

**IOM Recommendations** FUTURE OF NURSING™  
Campaign for Action

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- Remove scope-of-practice barriers
- Expand opportunities for nurses to lead and diffuse collaborative improvement efforts
- Implement nurse residency programs
- Increase the proportion of nurses with a BSN degree to 80% by 2020
- Double the number of nurses with a doctorates by 2020
- Ensure that nurses engage in lifelong learning
- Prepare and enable nurses to lead change to advance health
- Build an infrastructure for the collection and analysis of interprofessional health care workforce data

**Areas of Focus** FUTURE OF NURSING™  
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**Education**



**Practice & Care**



**Leadership**



**Interprofessional Collaboration**




**Diversity**



**Workforce Data**

**Campaign for Action: State Involvement** FUTURE OF NURSING™  
Campaign for Action

**Action Coalition Network**



**Map Keys:**  
■ Active Involvement  
■ Pending Action/Review

**Texas Healthcare** FUTURE OF NURSING™  
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▶ **Texas Ranks:**

- 40<sup>th</sup> in adults with diabetes
- 44<sup>th</sup> in health status (19% report fair/poor health)
- 46<sup>th</sup> in overall healthcare
- 46<sup>th</sup> in number of providers needed to meet needs of anticipated addition patients with coverage under PPACA
- 47<sup>th</sup> in primary care physician supply ratio
- 50<sup>th</sup> in percent of residents without health insurance (24.4% - compared to 16.3% nationally)
- 50<sup>th</sup> in access to healthcare



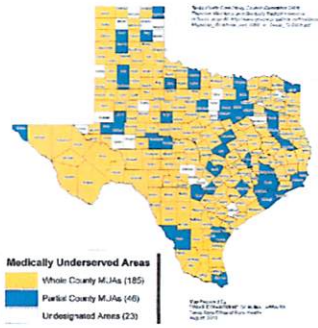
**Texas Healthcare** FUTURE OF NURSING™  
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- 185 (73%) of the 254 counties in Texas are designated as medically underserved
- 188 of the counties are designated as having acute primary care physician shortages (16 have 1, 23 have 0)
- Expansion of health coverage to 6 million more Texans will overload a system already strained, particularly in rural areas



**MEDICALLY UNDERSERVED AREAS**

The Texas Health Care Policy Council (THCPC) in its 2008 report finds, "Greater use of non-physician practitioners, particularly physician assistants and nurse practitioners, may alleviate the potential shortage of physicians and increase access to care. Further, THCPC plans, "New and different health care service delivery models such as increased use of non-physician providers... have the potential to improve access, increase the availability of care, and reduce costs. Current regulation of non-physician health care professionals prevents the full benefit of these alternative delivery models from being realized."



**Medically Underserved Areas**

- Whole County M.U.As (185)
- Partial County M.U.As (49)
- Undesignated Areas (23)

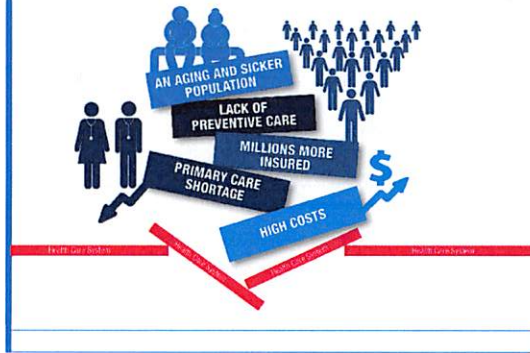
Map Prepared by: Health Resources for All Texans, Inc. | Map Date: 10/2011

## The Future of Nursing: A Call for Leadership

Susan D. Ruppert, PhD, RN, ANP-BC, NP-C, FNAP, FAANP, FAAN  
Professor  
The University of Texas Health Science Center at Houston  
School of Nursing  
Texas Team Executive Committee  
Past Nurse Leader – Texas Team Gulf Coast Regional Leadership Team



### Health Care System Challenges



### A New Era in Health & Health Care

## Patient-Centered



### What Does This Mean for Providers?

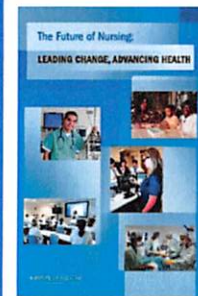
Payment and reimbursement tied to new measures



