Taking the LEAD for Nursing in Wisconsin: Leadership, Educational Advancement & Diversity

Judith Hansen, WCN Executive Director

Wisconsin Action Coalition
Aurora Medical Center, Summit, WI
May 29, 2013
Objectives

- Present background information on RWJF® State Implementation Program (SiP) grants
- Describe process for engagement in Wisconsin SiP grant development
- Review ‘Taking the LEAD for Nursing’ workplan
Grant Funding for IOM implementation

- Future of Nursing™ Campaign for Action national partners:
  - Center to Champion Nursing in America
  - Robert Wood Johnson Foundation®
  - AARP
- Technical assistance, regional liaisons, meetings, website
- **1st round funding support** – Academic Progression in Nursing (APiN) grants – 9 awards
- **Summer, 2012** – State Implementation Program (SiP) grants (20)
- **Summer, 2013** – Second round for SiP (10)
SiP Grant Proposals

- Required 2:1 match
- $150,000 over two years
- Not-for-profit entity
- Two priority focus areas related to IOM recommendations
- Preference for states that include plan for diversity
- Infrastructure development, sustainability
- Data collection to support national benchmarks

Opportunity to apply for a second round, if meet or exceed benchmarks after 18 months
Wisconsin SiP Proposal

- WCN grant writing team
- Regional input from previous meetings
- Consensus from stakeholders for focus areas
- Support for match funding:
  - Faye McBeath
  - Approval for DWD workforce grant funds
  - Schools, organizations
  - Private donations
- Submitted August 2012; award February 1, 2013
- 20 state awards

Wisconsin one of “Top Five” proposals
Taking the LEAD for Nursing in Wisconsin

“Taking the LEAD for Nursing in Wisconsin: Leadership, Educational Advancement & Diversity”

• **Project Director:**
  Judith Hansen, MS, BSN, Executive Director
  Wisconsin Center for Nursing

• **Project Coordinator - Leadership & Diversity:**
  Barbara Nichols, DNSc (hon.) MS, RN, FAAN

• **Project Coordinator - Educational Advancement:**
  Stephanie Stewart, PhD, RN

• **Project Administrative Assistant:**
  Molly Gottfried
Taking the LEAD for Nursing in Wisconsin

Leadership

• Focus to increase presence of RNs on Boards:
  - 6-7% nationally
  - Unknown % in Wisconsin

• 2012 Wisconsin RNs:
  - Nurse Managers 7.7%
  - Administrators 1.6 %
  - Executives 1.1%

• Leadership training initiatives in state
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Educational Advancement

• IOM recommendation: 80% BSN by 2020
• 49% BSN nationally
• 2012 WI RNs:
  - 44% BSN
  - 37% ADN (28,000+ nurses)
  - 9.2% MSN
  - 0.6% Doctorates
  - 11.4% Advanced Practice Nurses
• 67% have no immediate plans to return to school
• **Barriers:** Cost, lost work time, family, access, lack of flexibility
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Diversity

- 93.5% WI RNs white
  - 6.4% WI RNs are from racial/ethnic minorities
- Wisconsin population 88% white
  - 16.1% minorities
- US population - over one third minorities
- 93.1% WI RNs female; males 6.9%
- Advances being made at educational level
- Emphasis for ‘inclusive excellence’ needed in all settings
Key Deliverables: Infrastructure

1) Sustainable statewide structure for advancing the IOM Future of Nursing Report

- Structural organization - Wisconsin Action Coalition
- Funders Network for long-term sustainability
- Data collection; baseline, benchmarks
- ‘Dashboard’ for metrics aligned w/ national model
- Marketing campaign; awareness & promotion

18 months:
✓ Infrastructure in place
**Key Deliverables: Leadership**

2) *Increased numbers of nurse leaders, including those from under-represented populations.*

- Baseline data existing trainings, including TUG (traditionally under-represented groups)
- Survey targeted boards; re-survey Year 2
- Development of Leadership Training ‘tool-kit’
- Marketing & promotional materials

**24 months:**

- Increased RN presence (or intent) on targeted boards by 10%
- Increased RN participation in training activities by 20%
Key Deliverables: Educational Advancement

3) Increased proportion of WI nurses w/ BSN through development of a statewide plan & facilitation of academic progression

- Review models for academic progression; readiness assessment tools
- Model for pilot in Wisconsin
- Survey baseline data for BSN completion; re-survey Year 2
- Two partnership models w/ employers
- Expand online completion programs
- Marketing, promotion of available programs, online repository

24 Months:

✓ Increase enrollment RN to BSN completion programs by 15% overall
✓ 10% increase in TUG in BSN completion program enrollment
Key Deliverables: Diversity

4) Enhanced diversity in Wisconsin nursing workforce
   • Baseline data on TUG (traditionally under-represented groups) in all surveys, re-surveys Year 2
   • Promote promising practices identified by WCN Diversity Taskforce
   • Statewide diversity conference: June 10, 2013, “Cultivating a Diverse Nursing Workforce.”
   • Evidence-based toolkit for recruitment & retention of TUG.

24 months:
   ✓ Toolkit developed & disseminated
   ✓ Increased percentages in both BSN completion & leadership
Project Strengths

• Focus on collaboration & ‘inclusive excellence.’
• Use of data-based strategies
• Leverage strengths of existing partnerships
• Commitment to academic-practice linkages
• Dedication to reaching all nurses
• Movement beyond the realm of nursing

Achieve impact on transforming healthcare:

✓ Increased access
✓ Decreased health disparities
✓ Improved population health
Websites

• Wisconsin Center for Nursing
  www.wicenterfornursing.org

• Future of Nursing™ Campaign for Action
  www.campaignforaction.org
Questions?

• Contact Info:

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References

• Future of Nursing™ Campaign for Action Dashboard
  www.campaignforaction.org

• WCN Wisconsin Registered Nursing Survey 2012 Report
  www.wicenterfornursing.org

• WCN Wisconsin 2012 RN Workforce Summary Brochure
  www.wicenterfornursing.org

• US 2011 Census, Quick Facts – Wisconsin
  http://www.census.gov/
LEAD LEARNING COLLABORATIVE GROUPS
Afternoon Breakout Sessions
12:30-2:00pm

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LEAD Learning Collaboratives

- Well-established model
- Provides structure for workgroups
- Use of academic-practice linkages
- Aligned w/ groups at national level, pillars of IOM report

*Learning Collaboratives* for 3 focus areas of:

- Leadership
- Educational Advancement
- Diversity
LEAD Learning Collaboratives

- LEAD organizational chart
- Provide framework around grant activities
- Provide means to report back activities to regional groups in Wisconsin.
- Disseminate information:
  - Regional listserves
  - Website regions
- Link to groups w/ same focus at national level:
  - Webinar participation
  - Website postings
Learning Collaborative 5/29 Breakouts

• AC & Funders Network: separate but similar structure (Tim Size & Judi Hansen)
• Educational Advancement (Stephanie Stewart)
• Leadership & Diversity (Barbara Nichols)

In your folders:
• Specific agenda for your group
• Learning Collaborative ‘guidelines’ which delineate work of collaborative
• LEAD Workplan
**Learning Collaborative 5/29 Outcomes**

- Identification of leadership, point people
- Operational guidelines & next steps in applicable section of LEAD workplan
- Summary points to report out during 2-2:30pm plenary session

**Questions?**