

THE NATIONAL **FOR<sup>USA</sup>M**  
OF STATE NURSING WORKFORCE CENTERS

**2017 Annual Conference**

**The Nursing Workforce & Health Reform:  
Trends and Opportunities in a New Political Era**

**June 7-9, 2017   Denver, Colorado**



**MONTANA**  
STATE UNIVERSITY

Center for Interdisciplinary  
Health Workforce Studies



**COLORADOCENTER**  
*for Nursing Excellence*

# “State of the Nursing Workforce In An Era of Health Care Reform: Data, Trends and New Collaborations”

**Welcome to Denver** and the 2017 National Forum of State Nursing Workforce Center’s annual conference! We are excited to bring you this year’s conference and know you will be inspired by your time with your workforce center colleagues, research, academic and practice experts, and innovators from across America. We are grateful to our host, the Colorado Center for Nursing Excellence, for inviting us to their great state of Colorado. We also appreciate the generous support provided by the Center for Interdisciplinary Health Workforce Studies at Montana State University.

This conference is occurring at a time of massive change in the delivery of health care in our country, and the political landscape is forging an uncertain future that creates new opportunities and challenges. We will have many occasions during this conference to explore both, and the impact they will have on the nursing workforce. As researchers and leaders in the nursing workforce arena, we take seriously our responsibility to help prepare for what lies ahead. Key decision-makers depend on us to have accurate and current data they can use to inform their decisions, and our academic and practice partners depend on us to lead innovative and practical interventions that strengthen nursing’s contributions to improved health outcomes. This conference brings together nursing, healthcare, and workforce research leaders from across the country to discuss important issues related to the current and future nursing workforce of America and the impact of the new political environment on this workforce.

On behalf of the National Forum of State Nursing Workforce Centers Board of Directors, the Conference Planning Committee, our Colorado hosts, and our colleagues from Montana State University, we hope you leave this conference with new ideas and approaches for your work back home. We hope you have met new colleagues as well as caught up with those you do not see every day, created new relationships with professionals with whom you will be able to begin new research projects that can inform decision making in the future, and carry with you a heightened level of energy to lead the nursing workforce efforts in your state and across the nation.

We are so pleased you are with us over the next few days to reflect on the impact of the many changes occurring in healthcare delivery unfolding even as we meet. We know that nurses will be a critical part of whatever models of care delivery emerge in the future, and the contributions you make every day ensure that nurses will be positioned to enhance the well-being of the patients, families and communities they serve.

With warm regards,

Judith G Berg, MS, RN, FACHE  
President & CEO, HealthImpact  
President, National Forum of State Nursing Workforce Centers

# Summary Schedule of Events

## Wednesday, June 7, 2017: Day 1

7:00am - 5:00pm	Registration (38th floor)
8:00am - 9:30am	Continental Breakfast, posters & exhibitors (38th floor)
9:30am - 10:00am	Welcome & Overview of the Annual Conference (Capitol Peak, 38th floor) Judee Berg, President, National Forum of State Nursing Workforce Centers Executive Director, HealthImpact Dr. Peter Buerhaus, Director, Center for Interdisciplinary Health Workforce Studies at Montana State University
10:00am - 11:00am	<b>Keynote Address:</b> Gail Wilensky (Capitol Peak, 38th floor)
11:00am - 11:30am	Break, posters and exhibitors (38th floor)
11:30am - 12:15pm	Breakout sessions (2nd floor)
12:15pm - 1:45pm	Lunch, posters and exhibitors (38th floor)
1:45pm - 2:45pm	<b>Plenary Speaker:</b> Diana Mason (Capitol Peak, 38th floor)
2:45pm - 3:00pm	Break, posters and exhibitors (38th floor)
3:00pm - 3:50pm	Breakout sessions (2nd floor)
4:00pm - 4:50pm	Breakout sessions (2nd floor)
5:30pm - 6:30pm	Welcome Reception (38th floor)

## Thursday, June 8, 2017: Day 2

7:30am - 8:30am	Continental Breakfast, posters & exhibits (38th floor)
8:30am - 9:30am	<b>Plenary Speaker:</b> Erin Fraher (Capitol Peak, 38th floor)
9:30am - 10:00am	Break, posters and exhibitors (38th floor)
10:00am - 10:50am	Breakout sessions (2nd floor)
11:00am - 11:50am	Breakout sessions (2nd floor)
12:00pm - 1:30pm	Lunch, posters and exhibitors (38th floor)
1:30pm - 2:30pm	<b>Plenary Speaker:</b> Angela Beck (Capitol Peak, 38th floor)
2:30pm - 3:00pm	Break, posters and exhibitors (38th floor)
3:00pm - 3:50pm	Breakout sessions (2nd floor)
4:00pm - 5:00pm	<b>Plenary Speaker:</b> Susan Reinhard (Capitol Peak, 38th floor)

## Friday, June 9, 2017: Day 3

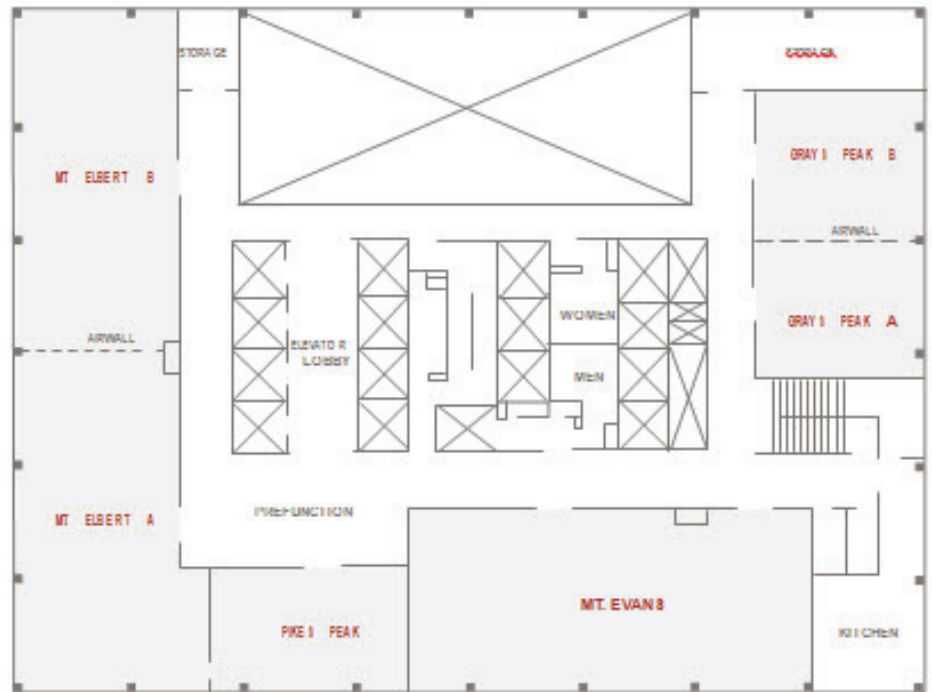
7:30am - 8:30am	Continental Breakfast (38th floor)
8:30am - 9:20am	Breakout sessions (2nd floor)
9:20am - 9:45am	Break, posters and exhibitors (38th floor)
9:45am - 10:45am	<b>Closing Plenary Speaker:</b> Betty Rambur (Capitol Peak, 38th floor)
10:45am - 11:00am	Closing Remarks Judee Berg (Capitol Peak, 38th floor) <b>End of Conference</b>
11:30am - 2:00pm	National Forum of State Nursing Workforce Centers Executive Directors Lunch Meeting (2nd floor, Mt. Elbert A)

