Taking the Long View: Visions of the Future

2012 Forum Annual Conference

June 27-29, 2012
Indianapolis, IN
The Westin Hotel

The ninth in a series of conferences focusing on the nursing workforce, this conference will address the Institute of Medicine’s report on the Future of Nursing, and what states have done to implement the report’s recommendations. At this conference, you will join leaders and stakeholders of state-based nursing workforce centers to focus on the IOM’s recommendations and how we can maintain the momentum of the initial enthusiasm. Whether you are from a newly minted workforce center, an established center, or interested in transforming the nursing workforce, this conference will enhance your ability to be forward thinking and build on new and promising practices.

Objectives

1. Discuss the role of nurses in realizing a transformed health care system.
2. Describe innovative solutions related to an improved nursing education system.
3. Identify strategies for nurses to lead and diffuse collaborative health care improvement efforts.
4. Identify strategies and best practices for collecting analyzing and utilizing nursing workforce data.
Agenda

Wednesday
June 27, 2012

12:00-1:30 pm
Registration

1:00-1:30 pm
Welcome

Linda Tieman, RN, MN, FACHE
President, Forum of State Nursing Workforce Centers

Kimberly Harper, MS, RN
Executive Director, Indiana Center for Nursing

Patricia Thompson, EdD, RN, FAAN
Chief Executive Officer, Sigma Theta Tau International

1:30-3:00 pm
Keynote Address

Joanne Disch, PhD, RN, FAAN
"Leadership is not case sensitive"

3:00-3:30 pm
Break

3:30-4:10 pm
Breakout Sessions

Mary Dickow, MPA and Casey Shillam, PhD, RN
"Lessons Learned from the California Action Coalition: Structure, Function and Sustainability"

or

Lisa Anderson, MSN, RN and Patricia J. Cirillo, PhD
"Predicting Nursing Workforce Supply and Demand—Building a Better Mousetrap"

4:20-5:00 pm
Breakout Sessions

LaNelle Weems, MSN, RN
"Impacting Nursing Education through the Creation of the Mississippi Healthcare Simulation Alliance"

or

Mary Rita Hurley, MPA, RN
"Collaborative Efforts in Health Care Workforce Data Collection: Lessons Learned"

5:00-6:00 pm
Reception for All Participants
Thursday
June 28, 2012

8:00-8:30 am
Continental Breakfast for All Participants

8:30-10:00 am
Keynote Address
Peter Buerhaus, PhD, RN, FAAN
“The Near- and Long-Term Future of the Nursing Workforce: Demographics, Recession, Projections, Health Reform, and Advanced Practice Primary Care”

10:00-10:30 am
Break

10:30-11:10 am
Breakout Sessions
Patricia Moulton, PhD; Pamela Wiebusch, BA; Duane Napier, MSN, RN; Jeannie Cimiotti, DNSc, RN; Cynthia Bienemy, PhD, RN, and Sandra Ann LeVasseur, PhD, RN
“The Importance of Data: The National Nursing Workforce Minimum Data Set and One States Experience in Mapping Evidence to Strategic Planning”
or
Katie Kessler, BSN, MSN; Judee Berg, MS, RN; Deloras Jones, MS, RN; and Carole Stacy, MSN, RN
“Building Nursing Leadership”

11:20-12:00 pm
Breakout Sessions
Joanne Spetz, PhD, MA, FAAN
“Measuring Success in the Campaign for Action using Dashboard Indicators”
or
Liz Close
“Pursuing the 80/20 with the California Collaborative Model”

12:00-1:00 pm
Lunch for All Participants

1:00-2:30 pm
Keynote Address
Judith Halstead, PhD, RN, ANEF, FAAN and Kathleen Potempa, PhD, RN, FAAN
“Education: Changing Focus and Seizing Opportunity”

2:30-3:00 pm
Break
THURSDAY
JUNE 28, 2012 (CONTINUED)

3:00-4:30 pm
Keynote Address
Susan Reinhard, PhD, RN, FAAN
“Future of Nursing: Campaign for Action”

4:30-5:00 pm
Closing Remarks and Evaluation

6:00-9:00 pm
Center Executive Director/Board Leadership Special Dinner Event (Members Only)

