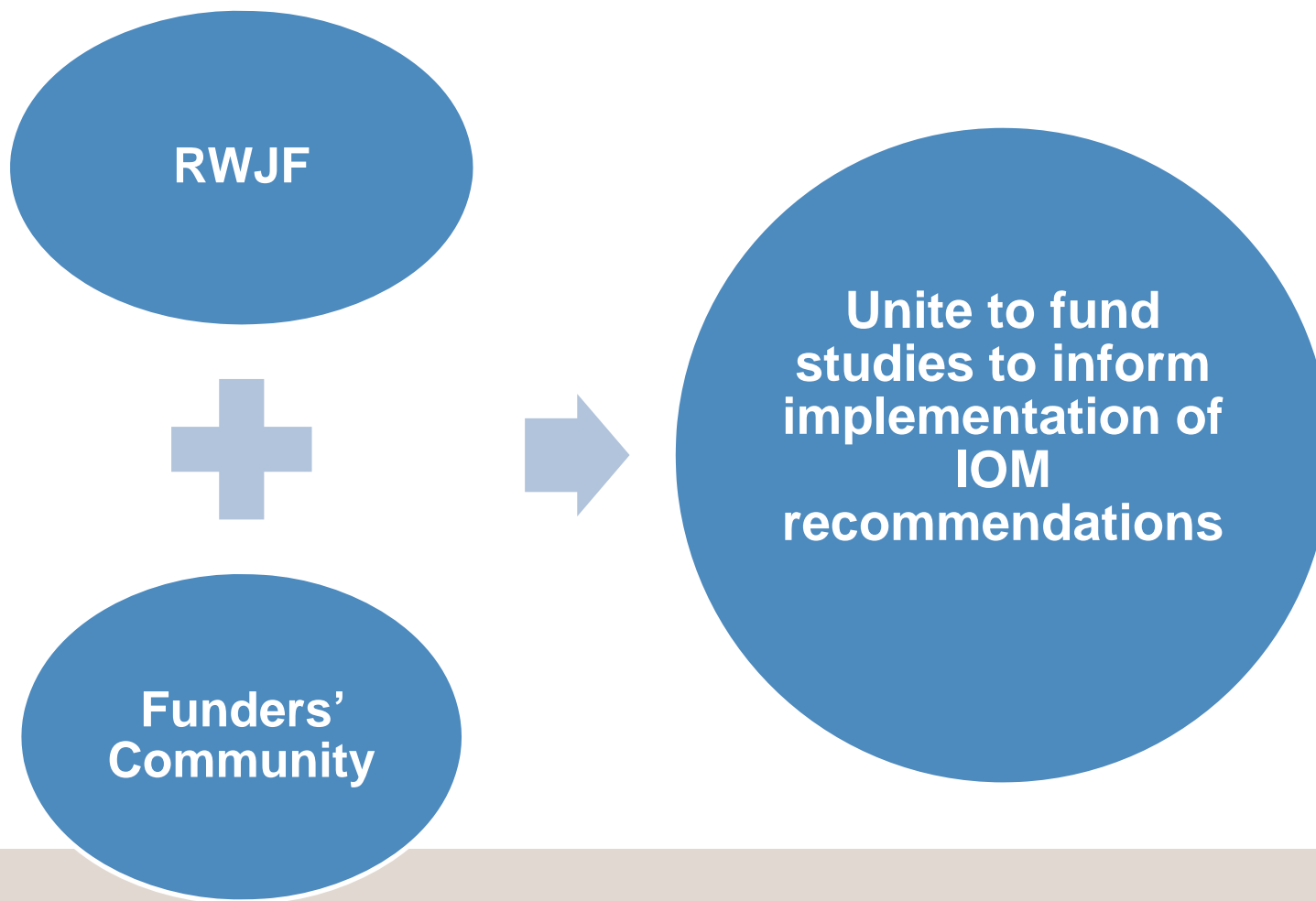
Accelerated Degree Programs

Attract mature students

Draw students with rich backgrounds

Reduce time spent in school

A Coordinated Approach to Funding Nursing Research



Education Recommendations

Increase to 80 percent the proportion of nurses with BSN by 2020

Double number of nurses with doctorate by 2020

Implement nurse residency programs

Promote lifelong learning

What are the optimal salary/benefits to recruit highly qualified faculty away from delivery organizations and into nursing schools?

What are the unintended consequences of promoting the BSN degree?

What are the most effective policies to encourage supportive mentoring in nursing schools and in practice settings?

What competencies are most important to contemporary nursing care?

How effective are various interprofessional education models?

Practice Recommendations

Remove scope-of-practice barriers

Do states with broad nurse practice acts have better or poorer outcomes than states with more restrictive practice acts?

What are the effects of expanding scope-of-practice for APRNs on physician satisfaction, productivity and income in states?

Are there differences in documented care errors, never events or malpractice claims between states with independent APRN practice and those with barriers to independent practice?

Leadership Recommendations

Expand opportunities for nurses to lead and diffuse collaborative improvement efforts

Prepare and enable nurses to lead change to advance health

What payment mechanisms would incentivize diffusion of care models in which nurses lead care programs or provide coordination and collaborative care?

What are the most effective policies to encourage diffusion of effective practices in health care settings?

What concepts of behavioral economics offer the most promise for provider/provider interactions and patient/provider interactions?

What policies and incentives foster teamwork and professional collaboration?

Data Recommendation

Build an infrastructure to collect and analyze health care workforce data

What models are ideal for determining adequate staffing in a range of care settings?

What percent of APRNs go into primary care?

What are the most effective models to assess and predict current and projected nurse and nurse faculty shortages?

- **Quick Scans**
- **Policy Analyses**
- **Secondary Data Quantitative Analyses**
- **Descriptive Studies/Case Studies**
- **Demonstrations/Evaluations**
- **Theoretical Modeling**

Find Out More

- Visit us on the Web at:
www.thefutureofnursing.org/research
- Submit a proposal
before January 3, 2012
- Follow us on twitter at:
www.twitter.com/CFAresearch

We Need You!

“May we hope that when we are all dead and gone, leaders will arise who have been personally experienced in the hard, practical work, the difficulties and the joys of organizing nursing reforms, and who will lead far beyond anything we have done”

-- Florence Nightingale



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