# Hyatt Hotel Floor Plan

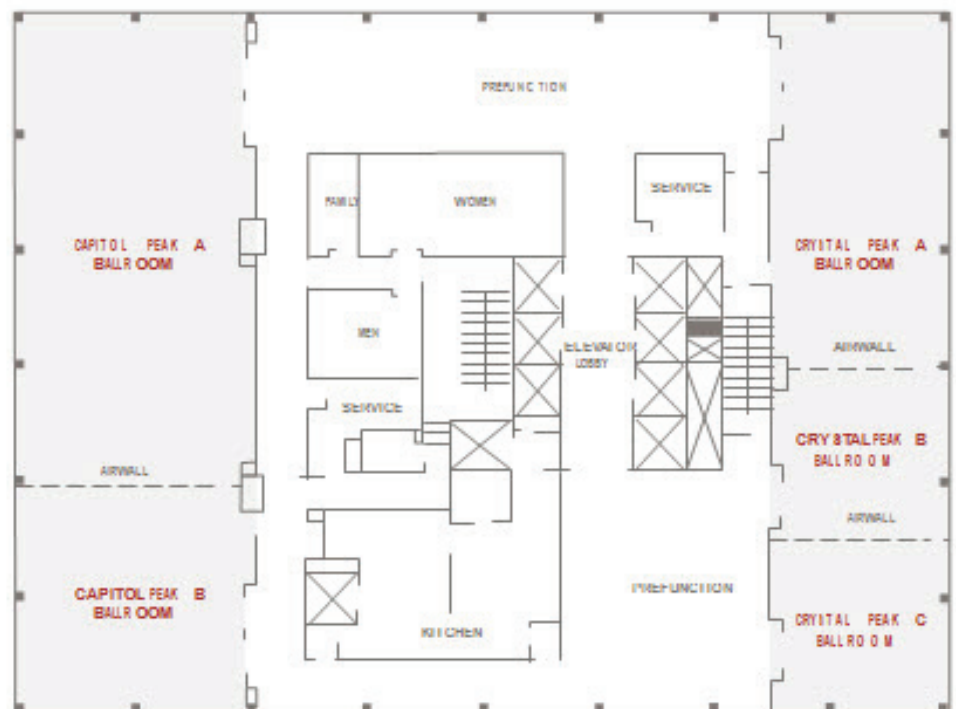
## FLOOR PLAN

Atrium Tower

Grand Hyatt Conference Center—2nd Floor



Pinnacle Club—38th Floor





# Detailed Schedule: Day 1

## Wednesday, June 7, 2017: Day 1

7:00am - 5:00pm	Registration (38th floor)
8:00am - 9:30am	Continental Breakfast, posters & exhibitors (38th floor)
9:30am - 10:00am	Welcome & Overview of the Annual Conference (Capital Peak, 38th floor) Judee Berg, RN, MS, FACHE, President, National Forum of State Nursing Workforce Centers Executive Director, HealthImpact Dr. Peter Buerhaus, PhD, RN, FAAN, Director, Center for Interdisciplinary Health Workforce Studies at Montana State University
10:00am - 11:00am	<b>Keynote Address: Gail Wilensky, PhD (Capitol Peak, 38th floor)</b> <b>"Reforming Health Care Reform"</b>
11:00am - 11:30am	Break, posters and exhibitors (38th floor)
11:30am - 12:15pm	Breakout sessions (2nd floor):

### Mt. Evans

#### "Nurse Practitioner Workforce Shifts in a Decade of Policy, Payment, and Practice Changes: A 2005-2015 Comparison"

Mary Val Palumbo, DNP, APRN, GNP-BC, Associate Professor, Department of Nursing; Director, AHEC Nursing Workforce Research, Planning and Development; Co-Chair Vermont Action Coalition, University of Vermont  
Co-Author: Betty Rambur, PhD, RN, FAAN, Routhier Endowed Chair for Practice and Professor of Nursing, University of Rhode Island

This presentation will describe Nurse Practitioner practice in one state during a decade of policy changes that included the Patient Protection and Affordable Care Act of 2010 (ACA), Administrative Rule changes enabling independent NP practice (2011), and legislatively supported steps away from fee-for-service and to value-based care.

### Mt. Elbert A

#### "Effective Strategies for a More Diverse Nursing Workforce from the Nursing Student's Perspective"

Sofia Aragon, JD, BSN, RN, Executive Director, Washington Center for Nursing  
Co-Authors: Suzanne Sikma, PhD, RN, APIN Project Manager & Professor Emeritus, UW Bothell; Molly Elberier, BSN, RN, UW Bothell MN Student; Phanice Okioma, BSN, RN, UW Bothell MN Student; Kelsey Tanaka, MN, RN, Seattle University MN Graduate; Anne Hirsch, PhD, ARNP, FAANP, FAAN, Professor & Associate Dean, Seattle University College of Nursing; Renee Hoeksel, PhD, RN, Professor, Washington State University College of Nursing, Vancouver

Discuss key recommendations from a 2016 Student Nurse Diversity Survey to recruit and retain a more diverse nursing workforce. Learn how nursing students were engaged in the development of the survey, gathering input from key stakeholders, and implementation of findings.

#### "Monitoring and Promoting Increased Diversity in the Nursing Workforce through Nursing Program Data"

Virginia D. Ayars, EdD, MS, RN, CNE, Nursing Consultant for Education, Texas Board of Nursing  
Cate Campbell, MPH, Researcher, Texas Center for Nursing Workforce Studies

The purpose of this presentation is to describe how the Texas Board of Nursing and the Texas Center for Nursing Workforce Studies work collaboratively to monitor nursing student diversity in an effort to create a more culturally competent nursing workforce. It also emphasizes the importance of nursing education programs admitting a more diverse student population.