### Campaign Vision

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

### Institute of Medicine Report



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

AJN Book of the Year Award

One of the most-viewed online reports in IOM history



## Gulf Coast Regional Leadership Team

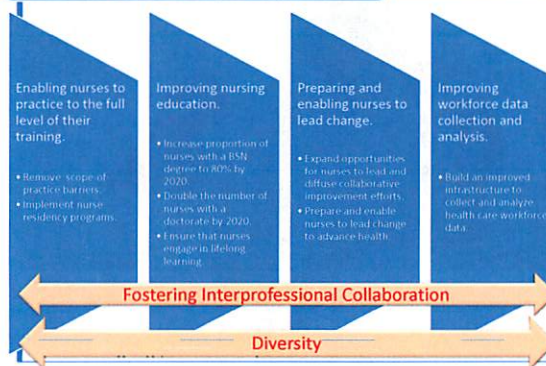
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- Denise Neill, PhD, RN, CNE – Nurse Co-Leader
- Michelle B. Leben – Business Co-Leader
- Veronica Abdur-Rahman, PhD, M.Ed., RN
- Mary Beth Bess, MSN, RN, CFNP
- Becky Chalupa, MSN, RN, NEA-BC, CNOR
- Vivian H. Dawkins, PhD, RN, NEA-BC
- Susan E. Dierker, MSN, RN, NEA-BC
- Pamela K. Greene, PhD, RN
- Thomas Hartley, DNP, RN, CENP, FACHE
- Viola L. Hebert, MA, BSN, RN
- Victoria King, MHA, MSN, RN, CNOR, NEA-BC
- Patrick Laird, DNP, RN, ACNP-BC
- David R. Marshall, JD, DNP, RN, NEA-BA, CENP
- Mary E. Koch, MSSW – Consultant
- Dana S. Smith, PhD, LMSW, MPA
- Marguerite Tamasy, PhD, RN, CNE
- Lynn Voskamp, MSN, RN
- Nitha Mathew, MSN, RN (Jonas Scholar)
- Darlene Tubera, MSN, RN, CCNS-BC (Jonas Scholar)



## IOM Recommendations

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## Increase Education Level of Nurses

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### 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



## 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

## National Employment Trends

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- 43.7% of hospitals/other healthcare settings prefer hiring new RNs with BSN (AACN, 2013)
- 78.6% of employers have strong preference for BSN educated nurses
- Strong data supporting better outcomes with employment of higher proportion of BSN-prepared nurses
- Move to Magnet
  - Require all nurse managers/leaders to hold ≥ BSN by 2013
  - Have plan in place for achieving 80% BSN by 2020
- Salaries more than 10% higher (HRSA)

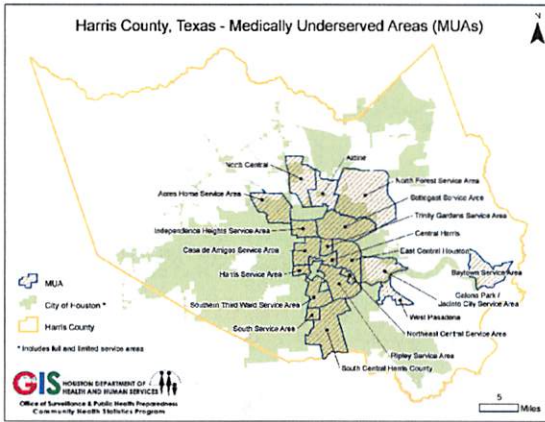


## Increasing the Number of BSN Prepared Nurses

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- Enrollment in RN to BSN programs have increased every year for the past 11 years – 12.4% in 2013, 22.2% in 2011-2012 (AACN 2012, AACN 2013))
- 288% increase in enrollment since 2003
- 646 programs available (> 400 offered at least partially online) – 41 accredited BSN programs in Texas





### Commitment to Advance the Health of Texans through Nursing

FUTURE OF NURSING™ Campaign for Action

**TEXAS TEAM**  
 Advancing Health through Nursing  
 Initiative on the Future of Nursing

**"Better Care, Better Health, Reduced Cost"**

### Texas Team Lead Organizations

FUTURE OF NURSING™ Campaign for Action

**TEXAS NURSES ASSOCIATION**  
**BlueCross BlueShield of Texas**  
*Experience. Wellness. Everywhere.™*

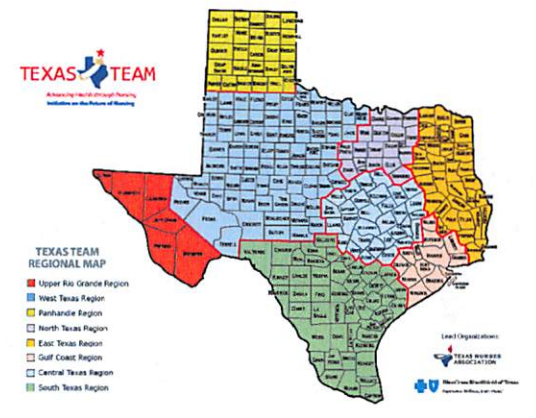
**TEXAS TEAM**  
 Advancing Health through Nursing  
 Initiative on the Future of Nursing

