

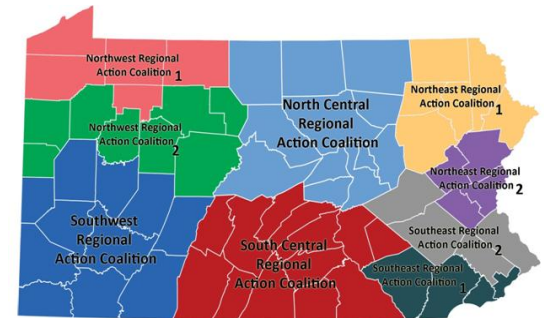
Pennsylvania Action Coalition

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

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

Pennsylvania Action Coalition

Improving Health Care to Our Citizens Making Change Happen: The PA Action Coalition



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

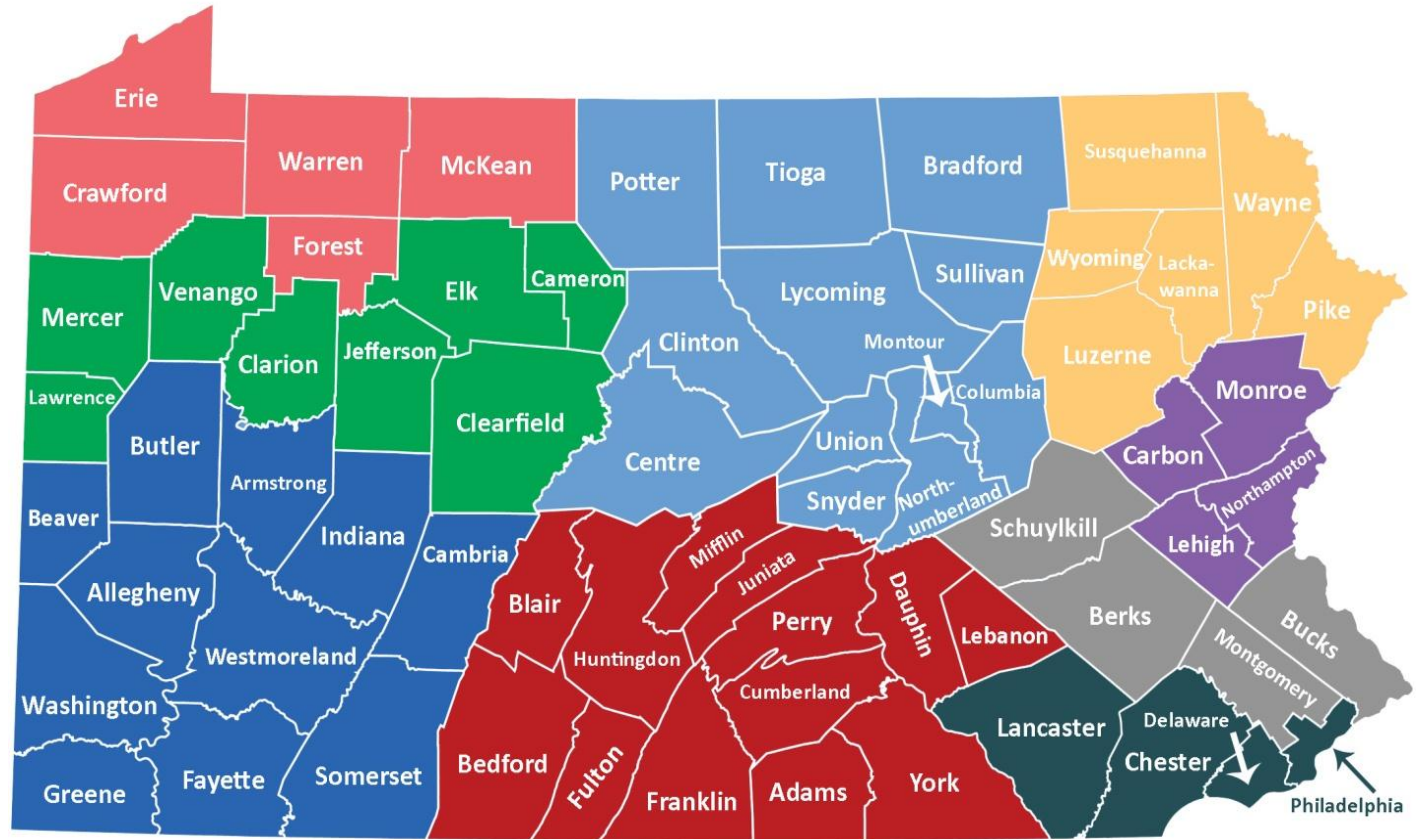
#4
NURSING DIVERSITY COUNCIL NURSING WORKFORCE DATABASE CULTURAL COMPETENCY PROGRAM

#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



Nursing Diversity Council

June, 2013

Guiding Principles

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

***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

www.deadiversion.usdoj.gov/drugreg/practioners/mlp_by_state.pdf

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

Ratio	NW2 RAC	SE2 RAC
Ratio of Total White RNs to Total White Population	1:145	1:119
% of White RNs to Total White Population	0.69%	0.84%
Ratio of Total Black RNs to Total Black Population	1:837	1:182
% of Black RNs to Total Black Population	0.12%	0.50%
Odds Ratio of Blacks Compared to Whites	5.75	1.52

Sample Ethnicity Data per RAC:

Latino versus Non-Latino

Ratio	NW2 RAC	NE2 RAC
Ratio of Total Hispanic/Latino RNs to Total Hispanic/Latino Population	1:87	1:424
% of Hispanic/Latino RNs to Total Hispanic/Latino Population	1.15%	0.24%
Odds Ratio of Hispanic/Latino RNs to White RNs	0.59	2.88
Ratio of Total NON-Hispanic/Latino RNs to Total NON-Hispanic/Latino Population	1:155	1:144
% of NON-Hispanic/Latino RNs to Total NON-Hispanic/Latino Population	0.65%	0.69%
Odds Ratio of NON-Hispanic/Latino RNs to Whites	1.03	1.00

Sample Ethnicity Data per RAC: *Female versus Male*

Ratio	SW RAC	SC RAC
Ratio of Total Female RNs to Total Female Population	1:70	1:107
% of Female RNs to Total Female Population	1.42%	0.93%
Ratio of Total Male RNs to Total Male Population	1:592	1:1,349
% of Male RNs to Total Male Population	0.17%	0.07%
Odds Ratio of Male RNs to Female RNs	8.4	13.3

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:

Recommendations

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

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.*

Summary Request

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)*

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Thank you!

www.paactioncoalition.org