# Detailed Schedule: Day 1

## Mt. Elbert B

### "Nurse Workforce Implications of Improving Population Health"

Tim Dall, MS, Managing Director, IHS Markit

This presentation describes the role of nurses (NPs, RNs, and LPNs) in providing appropriate preventive care, and models how improvements in population health might affect the future demand for nurses. Improved population health can reduce incidence and prevalence of disease which reduces demand for nursing services, but also reduces mortality which means more nurses needed to care for a larger and older population.

### "Analysis of the Nurse Practitioner Workforce using Geographic Information Systems"

Tyler Litsch, MPH, CHES, Research Specialist, American Association of Nurse Practitioners

The purpose of this presentation is to describe the NP workforce mapping initiative, and explore how to best utilize the NP workforce to mitigate the primary care health professional workforce shortage in the U.S.

## Grays Peak A

### "Key APIN Findings and Future Direction for Academic Progression"

Tina Gerardi, MS, RN, CAE, Deputy Director, APIN National Program Office, American Organization of Nurse Executives (AONE). Co-Authors: Bryan Hoffman, MA, Manager, APIN National Program Office, American Organization of Nurse Executives (AONE); Patricia Farmer, RN, DNP, Consultant, APIN National Program Office, American Organization of Nurse Executives (AONE)

Come hear the key findings and outcomes from the national academic progression in nursing (APIN) grant awarded to the Tri-Council in 2012 and administered by AONE. While there has been significant movement to meet the recommendation that 80% of the nursing workforce be prepared at the baccalaureate degree or higher, there is still need for national leadership to meet the goal.

## Grays Peak B

### "A Comparison of Nursing Care and Physician care in the U.S. Primary Care System"

Yin Li, PhD, Post-doctoral Associate, College of Nursing, University of Florida

Co-Authors:

Mark Holmes, PhD, Associate Professor, Department of Health Policy and Management, Gillings School of Global Public Health

Director of Cecil G. Sheps Center for Health Services Research, University of North Carolina at Chapel Hill

Erin P. Fraher, PhD, MPP, Assistant Professor, Director of Program on Health & Workforce Research and Policy

Cecil G. Sheps Center for Health Services Research, University of North Carolina at Chapel Hill

Barbara A. Mark, PhD, RN, FAAN, Director of PhD and Post-Doctoral Programs

Sarah Frances Russell Distinguished Professor

School of Nursing, University of North Carolina at Chapel Hill

Cheryl B. Jones, PhD, RN, FAAN, Professor of Health Care Systems, Director of Hillman Scholars Program in Nursing Innovation, School of Nursing, University of North Carolina at Chapel Hill

This session presents a study that compared the care delivered by nurses and the care delivered by physicians in the U.S. primary care settings, in terms of the services/therapies they provide and the diseases they manage.

# Detailed Schedule: Day 1

12:15pm - 1:45pm	Lunch, posters and exhibitors (38th floor)
1:45pm - 2:45pm	<b>Plenary Speaker:</b> Diana Mason, PhD, RN, FAAN (Capitol Peak, 38th floor) "Building the Nation's Primary Care Capacity: Nursing's Mandate for Leadership"
2:45pm - 3:00pm	Break, posters and exhibitors (38th floor)
3:00pm - 3:50pm	Breakout sessions (2nd floor):

## Mt. Evans

### "Are Nurses Moving to Outpatient Jobs?"

Joanne Spetz, PhD, Professor, University of California, San Francisco

Co-Author: Erin Fraher, PhD, & Erica Richman, PhD, University of North Carolina Chapel Hill

Are hospital-employed RNs moving into non-acute-care positions? This study examines data from North Carolina and California to assess the degree to which RNs are working in non-acute-care roles within hospitals.

## Mt. Elbert A

### "Increasing the Diversity of the Nursing Workforce: Focusing on the Pipeline"

Cynthia Bienemy, RN, PhD, Director, Louisiana Center for Nursing, President-Elect, National Forum of State Nursing Workforce Centers

The purpose of this presentation is to illustrate how the Louisiana Action Coalition (LAC) translated what was learned at the Nursing Workforce Diversity Think Tank that was held in August 2015 and implemented five regional level projects focused on increasing the diversity of the pipeline for Louisiana's future nursing workforce in August 2016.

### "Increasing Nursing Diversity through Structured Mentoring, Coaching, and Collaboration"

Amanda Quintana, DNP, RN, FNP, Project Director, Coach-CTI, Colorado Center for Nursing Excellence

In order to bridge the gap between our rapidly growing diverse patient population and diverse nursing workforce, innovative strategies must be employed. Effective mentoring, coaching, and collaboration are key strategies to address this issue. It begins with helping diverse nursing students reach success.

## Mt. Elbert B

### "A Multi-institutional Collaborative Approach to Interprofessional Education: Benefits, Challenges, and Strengths "

Deborah Center, MSN, RN, CNS, CTA-CC, Ph.D. Student, Education Program Director, Colorado Center for Nursing Excellence. Co-Author: Nicole Michels, PhD, Chair Medical Humanities and Associate Professor of Physiology, Rocky Vista University

Our project serves to enhance interprofessional collaborative practice by providing hands-on instruction in teamwork and team leadership skills to students from multiple professions and schools. We will have an engaging dialogue on the benefits, challenges, and strengths for developing a collaboration between twelve schools in Colorado, the Community Health Network, and the nursing workforce center to support interprofessional education.

## Grays Peak A

### "To Meet Rising Demand for Primary Care Access Effectively Through Nursing Workforce"

HyoungKyoung Park (Grace), PhD, Research Manager, American Association of Nurse Practitioners

By assessing the NP workforce that practiced in a primary care work setting, strategies to enhance their role in improving primary care will be explored, especially focusing on the importance of collaborative research between NPs and healthcare workforce researchers to provide practical evidence.

# Detailed Schedule: Day 1

## Grays Peak B

### “What We Know About Post-Graduate Nurse Practitioner Residency and Fellowship Programs”

Grant R. Martsof, PhD, MPH, RN, Professor, University of Pittsburgh, School of Nursing; Policy Researcher, RAND Corporation. Co-Authors:

PhuongGiang Nguyen MS, Assistant Policy Researcher, RAND Corporation

Lusine Poghosyan, PhD, RN, FAAN, Assistant Professor, Columbia, School of Nursing

Deborah Freund, PhD, MPH, University Professor, Claremont Graduate University

Little is known about the potential of nurse practitioner (NP) residency and fellowship programs in preparing NPs for the future of the healthcare system. In this presentation, we describe NP residency and fellowship programs in terms of their number and general characteristics.