### The Texas Mission

FUTURE OF NURSING™ Campaign for Action

- Set clearly defined goals which align with IFN recommendations
- Form and mobilize the broadest circle of agencies, communities, organizations, and public stakeholders representing a variety of sectors
- Educating policymakers and other decision-makers
- Reach out to philanthropies/funders to seek financial support for RAC efforts;
- Gain visibility through the media and other outlets
- Work to advance key IFN recommendations in Texas

**TEXAS TEAM**  
 Advancing Health through Nursing  
 Initiative on the Future of Nursing



### Team 13 Counties

FUTURE OF NURSING™ Campaign for Action

Austin	Liberty
Brazoria	Matagorda
Chambers	Montgomery
Colorado	Walker
Fort Bend	Waller
Galveston	Wharton
Harris	



**TEXAS TEAM**  
 Advancing Health through Nursing  
 Initiative on the Future of Nursing

**Issues Impacting Nursing Education** FUTURE OF NURSING™  
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**Faculty Shortages**



**Clinical Placements**

**Difficulties Transferring Between School of Nursing**


**Academic Progression in Nursing (APIN)** FUTURE OF NURSING™  
Campaign for Action

- RWJF two-year grant for \$300,000
- PIs represent AND & BSN education
- Focus on building highly educated, diverse nursing workforce; building the pipeline
- Consortium for Advancing Baccalaureate Nursing Education in Texas (CABNET)
- **Goal** – 130% increase in RN-BSN graduates by 2013-2014

**Academic Progression in Nursing (APIN)** FUTURE OF NURSING™  
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- Statewide model of general, standardized general education/prerequisites (1+2+1)
- Concept-based curriculum
- Goal of 40 community colleges and 20 universities
- Coach and mentors for students in need




**Indicator 1: Education** FUTURE OF NURSING™  
Campaign for Action

**Increase the proportion of nurses with a baccalaureate degree to 80% by 2020**

Percentage of employed nurses with baccalaureate degree in nursing or higher degree

2020	80%	----
2011	50%	----
2010	49%	----



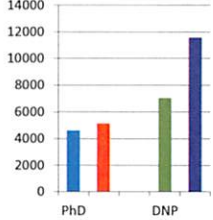
Data Source: American Community Survey, Public Use Microdata Sample (series)

**Indicator 2: Doctoral degrees** FUTURE OF NURSING™  
Campaign for Action

**Double the number of nurses with a doctorate by 2020**

Total fall 2012 enrollment in nursing doctorate programs

Program	2010	2012
PhD	4611	5110
DNP	7034	11,575



Data Source: AACN, Enrollment & Graduation in Baccalaureate & Graduate Programs in Nursing (series)

**Remove Barriers to Practice and Care** FUTURE OF NURSING™  
Campaign for Action

**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






### Texas Challenge – Undereducated Workforce

**FUTURE OF NURSING™**  
Campaign for Action

- Gulf Coast Region
  - 59,821 registered nurses
    - BSN or higher = 34,455 (57.6%; was 56% in 2012)
  - Highest degree
    - BSN - 47.8%
    - MSN – 9.13%
    - Doctorate (Nursing) - 0.64%



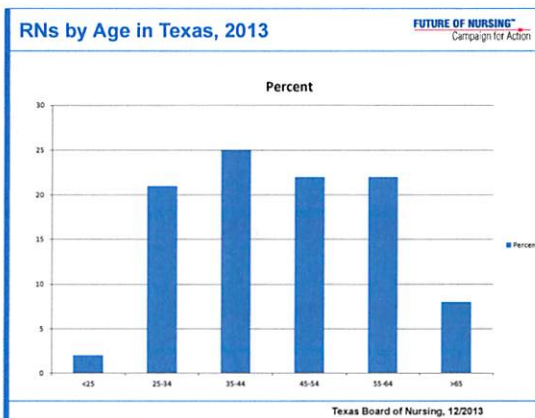
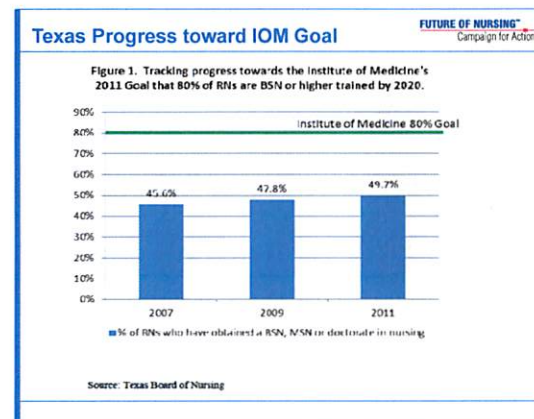
Data from Texas Board of Nursing, 12/2013

