



## Highlighted List of Accomplishments:

### 2012:

- The Alabama Health Action Coalition (AL-HAC) designated as a state action coalition (AC) by the Robert Wood Johnson Foundation's (RWJF) initiative of the *Future of Nursing: Campaign for Action*

### 2013:

- The Board of Medical Examiners began accepting applications for the Qualified Alabama Control Substances Certificate for NPs
- AL-HAC awarded the SIP 2 grant through RWJF for project "Improving Alabama's Register Nurse Workforce by Increasing RN to BSN Progression"

### 2014:

- AL-HAC spent most of 2014 researching, networking with, and hosting conference calls and webinars with states that have provided best practices with workforce data centers including, Virginia, the Sheps Center in North Carolina, the Indiana Area Health Education Center (AHEC), HRSA Bureau of Health Workforce, and the National Council of Boards of Nursing
- Collaborated with Alabama Board of Nursing (ABN) and its Executive Director enhance the data collection on the nursing workforce using the RN and LPN license renewal surveys
- Gap analysis created using the National RN Workforce Supply Survey tool was created using several documents from the ABN to include those for initial licensure, state mandated, the 2008 and 2012 RN Licensure Renewal questions, 2013 LPN Licensure Renewal questions, the Biannual Analysis of Alabama's Registered Nurse Workforce 2008, and the 2011 and 2012 Indiana Registered Nurse Licensure Survey Reports

### 2015:

- More than 30 ADN and LPN programs and more than 1,000 students were personally visited during 2015 to recruit students to RN-to-BSN tracks
  - Since Advancing Education Taskforce was formed, one school has seen a 335% increase in enrollment
- Created an RN-to-BSN comparison profile allowing students to have a "one stop shopping" document that allows them to determine which RN Mobility best meets their individual needs
- Developed a Recommended RN Mobility Pre-Nursing Curriculum for the State of Alabama designed to encourage 4 year institutions to implement. This curriculum was designed to eliminate the varied requirements that each institution had at the time
  - The recommended curriculum was based on the following:
    - Congruency with Alabama Statewide Transfer and Articulation Reporting System (STARS)
    - Congruency with the Southern Association of Colleges and Schools (SACS) requirements

- Completed Financial Resource Guide created and uploaded to AL-HAC’s website for current and prospective nursing students
- Highlighted the nursing profession and the importance of diversity to more than 40 high schools, reaching more than 3,000 students in Alabama during SIP 2
- Received raw data from the ABN license renewal surveys from 2012 and 2014 for RNs and 2013 for LPNs. AL-HAC performed its initial data analysis on the information and determined baseline metrics to measure the nursing workforce
  - Compiled nursing workforce data which has not been interpreted or made publicly available since the Center for Nursing Excellence closed in 2009 and presented them to the ABN ED in May 2014

