Pennsylvania Action Coalition

Presentation to the Pennsylvania State Board of Nursing
July 17, 2014

Co-Lead Organizations to the PA-AC:
Pennsylvania State Nurses Association and Masimo
**Institute of Medicine Recommendations**

**Key Messages**

#1 Nurses should practice to the full extent of their education and training

#2 Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.

#3 Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.

#4 Effective workforce planning and policy making require better data collection and information infrastructure.

---

**PA Action Coalition**

**Selected IOM Recommendations 2012**

#1 ↑ BSN PREPARED NURSES

#2 ↑ Number of Nurses with Doctoral Degrees

#3 Prepare nurses to lead change to advance health

#4 DESIGN NURSING WORKFORCE INFORMATION INFRASTRUCTURE

#5 Design nurse residency programs

---

**Outcomes to Date July, 2014**

#1 NURSING EDUCATION FACULTY SURVEY AND “BEST PRACTICES” FOR ACADEMIC PROGRESSION IN NURSING

#2 Strengthen Doctoral Education

#3 Leadership Project

#4 NURSING DIVERSITY COUNCIL NURSING WORKFORCE DATABASE CULTURAL COMPETENCY PROGRAM

#5 Nurse Residency Council

INFRASTRUCTURE: Nine Regional Action Coalitions, PA-AC Website, and Coalition Office and Staff
Regional Action Coalitions

- Northwest 1
- Northwest 2
- North Central
- Northeast 1
- Northeast 2
- Southeast 1
- Southeast 2
- South Central
- Southwest

Pennsylvania Action Coalition
# Nursing Diversity Council

*June, 2013*

## Guiding Principles

<table>
<thead>
<tr>
<th>Guiding Principles</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Evaluate Baseline Nursing Diversity Data per nine Regional Action Coalitions; data derived from Demographic Profile Report*</td>
</tr>
<tr>
<td>• Evaluate “Best Practices” for Academic Progression in Nursing (APiN) for male and racial and ethnic minority nurses</td>
</tr>
<tr>
<td>• Implement Action Plan to facilitate APiN for male and racial and ethnic minority nurses</td>
</tr>
<tr>
<td>• Identify Scholarships for Targeted Underrepresented Groups (TUGs), including baccalaureate and graduate programs</td>
</tr>
<tr>
<td>• Identify Leadership Opportunities for men and racial and ethnic minority nurses</td>
</tr>
</tbody>
</table>

*2010-2011 Collaboration with SBON, DOH/BHP, and DOLI*
Report on Demographic Profile of RNs in PA per RAC
(based on data from 2010/2011)
State Board of Nursing, Department of Health/Bureau of Health Planning,
Department of Labor and Industry

- **PULSE report** – 2010/2011; 179,399 survey responses (90.4% response rate)
- Subset: RNs who resided in counties in PA and who (1) worked in healthcare,
  (2) worked in direct patient care, and (3) were employed in PA
- Final data set included **85,333 registered nurses**
- **Data requested** included:
  - Gender
  - Race
  - Latino/non-Latino
  - Highest nursing degree attained
  - PN License prior to obtaining an RN License?
  - Have you completed an Advanced Nursing Practice Education Program?
  - Do you hold state certification as an APRN (CNM/CNS/CRNP/CRNA)?
  - Are you currently pursuing your nursing education (Type of Program? APRN Program?)
  - Do you provide medical interpretation (Language[s])?
Report on Demographic Profile of RNs in PA per Regional Action Coalition – PA Nursing Workforce:

• **Female** (89.9% in SW RAC to 92.4% in NE2 RAC), **White** (78% in SE1 RAC to 98.1% in NW2 RAC), and **Non-Hispanic/Latino** (94.4% in NE2 RAC to 98% in NW2 RAC)

• A **Diploma or associate degree-prepared workforce**, with 48,551 (57% of the 85,182 nurses who provided their highest education in nursing) holding either a hospital diploma (23,314; 27%) or an associate degree in nursing (25,237; 30%) The workforce includes 10,078 RNs who completed **APRN education programs**.

