

**AHRQ NAC Briefing  
Institute of Medicine Future of Nursing  
Report**

*The Future of Nursing is Leading Change,  
Advancing Health and Transforming the  
American Healthcare System*

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# Aims

At the conclusion of the briefing NAC participants will be able to:

1. Identify the key messages and recommendations of Institute of Medicine study on the future of nursing.
2. Apply understanding of the potential of the nursing profession to scientifically, clinically, and measurably contribute to the transformation of the American health care system and advance priorities for the health of the American people.

The Future of Nursing:

**LEADING CHANGE, ADVANCING HEALTH**



INSTITUTE OF MEDICINE  
OF THE NATIONAL ACADEMIES

High-quality, patient-centered health care for all will require remodeling many aspects of health care system, especially nursing

**FUTURE OF NURSING™**  
Campaign for Action

# The IOM Committee

Donna E. Shalala, PhD (Chair)  
President  
University of Miami

Linda Burnes Bolton, DrPH, RN, FAAN (Vice  
Chair) ; Vice President and Chief Nursing  
Officer , Cedars-Sinai Health System and  
Research Institute

Robert E. Campbell, MBA  
Vice Chairman, Retired  
Johnson & Johnson

Leah Devlin, DDS, MPH  
Professor of the Practice  
University of North Carolina

Catherine Dower, JD  
Associate Director - Research  
Center for the Health Professions  
University of California, San Francisco

Michael Bleich, PhD, RN, FAAN  
Dean and Dr. Carol A. Lindeman Distinguished  
Professor, Oregon Health & Science University

Troyen (Troy) A. Brennan, MD, JD, MPH  
Executive Vice President, Chief Medical Officer  
CVS Caremark

Rosa Gonzalez-Guarda, PhD, MSN, MPH, RN  
Assistant Professor  
School of Nursing and Health Studies

David C. Goodman, MD, MS  
Professor of Pediatric and of Community and  
Family Medicine  
Children's Hospital at Dartmouth  
The Dartmouth Institute for Policy and Clinical  
Practice, Dartmouth Medical School

Jennie Chin Hansen, RN, MS, FAAN  
President  
AARP

# IOM Committee for the RWJF Initiative on the Future of Nursing

18 members with expertise in:

- Public health
- Nursing
- Federal and state administration
- Hospital and health plan administration
- Business administration
- Health information and technology
- Health services research
- Health policy
- Workforce research and policy
- Economics
- Health care consumer perspective