## 2016:

- Published Baseline Metrics Report in Spring 2016
  - Report disseminated during meetings with nursing leaders and organizations in Alabama including, but not limited to: Alabama State Nurses Association (ASNA), the Nurse Practitioner Alliance of Alabama (NPAA), the Alabama chapter of the Federation of LPNs, the Birmingham Black Nurses Association (BBNA), the Mobile Bay Black Nurses Association (MBBNA), Alabama’s only existing chapter of the American Assembly for Men in Nursing (AAMN), Alabama Council Administrators of Professional Nursing Education Programs (ACAPNEP), State of Alabama Association of Colleges of Nursing (SAACN), the Alabama Organization of Nurse Executives (AlaONE), the Alabama Association of Nursing Organizations, Birmingham area Chief Nursing Officers at an AL-HAC hosted luncheon, staff nurses at Shelby Baptist Medical Center, and AL-HAC’s own Steering Committee. Report also publicly available on AL-HAC’s website
- AL-HAC now actively collaborated with the ABN to enhance the data collection on the nursing workforce
  - The ABN fulfilled AL-HAC’s recommendation with the implementation of the National Council of State Boards of Nursing and Nursing Workforce Center’s National RN Minimum Dataset (MDS) beginning with the 2015 LPN license renewal survey. These questions, altered to be applicable to LPNs, are a voluntary part of the license renewal process. The RN MDS will also be implemented in the 2016 RN license renewal survey. AL-HAC and the ABN jointly published a one page Frequently Asked Questions sheet to LPNs in fall 2015 to provide information on the new section of the LPN licensing survey which consists of the MDS questions to nurses and provide contact information for further questions.
- Infographic document of RN Workforce in 2014 created and distributed
- Three AL-HAC members received appointments to the Alabama Health Care Improvement Task Force from Governor Robert Bentley on Monday, April 6th, 2015 to study how the state can increase access to and affordability of healthcare in rural areas throughout the state
  - Dr. Ratcliffe, who is directly representing AL-HAC on the Taskforce, serves on the Personnel Subcommittee where discussions have begun related to health workforce data and the benefits of a comprehensive health data repository
- AL-HAC accepted as Alabama’s representative in the National Forum of State Nursing Workforce Centers
- AL-HAC nominated member Jessica Hardy, MPH, DNP, RN, the director of the Office of Women’s Health of the Alabama Department of Public Health, to be a Public Health Nurse Leader (PHNL)
  - Dr. Hardy was selected as one of just 25 nurses from across the country to be selected as a Public Health Nurse Leader (PHNL) by the Robert Wood Johnson Foundation (RWJF)
- AL-HAC awarded SIP 4 grant for “Advancing Alabama’s Registered Nurse Educational Level and Workforce Planning to Achieve a Higher Ratio of BSN and Graduate Prepared Nurses”

## 2016:

- Successfully facilitated the creation of Alabama’s inaugural chapter of the National Association of Hispanic Nurses
  - AL-HAC member and chapter president attended the July national conference in Chicago
  - President Elect for NAHN (2018-2020) part of Birmingham chapter
- Developed a FAQs sheet to explain the importance of the new voluntary MDS questions on the upcoming RN license renewal survey.
  - Published online by the ABN, distributed by the Alabama State Nurses Association online, and published in the Fall publication of the Alabama Nurse
- Received data from the Alabama Board of Nursing (ABN) from the 2015 LPN license renewal survey
- Created and fielded the Nursing Student and Faculty surveys to all accredited, nonprofit nursing programs with a physical campus in Alabama
  - AL-HAC vetted the survey tool with deans of Baccalaureate and higher nursing programs through the State of Alabama Association of Colleges of Nursing (SAACN), Advancing Education Taskforce which represents deans, directors, and faculty of 2 and 4 year nursing programs in Alabama. The team has gathered input from these groups and is working to implement feedback from the schools of nursing in an effort to optimize the survey’s response rate, and Alabama Education Council of Administrators of Professional Nursing Education Programs (ACAPNEP)
- Four AL-HAC Steering Committee members continued their work on the Alabama Health Care Improvement Task Force
- Public Health Nurse Leader Jessica Hardy, MPH, DNP, RN, the director of the Office of Women’s Health of the Alabama Department of Public Health, to be a Public Health Nurse Leader and AL-HAC worked on pilot program
  - Telehealth Education for Patients Living with Diabetes in Rural Alabama (TELDRA) successfully piloted a multi session diabetes education program using telehealth in rural Alabama
- Created the AL-HAC Communications and Development Plan

## 2017:

- AL-HAC partnered with the WCAAHEC to help sponsor the 2017 Summer Enrichment Program—Never-ending Road to Discovering (N.E.R.D.) Summer Camp. WCAAHEC’s N.E.R.D. Summer Camp is a residential camp held at the University of West Alabama that was created to broaden participants’ awareness of health career opportunities
- AL-HAC met with ABN Executive Director to recommend capturing their license renewal survey information in a format more compatible with Statistical Package for the Social Sciences (SPSS), which AL-HAC used for data mining the ABN’s data
- Formed the Graduate Nursing Award Program and, through additional fundraising, offered one \$500 scholarship to each of the twelve non-profit graduate nursing degree programs with a physical campus in Alabama
- Promoted the creation of additional graduate level scholarships among several of its nursing associations
- Concluded SIP 4 grant for “Advancing Alabama’s Registered Nurse Educational Level and Workforce Planning to Achieve a Higher Ratio of BSN and Graduate Prepared Nurses”
  - 2 year grant, \$150,000