### Gulf Coast Challenge - Undereducated Workforce

**FUTURE OF NURSING™**  
Campaign for Action


County	% BSN or higher	2012 %	Gain
Austin	42.86%	40.7%	2.16%
Brazoria	59.55%	57.3%	2.25%
Chambers	39.89%	37.9%	1.99%
Colorado	41.77%	36.9%	4.87%
<b>Fort Bend</b>	<b>63.65%</b>	<b>60.8%</b>	<b>2.85%</b>
Galveston	49.48%	47.6%	1.88%
Harris	59.22%	57.8%	1.42%
<b>Liberty</b>	<b>28.97%</b>	29.0%	<b>- 0.03%</b>
Matagorda	31.43%	28.7%	2.73%
Montgomery	48.67%	47.5%	1.17%
Walker	43.75%	43.5%	0.25%
Waller	50.81%	44.2%	<b>6.61%</b>
Wharton	52.50%	55.2%	<b>-2.70%</b>

Data: Texas Board of Nursing, 12/2013



### Meeting goal for Texas will require educational mobility, collaboration, funding, and innovative models

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Campaign for Action

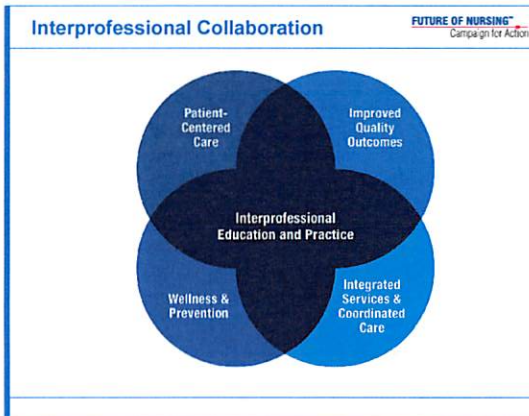


**TEXAS TEAM**  
Working Together to Advance the Future of Nursing

### Texas Team: Advancing Education, Improving Nursing Education

**FUTURE OF NURSING™**  
Campaign for Action

- Increase proportion of nurses with a BSN degree to 80% by 2020
  - Identify barriers and challenges
  - Make recommendations to improve access and increase number of BSNs
  - Identify programs with effective outcomes
- Double the number of nurses with a doctorate by 2020
  - Availability of nurses educated at the doctoral level impacts nursing education and practice
  - Explore nursing educational opportunities for nurses seeking advanced degrees in nursing education



### Indicator 4: Interprofessional collaboration

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**Expand opportunities for nurses to lead and disseminate collaborative improvement efforts**

Number of required clinical courses/ activities at top nursing schools that include both RN students and other graduate health professional students

4/8 universities now include course(s) in 2012-2013 as compared to 0/8 in prior year

Data Source: Top nursing schools as determined by US News and World Report

### Promote Nurse Leadership

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**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% of hospital board positions.

### 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.

### Transforming Nursing Leadership

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Campaign for Action

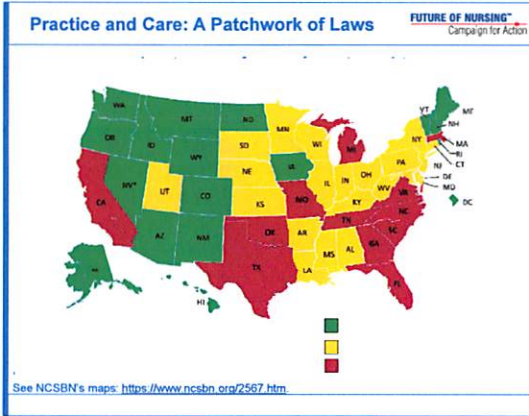
- Nurses must build leadership skills
- Nurses need better understanding of systems leadership and quality sciences
- Identification of the unique contributions nurses make to health care committees or boards
- Identification of the skills and knowledge critical to leaders of/in healthcare organizations (ACOs, healthcare homes, clinics, acute care)