FRIDAY
JUNE 29, 2012

8:30-11:00 am
Center Executive Director/Board Leadership Meeting with Brunch Buffet
(Members Only)
**Keynote Presentations Overview**

**Leadership**
Joanne Disch, PhD, RN, FAAN

“Leadership is not case sensitive”

Given that health care delivery is radically changing, it’s logical that the roles and responsibilities of leaders should change as well. Just who is a leader today? What competencies are needed? And with the Institute of Medicine’s *Future of Nursing* report as a backdrop, how should we think differently about nurses as “full partners...in redesigning health care in the United States?” This session will explore a new form of leadership, examine why it can’t be case-sensitive, and engage in exercises to develop new skills.

**Workforce Data**
Peter Buerhaus, PhD, RN, FAAN

“*The Near- and Long-Term Future of the Nursing Workforce: Demographics, Recession, Projections, Health Reform, and Advanced Practice Primary Care*”

Dr. Buerhaus will lead a lively discussion of the near and long-term outlook for the overall supply of RNs in the nursing workforce. Included in his presentation will be key demographic and employment trends, discussion of the impact of the recession on the nurse labor market and how employment growth may change in the near-term (through 2015), including estimates of the relationship between national unemployment rates and RN employment and share ideas for nurse managers and workforce planners on how to prepare for the likely negative impact on nurse employment once a substantial jobs recovery begins in the larger economy. Through discussion of the latest forecasts of the future age and supply of the RN workforce, showing new data on why the longer-term forecasts are improving chances for an actual growth in the supply of RNs over the next two decades and providing results of studies assessing the contributions of nurse practitioners providing primary care in the US, Dr. Buerhaus will provide tactical methods for strengthening the current and future nursing workforce in the US.

**Education**
Judith Halstead, PhD, RN, ANEF, FAAN and Kathleen Potempa, PhD, RN, FAAN

“*Education: Changing Focus and Seizing Opportunities*”

Join two leaders of nursing as they discuss the implications of the IOM/RWJ Future of Nursing report for transforming and creating models for nursing education that promote academic progression, leadership development and collaborative partnerships in nursing.

**Institute of Medicine (IOM) Future of Nursing Update**
Susan Reinhard, PhD, RN, FAAN

“*Future of Nursing: Campaign for Action*”

The IOM Future of Nursing report calls for a transformed health care delivery system, with nurses serving as essential partners. This presentation will outline the national *Future of Nursing: Campaign for Action*, and the strategies in place to implement the report recommendations. Additionally, the presentation will address the critical role nursing workforce centers play in achieving success.
Joanne Disch, PhD, RN, FAAN

Joanne Disch, PhD, RN, FAAN, of Minneapolis, MN, is Clinical Professor and Director of the Katharine J. Densford International Center for Nursing Leadership, and holds the Katherine R. and C. Walton Lillehei Chair in Nursing Leadership at the University of Minnesota School of Nursing. She has extensive experience as an educator, chief nurse executive, researcher, leader, policy maker and spokesperson. She received her BS in Nursing from the University of Wisconsin (Madison); her MSN from the University of Alabama in Birmingham; and her PhD from the University of Michigan.

Dr. Disch has held numerous national leadership positions, including Board Member and Chair of the Board for AARP, formerly known as the American Association of Retired Persons; President of the American Association of Critical-Care Nurses; Chair of the University Healthcare Consortium’s Chief Nurse Executive Council; and Chair of the American Nurses Association’s Committee on Nursing Practice Standards and Guidelines. Currently she is a Member of the Boards of Directors for the Aurora Health System and the National Center for Healthcare Leadership. She is a Fellow in the American Academy of Nursing, and currently serves as its President.

Dr. Disch has received numerous awards including two Founders Awards from Sigma Theta Tau International for Excellence in Fostering Professional Standards and Excellence in Leadership; Outstanding Faculty Member at Rush University College of Nursing; Outstanding Alumna Awards from the University of Wisconsin School of Nursing and the University of Alabama at Birmingham School of Nursing; the GE Pioneering Spirit Award from the American Association of Critical-Care Nurses; and the President’s Award from the American Academy of Nursing. In 2008, she received the Distinguished Alumna Award from the University of Wisconsin.