## 2018:

- Grant awarded for project “Advancing Telehealth Education for Patients Living with Diabetes in Rural

Alabama (ATELDRA) funded by RWJF and CCL as a continuation and expansion to our PHNL TELDRA project

- Recruited 2 Certified Diabetes Educators for diabetes education
- Selected curriculum and designed education classes
- Received IRB approval for study
- Offered free diabetes education classes in 3 rural Alabama counties, testing the use of telehealth technology which is available across Alabama through ADPH
- Formalized partnership with the Alabama Health Literacy Initiative (AHLI)
  - AHLI's mission is to support patient-centered educational opportunities, guide outreach activities, and create partnerships to advance health literacy and improve health outcomes
  - Launched AHLI website: [alhealthliteracy.org](http://alhealthliteracy.org)
- Steering Committee updated AL-HAC's Organizational Structure, Bylaws and focus areas
- Grants applications
  - RWJF Systems for Action (S4A)
    - Applied with collaborative team at Samford University's College of Health Sciences to submit a project proposal 2 years with an award of \$250,000 (not selected)
  - Josiah Macy Foundation
    - Applied for funds just shy of \$35,000 for Health Literacy Interprofessional Conference (not selected)
  - Caring Foundation (BCBSAL)
    - Applied for funds for Health Literacy Interprofessional Conference (awarded)
- Planned and organized Health Literacy Interprofessional Conference for March 2019

## 2019:

- ATELDRA concluded 5 class cohorts of free diabetes education classes, graduating 42 individuals across 3 rural counties
  - Analyzed pre and post metrics taken from participants including waist circumference, A1C, weight, and blood pressure and pre and post surveys
- Health Literacy Interprofessional Conference held March 8<sup>th</sup>
  - Sponsored by BCBS and Alacare with significant support from AlaHA
  - 90 attendees represented stakeholders across the continuum of care, health care systems, insurance carriers, public health, academic institutions, non-profit organizations, professional associations, and health advocacy organizations
  - Topics discussed during the meeting included workshops for plain language, assessing written materials for reading ease, practice speaking and writing in plain language, using plain language in different contexts, research on health literacy, and best practices in other states
- Planned Birmingham Area CNO Meeting March 16<sup>th</sup>
- AL-HAC Health Workforce Committee continued advocating best practice identification for comprehensive health data repositories
  - Held conference call with Secretary Alabama Department of Labor Fitzgerald Washington. The state is moving forward with the development of the Longitudinal Database using a \$1M grant received by the Department of Labor
  - Phased in approach to the rollout beginning with education by June 2020
  - System will track students over multiple years and will be able to provide data on "pipeline availability" for graduates in certain industries and maintain data on professional demand so that informed data driven decisions can be made concerning Alabama's workforce situation
  - Healthcare workforce data will be included as the database rollout continues using a phase in

approach after that initial go-live date

- Nursing Workforce Summit planning meetings began
  - Preliminary work to plan a nursing summit potentially the winter 2020
- Support letter provided to ABN for enhanced nurse licensure compact bill

**Continued In-Kind Support:**

- AARP Alabama
- Alabama Education Council of Administrators of Professional Nursing Education Programs (ACAPNEP)
- Alabama Hospital Association (AlaHA)
- Alabama Organization of Nurse Executives (AlaONE)
- Alabama State Board of Nursing
- Alacare Home Health and Hospice
- Blue Cross and Blue Shield of Alabama
- Capstone College of Nursing Alabama 80x20 Taskforce
- Ida V. Moffett School of Nursing
- Nurse Practitioner Alliance of Alabama
- Samford College of Health and Sciences
- State of Alabama Association of Colleges of Nursing (SAACN)
- UAB School of Nursing

*\*This list does not include operational successes, writing and filing of grant reports, grant monitoring and tracking, or organizational capacity building*

*\*\*All reports available at [al-hac.org](http://al-hac.org)*