### 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



### Public Support for Barrier Removal

- Recent poll of 1000 adults ages 18+
- 80% indicated had personally seen NP or know someone who had
- 70% favor legislation to make it easier to choose NP as health care provider
- 85% favor allowing NPs to provide more service under Medicare
- 62% favor removal of physician oversight
- Take home
  - Public is familiar with nurse practitioners
  - Public favors removing barriers to NP practice

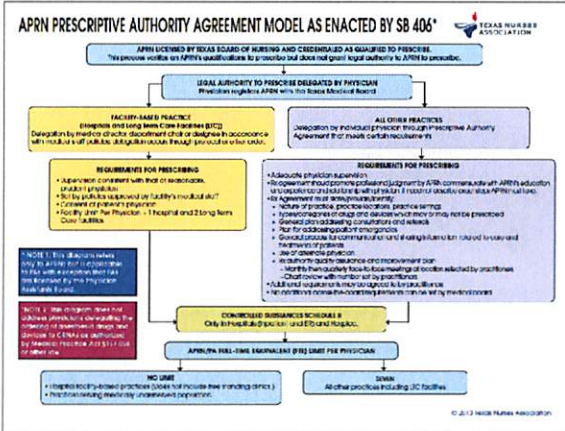
The Mellman Group, 2013

### Supply by Surrounding County of Practice

County	# PCP MDs	# NPs
Austin (198)	8	2
Brazoria (126)	152	72
Chambers (219)	5	3
Colorado (32)	18	3
Fort Bend (81)	400	142
Galveston (83)	180	152
Harris (38)	3514	1816
Liberty (138)	34	12
Matagorda (63)	25	7
Montgomery (58)	360	142
Walker (91)	39	8
Waller (224)	3	4
Wharton (82)	25	8

29 counties have no PCP MDs; 20 counties have 1; 15 counties have 2 (includes FP, GP, IM, Peds, OB/Gyn, Geriatrics)

Texas Dept. of State Health Services, 09/2013



### Indicator 3: Removing barriers to practice and care

Advanced practice nurses to be able to practice to the full extent of their education and training

State progress in removing regulatory barriers to care by APRNs

Data Source: National Council of State Boards of Nursing





## Preparing and Enabling Nurses to Lead Change in Texas

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- Nursing leadership – need younger and more diverse nurses to join us
- Need others to join the Campaign – business, policy leaders, other health professionals, philanthropy
- Ensure nurses are engage in health care reform decisions in Texas
- Need more nurses in legislature and on boards



TEXAS TEAM  
Let's Meet, Plan, and Act on the Future of Nursing  
Initiative in the State of Texas

## State Level Initiative in Texas

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- New partnership between the Texas Team and Texas Healthcare Trustees
- Provide governance and leadership education for nurses statewide
- Goal is to prepare 400 nurses to serve on health care and community boards of directors



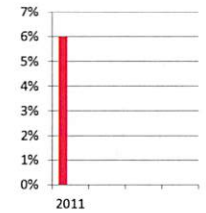
TEXAS TEAM  
Let's Meet, Plan, and Act on the Future of Nursing  
Initiative in the State of Texas

## Indicator 5: Leadership

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Health care decision makers should ensure leadership positions are available to and filled by nurses

Percent of hospital boards with RN members (2011 baseline)



Data Source: 2011 AHA Health Care Governance Survey Report of 1,052 hospital CEOs and 468 board chairs of nonfederal community hospitals in the US

## Improve Workforce Diversity

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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



## Diversity in Many Areas

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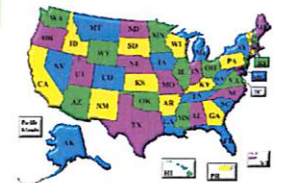


## Indicator 6: Workforce data

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Build infrastructure for collection and analysis of interprofessional health care workforce data

Number of recommended workforce supply data items collected by states (based on 18 potential data items recommended by the National Forum of State Nursing Workforce Centers)



Out of 30 states which now report 12-14 items, 14 (47%) increased to that level between 2010-2013.

Data Source: National Forum of State Nursing Workforce Centers (Baseline 2010)

### Implementation: Your Role

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Campaign for Action

- 1) Connect with Texas Team and your Regional Leadership Team
- 2) Explore more about the Texas Team and educate your organization, and read the IOM FON report and integrate ideas/methodologies
- 3) Your organization/institution/company can join the Texas Team – contact NeillD@uhv.edu or alexia.green@tunsc.edu for an application



### Invest in the Journey

**FUTURE OF NURSING™**  
Campaign for Action



**Texas Nursing:  
Our Future Depends on It**