4:00pm - 4:50pm      Breakout sessions (2nd floor):

## Mt. Evans

### “Uncertainty Analysis in HRSA’s Nurse Workforce Model”

Arpita Chattopadhyay, PhD, Chief Workforce Analysis Branch, National Center of Workforce Analysis, HRSA

This presentation will introduce the different types of uncertainties in HRSA’s nurse projection model and methods for developing confidence intervals based on total uncertainty in projected numbers.

### “Projections of Decelerating Growth in the Size of the RN Workforce: A Generational Perspective ”

Peter Buerhaus, PhD, RN, FAAN, FAANP(h), Professor of Nursing, Director, Center for Interdisciplinary Health Workforce Studies at Montana State University

This presentation will describe both historic and projected growth in the number of RNs nationally through 2030 by RN age and by baby boom, Generation X, and Millennial generations. Projections on future growth will also be described according to nine regions of the country.

## Mt. Elbert A

### “Challenges and Opportunities for Strengthening Academic/Practice Partnerships to Impact Population Health in Chronic Disease and Emergency Response”

Roberta Proffitt Lavin, PhD, FNP-BC, FAAN, Professor and Associate Dean for Academic Programs, University of Missouri - St. Louis, College of Nursing

Co-Authors:

Joanne C. Langan, PhD, RN, CNE, Associate Dean for Undergraduate Education and Pre-Licensure Programs in Nursing, Associate Professor & Coordinator, Disaster Preparedness, Saint Louis University School of Nursing

Tener Goodwin Veenema, RN, PhD, MPH, FNAP, FAAN, Associate Professor, John Hopkins University

Rachel L. Charney, MD, Associate Professor, Pediatric Emergency Medicine, Saint Louis University

Keeta Holmes, M.Ed., Assistant Director & Instructional Designer, Center for Teaching and Learning, University of Missouri - St. Louis

The impact of population health in chronic disease and emergency management can be mitigated through the proper training of the healthcare workforce. The creation of a toolkit to be used for primary care provider training will be presented.

# Detailed Schedule: Day 1

## Mt. Elbert B

### "Do NPs/PAs Really See More Patients from Minority Backgrounds Compared to Physicians?"

Ulrike Muench, RN PhD, Assistant Professor, University of California, San Francisco

Co-Author:

Kyung Mi Kim, RN, MSN, PhD Candidate, University of California, San Francisco

The diversity of the workforce as an important component of the patient's healthcare experience. Yet, cultural beliefs about the type of healthcare provider preferred as primary care provider likely play an additional role.

In this presentation, we explore if there is a relationship between patient's race and the likelihood of seeing an NP/PA versus physician.

## Grays Peak A

### "An Untapped Resource in the Nursing Workforce: Licensed Practical Nurses who Transition to Become Registered Nurses"

Cheryl B. Jones, PhD, RN, FAAN, Professor, Health Care Systems, Director, Hillman Scholars Program in Nursing Innovation, School of Nursing, Research Fellow, Cecil G. Sheps Center for Health Services Research, University of North Carolina at Chapel Hill

Co-Authors:

Mark Toles, PhD, RN, Assistant Professor, University of North Carolina at Chapel Hill School of Nursing

George J. Knafl, PhD, Professor, University of North Carolina at Chapel Hill School of Nursing

Anna S. Beeber, Associate Professor, School of Nursing, Research Fellow, Cecil G. Sheps Center for Health Services Research, University of North Carolina at Chapel Hill

Licensed practical nurses (LPNs) are an untapped resource in the health care workforce because they represent a group that can transition to become registered nurses (RNs), and can also bring diversity to the RN workforce (IOM, 2011). While few studies have focused on licensed practical nurses (LPNs) who make career transitions to become an RN, this presentation will report a retrospective analysis of licensure data from NC to explore this phenomenon.

## Grays Peak B

### "Economic Benefits of Less Restrictive Regulation of Advanced Registered Nurse Practitioners in Florida"

Lynn Unruh, PhD, RN, LHRM, Professor, Department of Health Management & Informatics, University of Central Florida. Co-Authors: Ashley Rutherford, PhD MPH, U.S. Public Health Service; Lori Schirle, CRNA, PhD, Post-Doctoral Fellow, Health Services Research, Vanderbilt University School of Nursing; Mary Lou Brunell, MSN, RN, Executive Director, Florida Center for Nursing

This study examines the economic impact of reducing restrictions in the practice of ARNPs in Florida.

We find that utilizing ARNPs more fully relieves pressure on physician supply, is cost-effective in terms of the reduced cost of ARNP care, improves access to healthcare, and infuses additional value into the economy.

### "Newly Hired and Experienced Nurse Practitioner Outcomes and Organizational Attributes: Implications for the NP Modernization Act in New York State"

Lusine Poghosyan, PhD, MPH, RN, FAAN, Assistant Professor, Columbia University School of Nursing

Co-Authors: Allison A. Norful MSN, MPhil, RN, ANP-BC, Predoctoral Research Fellow, Columbia University School of Nursing; Grant R. Martsolf, PhD, MPH, RN, Policy Researcher, RAND Corporation

We surveyed primary care nurse practitioners in New York state regarding the organizational attributes within their employment settings. We found that NPs in NYS face organizational challenges within their employment settings that cannot be addressed through state policy change and will continue restricting NP practice.

5:30pm - 6:30pm

Welcome Reception (38th floor)

# Detailed Schedule: Day 2

## Thursday, June 8, 2017: Day 2

7:30am - 8:30am Continental Breakfast, posters & exhibits (38th floor)

8:30am - 9:30am **Plenary Speaker: Erin Fraher, PhD (Capitol Peak, 38th floor)**

**“The State of Nursing Workforce Models: Lessons Learned from State and National Efforts”**

9:30am - 10:00am Break, posters and exhibitors (38th floor)

10:00am - 10:50am Breakout sessions (2nd floor):

### Mt. Evans

#### **“Lessons Learned Using National Data Sources for State Level Forecasting”**

Linda M. Lacey, MA, Director, South Carolina Office for Healthcare Workforce, South Carolina Area Health Education Consortium (AHEC)

Workforce projection models are important tools but they are constrained by the accuracy of the input data and the model’s assumptions. This study explores the impact of state vs. national data sources on the results of a state-level projection of nursing supply and demand.