# Why Now?

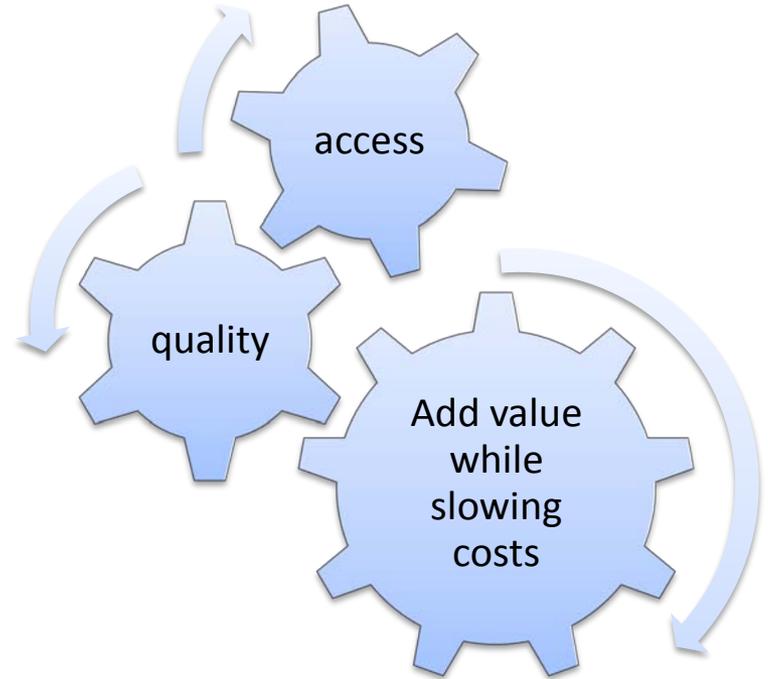
Initiative on the  
Future of Nursing



Health reform



Chance to  
transform system  
to improve care



# Health System Challenges

Fragmentation

Health care  
disparities

Aging and  
sicker  
population

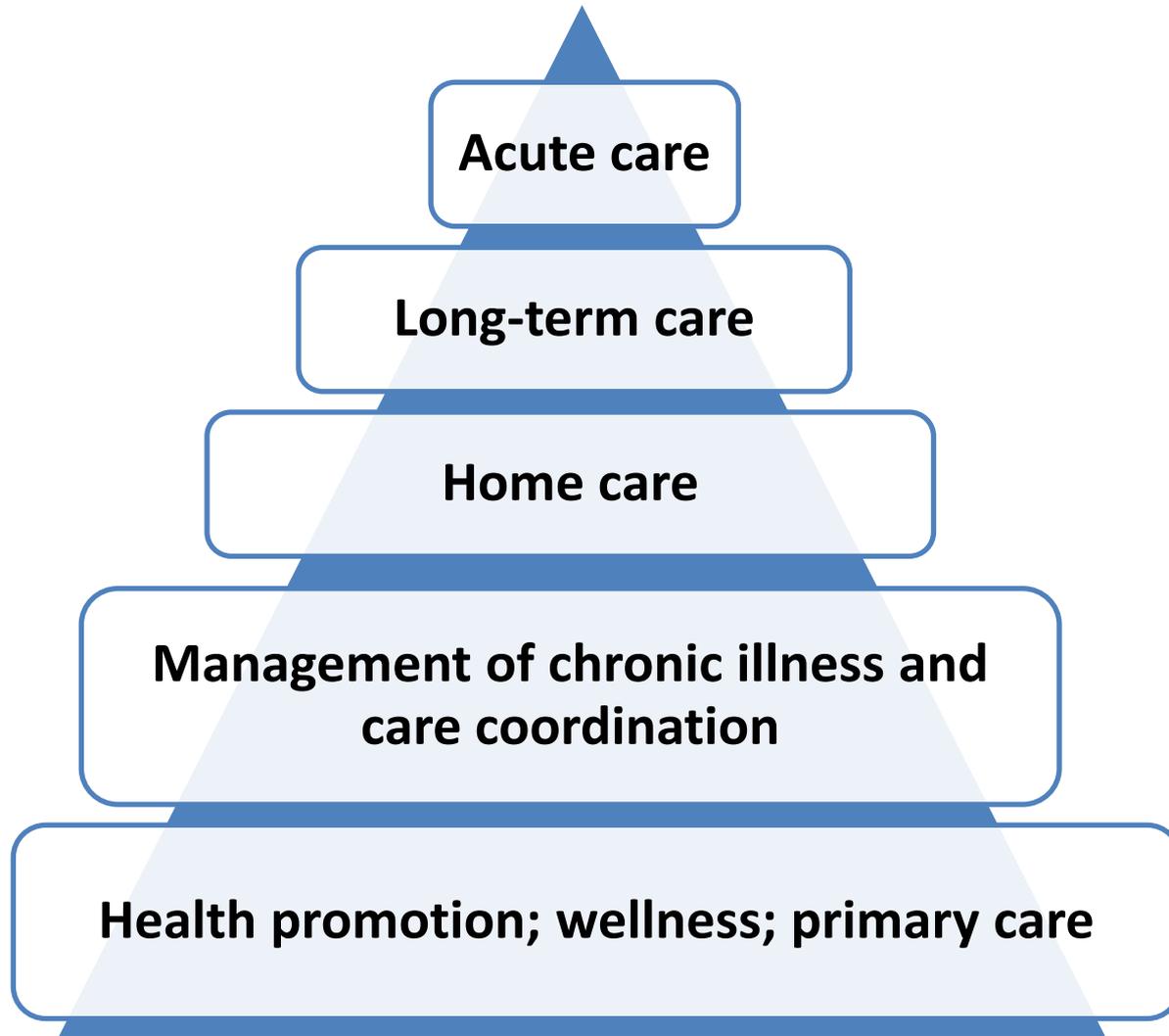
Primary care  
shortage

Medical errors

High costs

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# Committee's Vision



## A Transformed Health System

# The IOM Recommendations

1) Remove scope-of-practice barriers

2) Expand opportunities for nurses to lead and diffuse collaborative improvement efforts

3) Implement nurse residency programs

4) Increase proportion of nurses with B.S.N. degree to 80% by 2020

# The IOM Recommendations

5) Double the number of nurses with a doctorate by 2020

6) Ensure that nurses engage in lifelong learning

7) Prepare and enable nurses to lead change to advance health

8) Build an infrastructure to collect and analyze health care workforce data

# IOM Recommendations

Enabling nurses to practice to the full level of their training.

