



Taking the LEAD for Nursing in Wisconsin is a State Implementation Program (SiP) grant (# 70696) awarded by the Robert Wood Johnson Foundation® to support implementation of the 2011 Institute of Medicine (IOM) report, *The Future of Nursing: Leading Change, Advancing Health*. The grant is led by the Wisconsin Center for Nursing, Inc.(WCN), a 501(c)(3) not-for-profit organization.

Focus areas:

- Enhance academic progression by developing models for degree completion, & expand existing programs for ADN students.
- Increase number of nurse leaders by assessing nurses on boards, develop leadership training tools & enhance existing programs.

Activities to enhance diversity in nursing will be infused in the entire grant project as an overarching area of focus.

The Wisconsin Action Coalition, co-led by the Wisconsin Center for Nursing and the Rural Wisconsin Health Cooperative guides the implementation of the IOM Report recommendations in our state. An Advisory Council of key stakeholders has been appointed for guidance and infrastructure needs. A Funders Network is being developed to plan for longterm sustainability. A 'Wisconsin Dashboard' will track project outcomes.

The grant is being led by Project Coordinators for each focus area through Learning Collaboratives comprised of expert academic and practice members.

For more information about grant activities, go to wicenterfornursing.org



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Wisconsin Organization of Nurse Executives
Wisconsin Department of Workforce Development

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Taking the **LEAD** for Nursing in Wisconsin:

*Leadership, Educational
Advancement & Diversity*

wicenterfornursing.org



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LEADERSHIP

Goal: Increase number and preparedness of nurse leaders, including leaders from under-represented populations.

- Increase RN presence on targeted boards by 10%.
- Increase participation of RNs in leadership training activities by 20%.

Project Activities:

- Assess nursing leadership development programs in Wisconsin.
- Survey for presence of nurses on boards, including minorities.
- Create marketing tools to increase participation in leadership programs & outreach to minorities.
- Collaborate with Wisconsin Hospital Association (WHA) and Wisconsin Organization of Nurse Executives (WONE) to develop leadership toolkit & promote nursing presence on boards.
- Re-survey for nursing board presence on boards, including minorities.
- Review curricular leadership content in BSN and ADN programs & identify strategies to integrate concepts at undergraduate level.
- Develop report of findings on promising practices for greater inclusion of leadership content into curricula.



EDUCATIONAL ADVANCEMENT

Goal: Increase proportion of Wisconsin nurses with a BSN through development of a statewide plan and facilitation of academic progression.

- Increase the enrollment of students in RN to BSN completion programs in public and private schools in Wisconsin by 15%.
- Increase enrollment of under-represented groups in BSN completion programs by 10%.

Project Activities:

- Review national models for academic progression.
- Gather baseline data on enrollments in RN to BSN programs in Wisconsin.
- Explore partnerships with two employers to support ADN to BSN completion.
- Support/enhance UW System *BSN @ Home* Program.
- Develop media & marketing outreach to promote BSN completion, including minorities.
- Partner for online repository for pathways to BSN completion.
- Disseminate best practices for RN to BSN completion; including readiness and counseling tools for minorities.
- Develop pilot design for BSN completion model with evaluation metrics & criteria for minorities.
- Re-survey to compare enrollments in BSN completion programs.



DIVERSITY

Goal: Enhance professional diversity in the Wisconsin nursing workforce.

- Increase the enrollment of minority students in BSN completion programs by 10%.

Project Activities:

- Utilize WCN Diversity Report for diversity strategies for student, employee recruitment & retention.
- Host statewide diversity conference.
- Review recommendations with stakeholders, including minority associations & other key groups.
- Assist in developing marketing tools & outreach to minority students.
- Develop evidence-based toolkit for recruitment & retention of minorities and traditionally under-represented groups.

The WCN Diversity Report, *Enhancing Diversity in the Nursing Workforce* can be found at wisconsincenterfornursing.org/diversity_int.html