### Mt. Elbert A

#### **“How to Create a Statewide Evidence-Based Nursing Workforce”**

Katherine Finn Davis, PhD, APRN, CPNP, Associate Director Evidence-Based Practice, Hawai‘i State Center for Nursing. Co-Author: Laura Reichhardt, MS, APRN, NP-C, Director, Hawai‘i State Center for Nursing

The Hawai‘i State Center for Nursing’s Evidenced-Based Practice (EBP) program was developed in 2008 to improve quality of care and patient outcomes by basing nursing practice on evidence. Regional endeavors are prevalent across the country, but this statewide strategy is unique in the nation, encouraging incorporation of evidence-based practices across multiple institutions by clinicians, managers, and educators.

### Mt. Elbert B

#### **“National Nursing Workforce Workgroup Update: Responding to the IOM Future of Nursing 2015 Evaluation”**

Patricia Moulton, PhD, Executive Director, ND Center for Nursing

The purpose of this presentation is to update attendees regarding the status and challenges of the National Nursing and Health Care Workforce Workgroups that resulted from a Future of Nursing: Campaign for Action May 2016 meeting. This meeting was in response to recommendations from the Institute of Medicine Future of Nursing Evaluation conducted in 2015.

#### **“Making the Connection: IOM Future of Nursing and the Robert Wood Johnson Foundation Culture of Health”**

Mary Dickow, MPA, FAAN, Statewide Director California Action Coalition at HealthImpact

Workforce Centers are uniquely prepared to integrate the IOM Future of Nursing Recommendations with the Culture of Health Action Areas. This presentation will help connect the dots for Workforce centers in advocating for and leading efforts to position nurses to build healthier communities across America.

### Grays Peak A

#### **“Coordinating Student Success for Underrepresented Graduate Nursing Students”**

Keneshia Bryant-Moore, PhD, RN, FNP-BC, Associate Professor, University of Arkansas for Medical Sciences

Co-Authors: Larronda Rainey, MNsc, RN, Director of RN-BSN Program/Clinical Assistant Professor, University of Arkansas for Medical Sciences; Kimberly Hayman, BSN, RN, Student Success Coordinator, University of Arkansas for Medical Sciences

A program designed to increase diversity in the nursing workforce through evidence-based strategies that promote retention and student success.



# Detailed Schedule: Day 2

## Grays Peak B

### **"Marijuana: Colorado's Journey & the Impact in Healthcare"**

Pamela Bourg, PhD, TCRNF, FAEN, Director, Trauma Program, Centura Health Mountains Denver North Operating Group

A presentation on the healthcare impact of marijuana in Colorado, an update from the 2015 National Forum.

**11:00am - 11:50am Breakout sessions (2nd floor):**

## Mt. Evans

### **Panel: "Collecting State Level Nursing Supply Data: Sharing Strategies"**

Mary Sue Gorski, PhD, RN, Nursing Consultation Advisor, Washington State Department of Health

Sofia Aragon, JD, BSN, RN, Executive Director, Washington Center for Nursing

Laura Hudson, MSN, RN, Associate Director, Iowa Board of Nursing, Iowa Center for Nursing Workforce

Linda Roberts, MSN, RN, Manager, Illinois Center for Nursing

A panel discussion sharing ideas and strategies. Panel members Laura Hudson from Iowa, Linda Roberts from Illinois and Sofia Aragon from Washington state each will provide a 10 minute presentation outlining the experiences in their state collecting, analyzing and reporting on their nursing supply data. The panel presentation will be followed by 15 minutes of discussion and question/answer time facilitated by Mary Sue Gorski from Washington State.

## Mt. Elbert A

### **"Forecasting Progress Toward Baccalaureate Education in Nursing"**

Joanne Spetz, PhD, Professor, University of California, San Francisco

This presentation assesses progress toward 80% of RNs having BSN+, presents a forecasting tool to determine when (or if) the recommendation will be met, and tests the impact of policy changes that might achieve the recommendation.

## Mt. Elbert B

### **"All Over the Map: Ensuring a Geographically Robust Primary Care Workforce"**

Matt Turner, PhD, MPH, Program Director, Texas Health Professions Resource Center

Co-Authors: Cate Campbell, MPH, Research Specialist, Texas Center for Nursing Workforce Studies

Pamela Lauer, MPH, Program Director, Texas Center for Nursing Workforce Studies

This presentation assesses the size and geographic distribution of Texas' primary care workforce, and describes the extent to which APRNs and PAs serve to extend the reach of primary care physicians.

### **"Nurses Improve Their Communities' Health"**

Christine Kovner, PhD, RN, FAAN, Mathy Mezey Professor of Geriatric Nursing, Rory Meyers College of Nursing, New York University. Co-Authors: Meriel McCollum, RN, BSN, PhD student, University of North Carolina-Chapel Hill, School of Nursing

Melissa T. Martelly, RN, MA, PCCN, PhD student, Rory Meyers College of Nursing, New York University

Carol Brewer, PhD, RN, FAAN, University of Buffalo Distinguished Professor Emeritus, University at Buffalo - The State University of New York, School of Nursing

The U.S. nursing workforce includes nurses who volunteer in their communities to improve people's health where they live, learn, work and play.

# Detailed Schedule: Day 2

## Grays Peak A

### “Assessing the Oregon Health Care Workforce by Workforce Regions in a System of Universal Health Insurance”

Terry R. Hammond, PhD, MPH, Health Policy Analyst, Independent

Public data maps show Oregon workforce regions as an appropriate geographic unit for health care funds and medical organization in a universal health insurance system, focusing on workforce capacity in rural and frontier regions.

## Grays Peak B

### “Comparing Job Expectations and Satisfaction: A Pilot Study focusing on Men in Nursing”

Julius M Kitutu, PhD, Associate Dean, University of Pittsburgh School of Nursing

A pilot study on evaluation of baccalaureate male nursing job expectations and compared to the job satisfaction of continuing graduate male nursing students and the working male nursing alumni. Factors considered in the study include pay, autonomy, task requirement, organizational policies, professional status, and interaction components measured using Index of Work Satisfaction (IWS) tool.

12:00pm - 1:30pm Lunch, posters and exhibitors (38th floor)

1:30pm - 2:30pm **Plenary Speaker: Angela Beck, PhD, MPH (Capitol Peak, 38th floor)**

**“Nurses in the Behavioral Health Workforce: Trends, Tasks, and Teamwork”**

2:30pm - 3:00pm Break, posters and exhibitors (38th floor)

3:00pm - 3:50pm Breakout sessions (2nd floor):

## Mt. Evans

### “How Effective Were Intensive Efforts to Increase the Share of BSN-Educated Nurses?”

Joanne Spetz, PhD, Professor, University of California, San Francisco

Co-Authors:

Kate Locke and Jared Raynor, TCC Group

The results of the RWJF-funded Academic Progression in Nursing grants, which were awarded to 9 states to increase the share of RNs with baccalaureate and higher education, will be presented. The presentation focuses on the quantitative portion of the analysis, comparing changes in education of RNs in the grantee states as compared with other states.