• 3,499 (35%) of the RNs who completed APRN programs hold **state certification in an advanced practice role**, including:
  – Clinical Nurse Specialists: 203; 6%
  – Certified Nurse Midwives: 278; 8%
  – Certified Registered Nurse Anesthetists: 1,242; 35%
  – Certified Registered Nurse Practitioners: 1,776; 51%
Report on Demographic Profile of RNs in PA per
Regional Action Coalition

Additional information on the nursing workforce

- The **ratio** of state certified APRNs per RAC to total population per RAC: NW1 RAC ratio 1:5,025 to SW RAC ratio 1:2,878
- SBON report 6-27-2013: **8,397 CRNPs** with **5,926 (71%)** holding CRNP Prescriptive Practice licenses
- Number of CRNPs with Prescriptive Authority Licenses per RAC: SE1 RAC and SW RAC have highest numbers; NW1 RAC and NW2 RAC have lowest numbers
- CRNPs with **DEA certification numbers 4,795** per U. S. DEA’s Mid-Level Practitioners Authorization by State (2,2N-30 Day Supply; 3, 3N, 4, and 5 - 90 Day Supply Prescribe only); 9/2013
  
Report on Demographic Profile of RNs in PA per Regional Action Coalition

Additional information on the nursing workforce

• 16% (13,950) of RNs reported **current enrollment** in nursing education programs:
  – 149: ADN Programs
  – 7,431: Baccalaureate Nursing Programs
  – 4,888: Master’s in Nursing Programs
  – 336: Nursing Doctoral Programs
  – 212: Post-Master’s Nursing Programs
  – 907: Other Programs

• 8,001 (9.4%) RNs held **Practical Nursing Licenses** prior to receiving the RN License

• 1,980 (2.3%) provide **Medical Interpretation** (predominant: Spanish)
### Sample Race Data per RAC: White versus Black

<table>
<thead>
<tr>
<th>Ratio</th>
<th>NW2 RAC</th>
<th>SE2 RAC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ratio of Total White RNs to Total White Population</td>
<td>1:145</td>
<td>1:119</td>
</tr>
<tr>
<td>% of White RNs to Total White Population</td>
<td>0.69%</td>
<td>0.84%</td>
</tr>
<tr>
<td>Ratio of Total Black RNs to Total Black Population</td>
<td>1:837</td>
<td>1:182</td>
</tr>
<tr>
<td>% of Black RNs to Total Black Population</td>
<td>0.12%</td>
<td>0.50%</td>
</tr>
<tr>
<td>Odds Ratio of Blacks Compared to Whites</td>
<td>5.75</td>
<td>1.52</td>
</tr>
</tbody>
</table>
## Sample Ethnicity Data per RAC: *Latino versus Non-Latino*

<table>
<thead>
<tr>
<th>Ratio</th>
<th>NW2 RAC</th>
<th>NE2 RAC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ratio of Total Hispanic/Latino RNs to Total Hispanic/Latino Population</td>
<td>1:87</td>
<td>1:424</td>
</tr>
<tr>
<td>% of Hispanic/Latino RNs to Total Hispanic/Latino Population</td>
<td>1.15%</td>
<td>0.24%</td>
</tr>
<tr>
<td>Odds Ratio of Hispanic/Latino RNs to White RNs</td>
<td>0.59</td>
<td>2.88</td>
</tr>
<tr>
<td>Ratio of Total NON-Hispanic/Latino RNs to Total NON-Hispanic/Latino Population</td>
<td>1:155</td>
<td>1:144</td>
</tr>
<tr>
<td>% of NON-Hispanic/Latino RNs to Total NON-Hispanic/Latino Population</td>
<td>0.65%</td>
<td>0.69%</td>
</tr>
<tr>
<td>Odds Ratio of NON-Hispanic/Latino RNs to Whites</td>
<td>1.03</td>
<td>1.00</td>
</tr>
</tbody>
</table>
Sample Ethnicity Data per RAC: *Female versus Male*

<table>
<thead>
<tr>
<th>Ratio</th>
<th>SW RAC</th>
<th>SC RAC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ratio of Total Female RNs to Total Female Population</td>
<td>1:70</td>
<td>1:107</td>
</tr>
<tr>
<td>% of Female RNs to Total Female Population</td>
<td>1.42%</td>
<td>0.93%</td>
</tr>
<tr>
<td>Ratio of Total Male RNs to Total Male Population</td>
<td>1:592</td>
<td>1:1,349</td>
</tr>
<tr>
<td>% of Male RNs to Total Male Population</td>
<td>0.17%</td>
<td>0.07%</td>
</tr>
<tr>
<td>Odds Ratio of Male RNs to Female RNs</td>
<td>8.4</td>
<td>13.3</td>
</tr>
</tbody>
</table>
Report on Demographic Profile of RNs in PA per Regional Action Coalition: Recommendations