- Remove scope-of-practice barriers.
- Implement nurse residency programs.

Improving nursing education.

- Increase proportion of nurses with a BSN degree to 80% by 2020.
- Double the number of nurses with a doctorate by 2020.
- Ensure that nurses engage in lifelong learning.

Preparing and enabling nurses to lead change.

- Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.
- Prepare and enable nurses to lead change to advance health.

Improving workforce data collection and analysis.

- Build an improved infrastructure to collect and analyze health care workforce data.

Fostering Inter-professional Collaboration

Diversity

# Campaign for Action

Inter-professional Collaboration

Education

Leadership

Access to Care

Workforce Data



**High-quality patient centered care**



# The Future of Nursing: Exemplar Year One

## Accomplishments

- 36 states launch Action Coalitions to implement the recommendations.
- The Center to Champion Nursing in America (CCNA an initiative of AARP, the AARP Foundation and the Robert Wood Johnson Foundation (RWJF), established.
- CCNA convenes stakeholders through its Champion Nursing Coalition (48 national health care, business and consumer organizations) and Champion Nursing Council (27 national nursing organizations) to develop strategies to implement the IOM recommendations.
- In its 2012 funding for DHHS, the Senate Appropriations Committee called for the Secretary to work with the HRSA and CMS to develop a plan to implement the recommendations.
- Many national organizations affirm active support for the report recommendations, including the American Red Cross, Healthcare Information and Management Systems Society, National Association of Hispanic Nurses, National Association of Public Hospitals and Health Systems, National Medical Association and World Health Organization.
- RWJF, in collaboration with other funders, has launched a research initiative to identify, generate, synthesize and share evidence essential to implementing the report recommendations.

# Campaign for Action



# Campaign for Action

## RWJF/AARP Stakeholder Engagement:

- health professions
- payers
- consumers
- business
- policy-makers
- philanthropies
- educators
- hospitals and health systems
- public health agencies