## Mt. Elbert A

### “Psychiatric Mental Health Nurse Practitioners’ Contribution to Behavioral Health Services: Impact of State Practice Environment”

Bethany J. Phoenix, PhD, RN, FAAN, Health Sciences Clinical Professor and V-Chair, Dept. of Community Health Systems, School of Nursing, Univ. of CA, San Francisco

Co-Authors: Susan Chapman, PhD, RN, FAAN, Professor, Dept. of Social & Behavioral Sciences, School of Nursing, Univ. of CA, San Francisco; Christopher Toretsky, MPH, Research Analyst, Philip R. Lee Institute for Health Policy Studies Healthforce Center at University of California, San Francisco

Psychiatric Mental Health Nurse Practitioners are educated and trained to provide a full range of behavioral health services, but limitations on their scope of practice may influence the extent to which they can increase access to services. This study examines impact of state nurse practitioner practice authority on patterns of education, employment and practice for PMHNPs and on their ability to improve access to behavioral health services.

# Detailed Schedule: Day 2

## Mt. Elbert B

### **"Home grown: A Colorado Community Health Center's Success in Primary Care Nurse Role Expansion"**

Brittney Wilburn, BSN, MPPM, Assistant Director of Nursing, Clinica Family Health

Malia Davis, ANP-C, MSN, Director of Nursing Services and Clinical Team Development, RWJE Executive Nurse Fellow 2014-2017, Clinica Family Health

Learn about two successful strategies that develop primary care RN skills and increase patient access and care team satisfaction.

### **"From Qualitative to Quantitative: Data Reveals Primary Care Nurse Contributions"**

Joni Paranka, BA, MS, BSN, Assistant Director of Nursing Services, Clinica Family Health

Malia Davis, ANP-C, MSN, Director of Nursing Services and Clinical Team Development, RWJE Executive Nurse Fellow 2014-2017, Clinica Family Health

Explore how one network of primary care clinics in Colorado developed a Nurse Dashboard to quantify work done by nurses. We review 10 elements that helped us inform clinic staffing for optimal patient care and team support.

## Grays Peak A

### **"Addressing Implicit Bias in DNP Admissions"**

Roberta Proffitt Lavin, PhD, FNP-BC, FAAN, Professor and Associate Dean for Academic Programs, University of Missouri - St. Louis, College of Nursing

Implicit bias can exist in the application process and impact diversity within a program. One approach to implicit bias in the application process and the impact it had on increasing diversity in the Doctorate of Nursing Practice program will be presented.

### **"Expert Clinician to Novice Clinical Faculty: CLN's Online Course to Support this Transition"**

Susan Deane, EdD, MSN, CNE, Connecticut League for Nursing and SUNY Delhi

Co-Author: Marcia Proto, M.Ed, CAS, Executive Director, Connecticut League for Nursing

Connecticut League for Nursing (CLN)'s mission is to promote excellence in nursing education to build a strong and diverse Nursing Workforce to advance the nation's health. This program will provide an overview of a 3-week, online, just-in-time, clinical faculty course addressing the needs of clinicians who were entering the practice of nursing education.

## Grays Peak B

### **"Arkansas Private Option to Arkansas Works: Increasing Coverage and Demand for Services"**

Clinta Ché Reed, PhD, RN, CNL-BC, Assistant Professor, University of Central Arkansas School of Nursing; President-elect, Arkansas Center for Nursing, Inc. Board of Directors

Co-Authors: Keitha Griffith, DNP, RN, NEA-BC, Assistant Professor, University of Central Arkansas School of Nursing; Board member, Arkansas Center for Nursing, Inc. and Sue Tedford, MNsc, APRN, Executive Director, Arkansas State Board of Nursing; President, Arkansas Center for Nursing, Inc. Board of Directors

Providing coverage to large number of previously uninsured Arkansans has the potential to improve the health of a notoriously unhealthy state. However, it is not known if the current number of providers and access to services is adequate to meet the needs of this group. The Arkansas Center for Nursing (ACN) is working to investigate this issue and mobilize the workforce to promote a culture of health in Arkansas.

4:00pm - 5:00pm

Plenary Speaker: Susan Reinhard, PhD, RN, FAAN (Capitol Peak, 38th floor)

"Leading Change, Advancing Health through Nursing: Where We Are, Where We Are Going"

# Detailed Schedule: Day 3

## Friday, June 9, 2017: Day 3

7:30am - 8:30am      Continental Breakfast (38th floor)  
8:30am - 9:20am      Breakout sessions (2nd floor):

### Mt. Evans

#### Panel: "Nurses on Boards Coalition: A State by State Strategy for Success"

Kimberly Harper, MS, RN, CEO, Indiana Center for Nursing and Co-chair, National Nurses on Boards Coalition  
Jana R. Bitton, MPA, Executive Director, Oregon Center for Nursing, Co-Lead, Oregon Action Coalition  
Susan Moyer RN, MS CNSPH, Project Coordinator Colorado Center for Nursing Excellence  
Lola Fehr, MS, RN, CAE, PRP, FAAN, Consultant Colorado Center of Nursing Excellence

The mission of the Nurses on Boards Coalition is to improve the health of communities through the service of nurses on boards. This engaging panel presentation will offer strategies that are being implemented at the state level to increase the participation of nurses on local and regional boards. Please join the conversation to hear what is working in states and share your examples of strategies that are working in your state.

### Mt. Elbert A

#### "What Policymakers Ask About Advanced Practice Registered Nurses (APRNs)"

Andrea Brassard, PhD, FNP-BC, FAANP, Senior Strategic Policy Advisor, Center to Champion Nursing in America at AARP

When considering legislation to remove barriers to Advanced Practice Registered Nurse (APRN) practice and care, policymakers ask pointed questions about the APRN workforce. This presentation will identify current data sources, what's missing, and a 'wish list' to inform future APRN workforce policy discussions.

#### "A Rural "Grow Your Own" Strategy: Building Providers from the Local Workforce"

Ingrid M. Johnson DNP, MPP, RN, Project Director, Rural and Underserved APRN Program, Colorado Center for Nursing Excellence

This presentation shows how APRN providers can be built from a local workforce of RNs. This model could be utilized going forward in rural and underserved communities to create a sustainable provider pipeline from within communities with provider shortages.