REQUEST to SBON, DOH/BHP, and DOLI – annual analysis of RN re-licensure survey data according to nine RACs

• Annual **Demographic Profile** and **Diversity Analysis** based on RNs in PA per RAC

• Conversations with PA-AC RACs, Nursing Diversity Council, SBON, DOH/BHP, DOLI, and others concerning expectations for a reflection of gender, race, and ethnicity of RAC general populations within the RN population of each RAC – **Do we expect the diversity profile of each RAC population to be proportionately reflected in each RAC’s RN Population?**
Report on Demographic Profile of RNs in PA per Regional Action Coalition: Recommendations

• Conversations within the PA-AC, PCANE, RACs, the Nursing Diversity Council, SBON, DOH/BHP, DOLI, and others concerning **low rate of State Certification** of RNs who complete advanced practice (i.e., CNS, CRNP, CNM, CRNA) education programs

• Exploration of factors that negatively impact applications by CRNPs’ to obtain **Prescriptive Authority Licenses**; impact of requirement for **Collaborative Practice Agreements** to secure Prescriptive Authority Licenses

• Conversations re: **distribution/mal-distribution** of CRNPs with full functioning as Primary Care Providers (PCPs) in the nine RACs

• Conversations with health payers re: **credentialing of APRNs** as PCPs – which payer(s) provide **direct reimbursement**?
Sample Gender, Race, Ethnicity Data per Regional Action Coalition:

### Recommendations

*Continued*

- In consultation with an economic consultant, the Nursing Diversity Council to articulate a compelling business case for diversity, inclusion, and cultural competence within health care institutions in Pennsylvania.

- Each RAC to identify a target goal to begin to increase the number of underrepresented minorities in their region, within a specified timeframe; each RAC to develop a strategic plan to evaluate progress in meeting this goal.

- Implement Continuing Nursing Education Programs across the State in Cultural Competency.
Sample Gender, Race, Ethnicity Data per Regional Action Coalition:

<table>
<thead>
<tr>
<th>Recommendations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Explore cultural competency as an essential skill among nurses practicing in diverse clinical and other settings; assess nurses’ perceptions of the value of, and the need for, cultural competency education and awareness</td>
</tr>
</tbody>
</table>

In collaboration with the State Board of Nursing, explore regulations on curricula for baccalaureate, associate, and diploma nursing programs – *might cultural competency be explored as an essential criterion for approved education programs?*  
($§21.85$ of Chapter $21. State Board of Nursing; Subchapter A. Registered Nurses, Curriculum for Baccalaureate, Associate, and Diploma Programs$)

In collaboration with the State Board of Nursing, explore regulations on degree requirements for “Faculty Assistants” – *might change be considered to adequately prepare such faculty assistants to supervise pre-licensure RN students?*  
($§21.71.$ of Chapter $21. State Board of Nursing; Subchapter A. Registered Nurses, Nurse administrator, faculty and staff requirements$).
REQUEST to State Board of Nursing, the Department of Health/Bureau of Health Planning, and the Department of Labor and Industry to annually receive RN re-licensure data separated according to nine Regional Action Coalitions

In collaboration with the State Board of Nursing, explore regulations on curricula for baccalaureate, associate, and diploma nursing programs – might cultural competency be explored as an essential criterion for approved education programs? (§21.85 of Chapter 21. State Board of Nursing; Subchapter A. Registered Nurses, Curriculum for Baccalaureate, Associate, and Diploma Programs)

In collaboration with the State Board of Nursing, explore regulations on degree requirements for “Faculty Assistants” – might change be considered to adequately prepare such faculty assistants to supervise pre-licensure RN students? (§ 21.71. of Chapter 21. State Board of Nursing; Subchapter A. Registered Nurses, Nurse administrator, faculty and staff requirements.)
Pennsylvania Action Coalition

Thank you!

www.paactioncoalition.org