**Nursing IS a societal issue!**

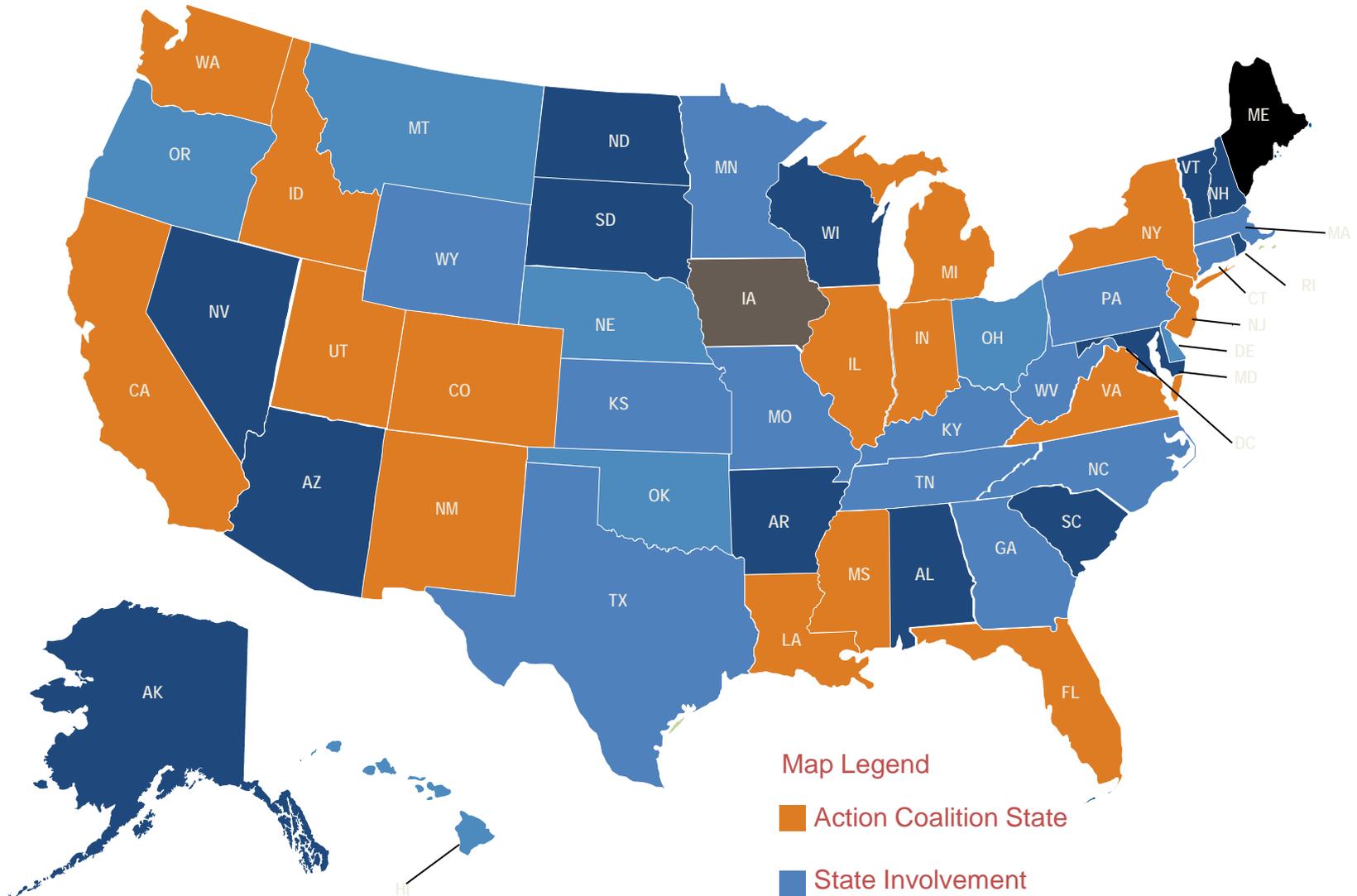
# AARP/RWJF Campaign for Action

## Action Coalitions

- Long-term alliances
- Field strategy to move key nursing issues forward at local, state and national levels
- Expect to be in all states by end of 2012
- Capture best practices, networking



# Campaign for Action State Involvement



# Education

Increase to 80 percent the proportion of nurses with BSN by 2020

Double number of nurses with doctorate by 2020

Implement nurse residency programs

Promote lifelong learning



# Practice

- **All practitioners should practice to full extent of their education and training**
- **Optimal care arises from:**
  - Physicians, nurses and other health professionals working in team-based model of care delivery
  - Models of care maximize time that providers can spend on their respective roles and responsibilities to patients