### Mt. Elbert B

#### "Increasing the Doctorally Prepared Nurse: The Case for PA"

Jacqueline Dunbar-Jacob, PhD, RN, FAAN, Dean and Distinguished Service Professor of Nursing, University of Pittsburgh School of Nursing . Co-Author: Sarah Hexem, JD, Policy Director, PA Action Coalition

This presentation will describe a statewide Action Coalition project to monitor trends in doctoral education, and will identify the value of collaboration on such an initiative.

# Detailed Schedule: Day 3

## Grays Peak A

"A Novel Way to Obtain and Deploy Health Workforce Demand Data: The Washington State Health Workforce Sentinel Network"

Susan M. Skillman, MS, Deputy Director, Center for Health Workforce Studies and Associate Director, WWAMI AHEC Program, University of Washington, Seattle, Washington

Washington's Health Workforce Sentinel Network is a new approach to detect and respond to emerging health workforce demand signals. This data-mediated network of engaged employer, education and policy stakeholders is designed to support healthcare transformation and health workforce planning by identifying signals of changes in the skills, roles and occupations needed by healthcare facilities across the state.

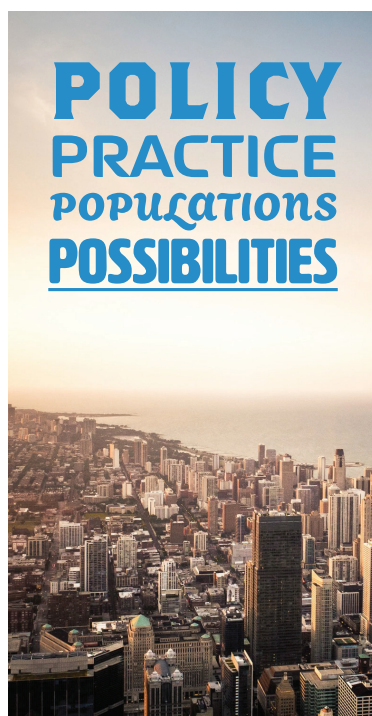
## Grays Peak B

"Progress and Trends in Developing a Health-IT Enabled Nursing Workforce"

Donna DuLong, MS, RN, FHIMSS, Consultant, Business Development Director, DBD Consulting, LLC  
Diane Skiba, PhD, FACMI, ANEF, FAAN, Professor and Director, Health Care Informatics Specialty, University of Colorado College of Nursing

This presentation will focus on career options for nurses in the growing field of informatics, review the impact of federally-funded workforce development programs targeting nursing transitioning to informatics, and review industry survey data on career opportunities and trends.

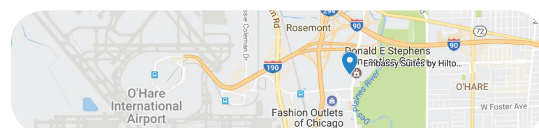
9:20am - 9:45am	Break (38th floor)
9:45am - 10:45am	<b>Closing Plenary Speaker : Betty Rambur, PhD, RN, FAAN (Capitol Peak, 38th floor)</b> <b>"Up In The Air Healthcare: Where Will the ACA Land?"</b>
10:45am - 11:00am	Closing Remarks Judee Berg, RN, MS, FACHE (Capitol Peak, 38th floor) End of Conference
11:30am - 2:00pm	National Forum of State Nursing Workforce Centers Executive Directors Lunch Meeting (2nd floor, Mt. Elbert A)



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# Leading in National Workforce Data Collection

This fall, the National Council of State Boards of Nursing and The National Forum of State Nursing Workforce Centers will conduct the biennial National Nursing Workforce Survey, a comprehensive overview of the U.S. nursing workforce.

For more information visit  
[ncsbn.org/workforce.htm](https://ncsbn.org/workforce.htm)





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## SPEAKER PROFILES



Gail R. Wilensky, PhD  
Economist, Senior Fellow, Project  
HOPE

Gail Wilensky is an economist and senior fellow at Project HOPE, an international health foundation. She directed the Medicare and Medicaid programs and served in the White House as a senior adviser on health and welfare issues to President GHW Bush. She was also the first chair of the Medicare Payment Advisory Commission. Her expertise is on strategies to reform health care, with particular emphasis on Medicare, comparative effectiveness research and military health care.

Dr. Wilensky currently serves as a trustee of the Combined Benefits Fund of the United Mine Workers of America and the National Opinion Research Center, is on the Board of Regents of the Uniformed Services University of the Health Sciences (USUHS) and the Board of Directors of the Geisinger Health System Foundation. She is also a director on two public company boards. Dr. Wilensky testifies frequently before Congressional committees, serves as an adviser to members of Congress and other elected officials, and speaks nationally and internationally. She received a bachelor's degree in psychology and a Ph.D. in economics at the University of Michigan and has received several honorary degrees.



Diana J. Mason, PhD, RN, FAAN  
Senior Policy Service Professor  
& Co-Director, Center for Health  
Policy and Media Engagement  
at George Washington University  
School of Nursing

Diana J. Mason is the Senior Policy Service Professor and Co-Director of a new Center for Health Policy and Media Engagement at George Washington University School of Nursing. She is Professor Emerita and Co-Director of the Center for Health, Media, and Policy at Hunter College, City University of New York, where she was the inaugural Rudin Professor of Nursing until 2016. Dr. Mason is the immediate past President of the American Academy of Nursing, former editor-in-chief of the American Journal of Nursing, and co-producer and moderator of a weekly radio program on health care issues since 1985. She is the lead editor of the award-winning book, Policy and Politics in Nursing and Health Care, now in its 7th edition, and the author of over 200 publications.

Her scholarship focuses on health policy and what can be learned from nurse-designed models of care. Dr. Mason is the Co-Principal Investigator for a study funded by the Robert Wood Johnson Foundation to explore how nurses address building a culture of health in their innovative models of care; the study is a collaboration between the American Academy of Nursing and the RAND Corporation. She is a member of the board of directors for the Primary Care Development Corporation and the National Advisory Board for Kaiser Health News. She holds two honorary doctorates, as well as numerous awards for her teaching, policy leadership, publications, and journalism.



Erin P. Fraher, PhD, MPP  
Assistant Professor, UNC Family  
Medicine. Director, Program on  
Health and Workforce Research  
and Policy at Cecil G. Sheps Center  
for Health Services Research at  
UNC.

