

# SC IOM Future of Nursing Taskforce One

Leader: Stephanie Burgess, PhD, APRN, BC, FAANP

Co-Leader: Cindy Rohman, RN, MS, CNAA, BC

## **IOM Key Message #1: Nurses should practice to the full extent of their education and training.**

### **IOM Report Recommendation #1: Remove scope-of-practice barriers.**

#### **Charges:**

1. Support the committee assigned by the SC Board of Nursing charged with writing a white paper defining where the state is today with regard to APRN scope-of-practice.
2. Building on this white paper, and involving other key stakeholders throughout the state, create a detailed strategic plan to remove scope-of-practice barriers. Include an action timeline and identify necessary resources.

### **IOM Report Recommendation #3: Implement nurse residency programs.**

#### **Charges:**

1. Working with the Office of Healthcare Workforce Research for Nursing, identify the different types residency programs for new APRNs already in place in South Carolina.
2. Survey the institutions in South Carolina that have APRN residency programs in place to determine best practice models.
3. Research nationwide APRN residency programs and summarize best practice models identified. Provide this report to the One Voice One Plan executive committee for review and distribution in the summer of 2012.
4. Create a clear and unified definition of APRN residency programs.

# SC IOM Future of Nursing Taskforce Two

Leader: Marilyn Schaffner, PhD, RN, CGRN

Co-Leader: Nancy Duffy, DNP, RN, CNE

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

**IOM Report Recommendation #4: Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.**

**Charges:**

1. Facilitate a series of conversations between the Deans & Directors (include key stakeholders as well, i.e. CHE, BON, State Tech), to discuss how articulation between all nursing programs can move from traditional models to new and different solutions for tomorrow's workforce needs. Create a report from these meetings to present to the One Voice One Plan Executive Committee in the summer of 2012.
2. Working with the Office of Healthcare Workforce Research for Nursing, create projection models, which will realistically show the impact of increased enrollments should articulation agreements actually be reached. (For example, if we were able to have 1,000 qualified students ready for BSN enrollments, would we actually be able to accommodate them?). Included in these models would be the impact on the practice environment. (For example, if these same 1,000 new BSN nurses were graduated, would they be employable upon graduation?) Supply and demand modeling will include articulation scenarios for the Deans and Directors consideration as they discuss the issues.

**IOM Report Recommendation #5: Double the number of nurses with a doctorate by 2020.**

**Charges:**

1. This task force will work with SCONL and statewide hospitals in designing incentive programs encouraging nurses to advance their education.

**IOM Report Recommendation #6: Ensure that nurses engage in lifelong learning.**

**Charges:**

1. Identify residency programs for new grad RN's that are already in place in South Carolina and create a detailed list of these programs.
2. The IOM report recommends residency programs beyond the traditional uploading of new graduates and new employees; therefore, this task force will work with SCONL to survey state hospitals to determine if any such residencies exist. If so, those will be noted and highlighted in a report to the OVOP executive committee in the summer to 2012.

# SC IOM Taskforce Three

Leader: Eileene Shake, DNP, RN, NEA-BC

Co-Leader: Ruth Seigler, MN, RN

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

**IOM Report Recommendation #2: Expand opportunities for nurses to lead and diffuse collaborative improvement efforts**

## **Charges for Taskforce Three:**

1. Develop and implement a media marketing strategy informing nurses, physicians, other healthcare professionals, and the public about the IOM Future of Nursing initiatives taking place in South Carolina.
2. Working with SCONL, SC Board of Nursing, and SCNA create a variety of resources for agencies to utilize in educating nurses, physicians, administrators (C-Suite), Boards of Trustees, and others regarding the role of nurses in the redesign of health care.
3. Identify sponsors to assist with funding the media marketing plan, such as the South Carolina Education Lottery.

**IOM Report Recommendation #7: Prepare and enable nurses to lead change and advance health.**

## **Charges:**

1. Collaborate with SCONL, SCNA, SC Nursing Deans & Directors, and ACON to create leadership development and mentoring programs that provide opportunities to lead for all members.
2. Collaborate with the Deans & Directors to ensure leadership theories and expected outcomes are embedded in the curriculum throughout the learning continuum.
3. Create a leadership research team of nurse leaders from academic and practice organizations to examine, assess, and determine the current leadership styles nurse leaders are using in their organizations. Apply these findings and use the data to develop an education and implementation plan that addresses improving leadership competencies.

# SC IOM Future of Nursing Taskforce Four

Leader: Susan Williams, PhD, RN

Co-Leader and Coach: Peggy Hewlett, PhD, RN, FAAN

**IOM Key Message #4: Effective workforce planning and policy making require better data collection and an improved information infrastructure.**

**IOM Report Recommendation #8: Build an infrastructure for the collection and analysis of inter-professional health care workforce data.**

## **Charges:**

1. Maintain the Office of Healthcare Workforce Research for Nursing's website with the most up-to-date and relevant data.
2. Conduct a gap analysis to find deficiencies in the current data and provide a dissemination report with contextual meaning for nursing workforce needs. Present the report to the One Voice One Plan Executive Committee in the summer of 2012.
3. Develop and present a one page fact sheet to the One Voice One Plan Executive Committee in the summer of 2012 indicating a graphed schematic of how many BSN-prepared nurses are in each county of South Carolina. Include this sheet in the dissemination report.
4. Likewise, develop and present a second fact sheet to the One Voice One Plan Executive Committee in the summer of 2012 indicating a graphed schematic of how many APRN-prepared nurses are in each county of South Carolina. Include this sheet in the dissemination report.
5. Develop and present a third fact sheet on vacant RN positions (full and part-time) in the state; present these data by county to the One Voice One Plan Executive Committee in the summer of 2012. Include this information in the dissemination report.
6. Research the RN to BSN programs available in South Carolina. Find out where they are and whether they are online or require in-person attendance. Include findings in the dissemination report.