Peter Buerhaus, PhD, RN, FAAN

Dr. Peter Buerhaus is a nurse and a healthcare economist, and is well known for his studies and publications focused on the nursing workforce in the United States. He 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.

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). During the 1980s he served as Assistant to the Chief Executive Officer of The University of Michigan Medical Center’s seven teaching hospitals (1983-1986) and Assistant to the Vice Provost for Medical Affairs, the Chief Executive of the medical center (1987-1990). Dr. Buerhaus was inducted into the American Academy of Nursing in 1994, and elected into the National Academy of Sciences Institute of Medicine in 2003. He has published more than 90 peer-reviewed articles and is the lead author of the award winning 2008 book, The Future of the Nursing Workforce: Data, Trends, and Implications. On September 30, 2010, Dr. Buerhaus was appointed Chair of the National Health Care Workforce Commission. Created under the Affordable Care Act, the Commission advises Congress and the Administration on health workforce policy and serves as a resource for the states and localities.

Judith A. Halstead, PhD, RN, ANEF, FAAN

Judith A. Halstead, PhD, RN, ANEF, FAAN is Professor and Executive Associate Dean for Academic Affairs for Indiana University School of Nursing, Indianapolis, Indiana. She has thirty years of experience in undergraduate and graduate nursing education with expertise in online education, nurse educator competencies, and evidence-based teaching in nursing education. She is co-editor of the widely referenced book on nursing education, Teaching in Nursing: A Guide for Faculty. Dr. Halstead served as the Chairperson for the National League for Nursing's Task Group on Nurse Educator Competencies which resulted in the development of evidence-based nurse educator core competencies and is Editor of the book representing the work of the task force Nurse Educator Competencies: Creating an Evidence-based Practice for Nurse Educators.

Dr. Halstead was the 2005 recipient of the MNRS Curriculum and Education Research Section Advancement of Science Award for her leadership in advancing the science of nursing education. She is past Chairperson of the National League for Nursing's Nursing Education Research Advisory Council. She is a Fellow in the NLN Academy of Nursing Education and the American Academy of Nursing. Dr. Halstead is the 2011 recipient of the Sigma Theta Tau International Elizabeth Russell Belford Founder’s Award for Excellence in Education. She is currently the President of the National League for Nursing.
Dr. Kathleen Potempa, a nationally recognized contributor to nursing education, is Dean and Professor at the University of Michigan School of Nursing and has held this position since 2006.

Her research program has focused on fatigue, exercise and cardiovascular fitness in physically impaired populations. One of her most notable areas of work was defining the exercise capacity of post stroke hemiplegic patients and demonstrating that aerobic exercise can be sustained at a level sufficient to significantly improve fitness, blood pressure control, and other health parameters. She has had continuously funded research since 1984. Recently, her work has focused on community based approaches to improving health behavior. Dr. Potempa has served on local and national expert panels and committees on research, including NIH review panels, and is currently a member of the National Advisory Council for Nursing Research at the NIH, an appointment made by the US Secretary of Health and Human Services.

She has had projects in Thailand since 1998 which focus on systems for deploying public health and developing nursing services for people with infectious diseases as well as the emerging chronic illnesses such as cardiovascular disease. This work is in close collaboration with the Ministry of Public Health in Thailand. Dean Potempa has presented papers locally, nationally and internationally that include a visiting professorship lecture in Beijing, China, Japan, and Taiwan as well as several lectures at international conferences.

Dr. Potempa is a nursing leader who has served on numerous local, regional and national organizational committees, advisory councils and boards. In 2008, she was elected as the President-elect for the American Association of Colleges of Nursing (AACN) and assumed the Presidency in March 2010 for a 2-year term.