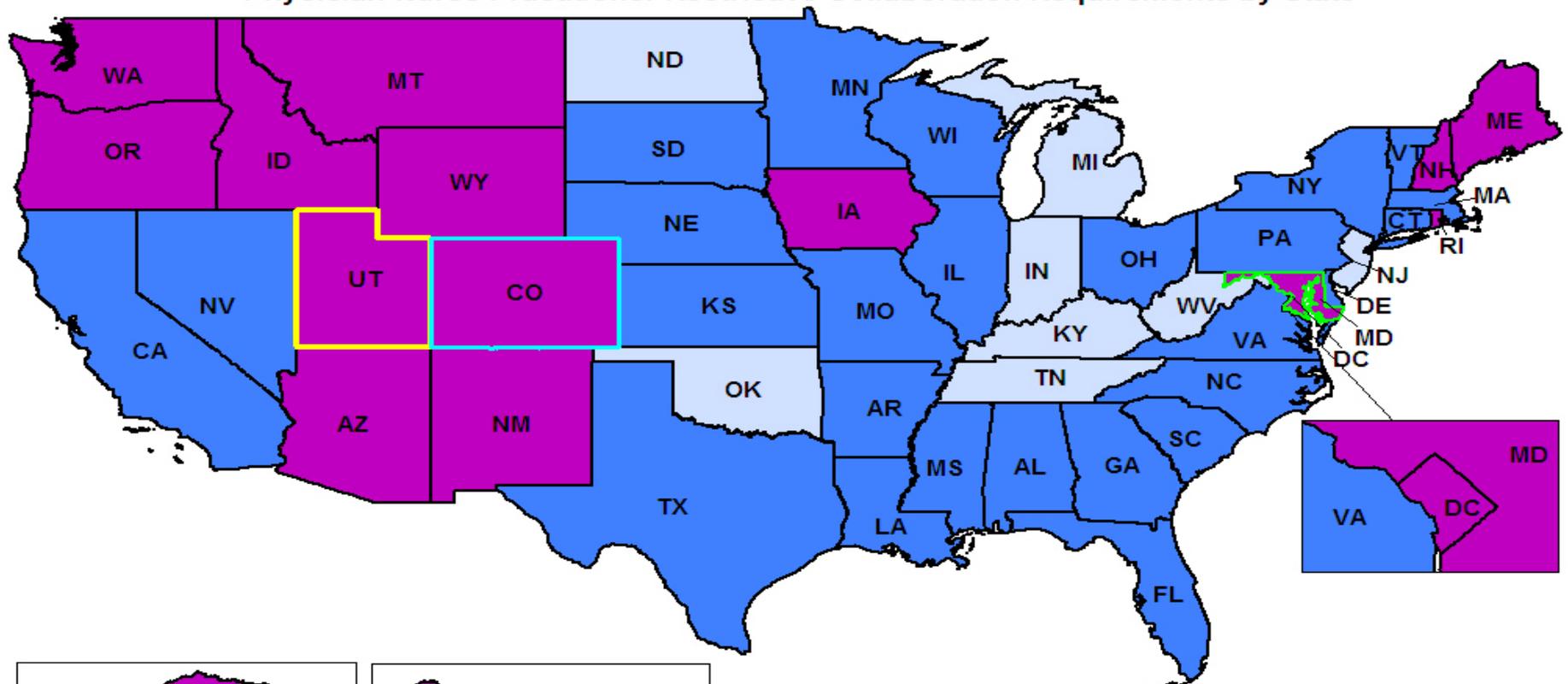


# Advanced Nursing Practice Roles

- Evidence: More than 10 studies show equivalent patient outcomes when care is provided by APRN or MD for certain services
  - Includes two Cochrane reviews
  - Randomized clinical trial published in JAMA
  - Office of Technology Assessment
- No studies show care is better in states that do not allow APRNs to practice to full extent of education and training

# Practice

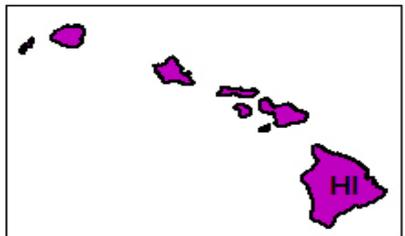
**Consumer Access and Barriers to Primary Care: Nurse Practitioners  
Physician-Nurse Practitioner Restrictive Collaboration Requirements by State**



After one-time signed articulated plan  
 Required consultation for Controlled Substances II-III only  
 NP signs one-page collaboration form; no physician signature required

**Restrictive Collaboration Requirement**

- No requirements (independent practice)
- Required to prescribe
- Required to diagnose, treat and prescribe



Source: This map combines Map 1 OVERVIEW OF DIAGNOSING AND TREATING ASPECTS OF NP PRACTICE and Map 2. OVERVIEW OF PRESCRIBING ASPECTS OF NP PRACTICE developed by Linda Pearson, 2010; [www.pearsonreport.com](http://www.pearsonreport.com). Prepared by AARP Research & Strategic Analysis for the Center to Champion Nursing in America. Updated 10.1.10 (c) AARP. 2010. All rights reserved.

# Collaboration

- Integrated, collaborative, patient-centered health care teams
- Foster interprofessional education, training and practice



# Leadership

- Nurses bring important viewpoint to management and policy discussions
- Prepare more nurses to help **lead improvements** in health care quality, safety, access and value



# Diversity

## Increase workforce diversity

- **Nurses should reflect patient population in terms of gender, race and ethnicity**
- **All nurses should provide culturally competent care**



# It Will Take All of Us!

Government

Business

Health Care  
Institutions

Academia

Other Health  
Professionals

Insurance  
Industry



**CALIFORNIA ACTION COALITION:**

Advancing Health in California

# To Learn More and Become Involved

- [www.thefutureofnursing.org](http://www.thefutureofnursing.org)
- Follow CFA on twitter at:  
[www.twitter.com/futureofnursing](http://www.twitter.com/futureofnursing)
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