Susan Reinhard, RN, PhD, is a Senior Vice President at AARP, directing its Public Policy Institute, the focal point for public policy research and analysis at the state, federal and international levels. She also serves as the Chief Strategist for the Center to Champion Nursing in America at AARP, a national resource and technical assistance center created to ensure that America has the nurses it needs to provide care both now and 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. Prior to AARP, Dr. Reinhard served as a Professor and Co-Director of Rutgers Center for State Health Policy where she directed several national initiatives to work with states to help people with disabilities of all ages live in their homes and communities. Previously, she served three governors as Deputy Commissioner of the New Jersey Department of Health and Senior Services, where she led the development of health policies and nationally recognized programs for family caregiving, consumer choice and control in health and supportive care, assisted living and other community-based care options, quality improvement, state pharmacy assistance, and medication safety. She also co-founded the Institute for the Future of Aging Services in Washington, DC and served as its Executive Director of the Center for Medicare Education.

Dr. Reinhard is a former faculty member at the Rutgers College of Nursing. She is a Fellow in the American Academy of Nursing and Member of the National Academy of Social Insurance. She holds a master’s degree in nursing from the University of Cincinnati, and a PhD in Sociology from Rutgers, The State University of New Jersey.
Breakout Sessions Overview

Breakout Session #1: Lessons Learned from the California Action Coalition: Structure, Function and Sustainability

This presentation will give participants a chance to hear from members of the California Action Coalition team and dialogue about how to develop a strategic plan for their own state’s sustainability and implementation efforts. In addition, this interactive workshop will give participants a chance to develop actionable steps and takeaways applicable to their own Action Coalition work.

Breakout Session #2: Predicting Nursing Workforce Supply and Demand — Building a Better Mousetrap

This session will showcase a Forecast Tool that has gained the interest of other regions and state agencies as a sound methodology to predict nursing workforce. Currently, 10 organizations have received the tool software and plans are underway to survey them later in 2012 on utilization within their settings. The Forecast Tool has increased the confidence levels of those who rely on accurate nursing workforce data. Expansion throughout the state seems promising and offers a consistent methodology to predict nursing workforce for the future.

Breakout Session #3: Impacting Education through the Creation of the Mississippi Healthcare Simulation Alliance

The use of simulation in nursing education varies widely. To plan strategically for equitable access to simulation for all schools of nursing, the Mississippi Legislature provided funding to conduct a feasibility study to assess the simulation, utilization rate and resources needed to increase participation. Through this study, a statewide Simulation Alliance was developed.

Breakout Session #4: Collaborative Efforts in Health Care Workforce Data Collection: Lessons Learned

This presentation will focus on how collaborative health care workforce data collection and analysis via licensing processes can provide a foundation for sound decision-making as accountably and interprofessional care delivery models are implemented. The collaborative model can be applied to data collection for other health professions. Oregon’s effort shows the value in collaborating across multiple agencies and health professions to provide an effective foundation for assessing workforce needs, improving access to care, and implementing successful interprofessional care delivery models.

Breakout Session #5: The Importance of Data: The National Nursing Workforce Minimum Data Set and One States Experience in Mapping Evidence to Strategic Planning

This presentation will provide information about the current status of implementation of the Forum for State Nursing Workforce Centers Minimum Dataset for Nursing Supply, Education and Demand. This presentation will also describe North Dakota’s experience in applying data to ongoing strategic planning efforts and benchmarking outcomes.

Breakout Session #6: Building Nursing Leadership

This presentation will show how two state nursing workforce centers worked together to leverage the success of one program for the purpose of building another. The workforce center that developed the original program has been able to develop a revenue stream outside of their program tuition enabling them to expand their programming goals. The state nursing workforce center that purchased the program has been able to adapt it and expand it for their needs while keeping the integrity of the program intact. The adage “don’t reinvent the wheel” has been proven true and further collaboration and entrepreneurial efforts are probable.

Breakout Session #7: Measuring Success in the Campaign for Action using Dashboard Indicators

This presentation will identify potential measures with which progress toward the IOM recommendations can be tracked and identified using a collaborative process. A variety of data sources are included, including many that are often not used by nursing researchers such as the Integrated Postsecondary Education Data System. Participants will be encouraged to collect similar data to track their own efforts.

Breakout Session #8: Pursuing the 80/20 with the California Collaborative Model

This session will present results from the statewide survey to ascertain progress to date on CA California Model for Nursing Education development and implementation, identify factors that support and compromise progress in developing and sustaining key elements of the CMNE, and identify technical assistance services that respondents believe most effectively support implementation of the CMNE.