Erin Fraher is an Assistant Professor (tenure track) in the Department of Family Medicine at the School of Medicine at UNC-Chapel Hill (UNC-CH). She also holds appointments as a Research Assistant Professor in the Department of Surgery and as an Adjunct Assistant Professor in the Department of Health Policy and Management. Dr. Fraher is the Principal Investigator of the Carolina Health Workforce Research Center. She is Deputy Director for Policy at the Cecil G. Sheps Center for Health Services Research at UNC-CH.

Dr. Fraher has worked as a health workforce researcher and policy analyst for over 20 years. Her background in public policy coupled with her training in health services research greatly enhances her ability to translate research into actionable “intelligence” that stakeholders use for program planning and policy decisions. Dr. Fraher is an expert on comparative health workforce systems, having worked for the National Health Service in England, Health Workforce New Zealand and the College of Nurses of Ontario in Canada. She has a BA in Economics/Spanish from Wellesley College, a MPP from the University of California at Berkeley and a PhD in Health Policy and Management from the University of North Carolina at Chapel Hill.



Angela J. Beck, PhD, MPH  
Clinical Assistant Professor;  
Director, Behavioral Health Work-  
force Research Center; Associate  
Director, Center of Excellence in  
Public Health Workforce Studies;  
Managing Director, Office for  
Student Engagement and Practice  
University of Michigan School of  
Public Health

Angela J. Beck is Principal Investigator and Director of the HRSA/SAMHSA-funded Behavioral Health Workforce Research Center at the University of Michigan School of Public Health where she also serves as Clinical Assistant Professor of Health Behavior and Health Education, Director of the Michigan Public Health Training Center, Associate Director of the Center of Excellence in Public Health Workforce Studies, and Managing Director of the Office for Student Engagement and Practice. Dr. Beck has participated in workforce development programs and health workforce research since 2003, when she began her career as a Health Resources and Services Administration Fellow in the former Bureau of Health Professions.

Since joining the University of Michigan in 2005, she has served in management and research roles to conduct national studies on workforce size, composition, and characteristics for public health nurses, epidemiologists, laboratory workers, and other public health disciplines. Her research efforts are now focused on development of a minimum data set, studies of characteristics and practice settings, and analysis of professional and legal scopes of practice for the behavioral health workforce. She holds a bachelor’s degree in physiology from Michigan State University and Master of Public Health and PhD degrees from the University of Michigan School of Public Health in Health Behavior and Health Education.



Susan Reinhard, RN, PhD, FAAN  
Senior Vice President and  
Director, AARP Public Policy  
Institute & Chief Strategist, Center  
to Champion Nursing in America

Susan Reinhard is Senior Vice-President at AARP and directs its Public Policy Institute, the focal point for state, federal and international policy research. She also serves as Chief Strategist for the Center to Champion Nursing in America. She is a nationally recognized expert in health and long-term care, with extensive experience in conducting, directing and translating research to promote policy change. Previously, she served as Co-Director of Rutgers Center for State Health Policy, directing national initiatives to help people with disabilities live at home. She served three governors as Deputy Commissioner of the New Jersey Department of Health and Senior Services.

Her research and policy expertise includes health care workforce, caregiving, consumer choice, community care options, and quality. A former faculty member at Rutgers College of Nursing, she is an American Academy of Nursing fellow. She holds a master's degree from the University of Cincinnati and a PhD from Rutgers University.




Betty Rambur, PhD, RN, FAAN  
Professor and Routhier  
Endowed Chair for Practice, The  
University of Rhode Island  
College of Nursing

Betty Rambur is the Routhier Endowed Chair for Practice and Professor of Nursing at The University of Rhode Island. She has been a national and impactful leader in health policy and health economics for 25 years and is the former inaugural Dean of the College Nursing and Health Sciences at the University of Vermont. Her health policy leadership includes service on the five-person Green Mountain Care Board, a quasi-judicial body that regulates all health care in Vermont and provides oversight of the transition from fee-for-service to value-based care. Dr. Rambur is a recognized leader in the area of workforce redesign within alternative payment models, and the linking of measurement and cost to drive positive change. Her academic focus and expertise include population health, reducing health disparities, overtreatment, and health reform.

An award winning teacher in both face-to-face and online venues, Dr. Rambur is the author of over 50 journal articles and book chapters, and a recent Springer Publishing textbook entitled Health Care Finance, Economics, and Policy for Nurses: A Foundational Guide. A Fellow in the American Academy of Nursing, Dr. Rambur has recently been appointed to serve on the National Quality Forum Cost and Resource Use Committee and the South County Health Board of Trustees. She resides in North Kingston, Rhode Island.



A close-up portrait of a Black woman with short, dark, curly hair, smiling warmly at the camera. She is wearing light green V-neck scrubs over a white long-sleeved shirt. Her hands are clasped together in front of her. The background is a blurred outdoor setting with stone steps and a warm, golden light.

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## POSTER PRESENTERS

### "Doctors are from Mars, Nurses are from Venus"

Charles Davis, BSN, Nurse Educator, Presbyterian/ St. Luke's Medical Center

Katarzyna Mastalerz, MD, Assistant Professor, Presbyterian/ St. Luke's Medical Center

### "Development of a Robust Telephone Triage Program"

Laurie Kirkley, MS, RN, OCN, Ambulatory Clinical Nurse Educator, University of Colorado Health

### "How do Long-Term Care (LTC) Workers Spend Their Time?"

Ulrike Muench, RN, PhD, Assistant Professor, University of California San Francisco; Joanne Spetz,

PhD, Professor, University of California San Francisco

Matthew Jura, MS, MPH, Research Analyst, University of California San Francisco

### "Use of the Diversity Index to Measure Racial and Ethnic Composition of the Nursing Workforce in Rural and Urbanized Areas in the State of Nebraska"

Juan-Paulo Ramírez, PhD, MA, Independent Consultant Nebraska Center for Nursing; Ann Oertwich,

RN, PhD, Executive Director, Nebraska Board of Nursing

### "Alabama Nurses' Ongoing Journey to Improve Access to Care through Healthcare Workforce

Research". Carol J. Ratcliffe, DNP, RN, COI, FACHE, Co-Lead, Alabama Health Action Coalition (AL-

HAC), Associate Professor, Samford University Ida V. Moffett School of Nursing; Kathleen A. Ladner,

PhD, RN, FACHE, Co-Lead, Alabama Health Action Coalition (AL-HAC)

### "The Role of the Ambulatory Transition of Care (TOC) RN in Decreasing Readmission Rates".

Terrie Rill, MBA-HCM, BSN, RN, Director of Nursing and Professional Standards for Ambulatory Ser-

vices, Univ of Colorado Health; Revkah Balingit, MSN, RN, CCM, CCCTM, Nurse Care Manager, Univ

of Colorado Hospital; Cindy Miller, ND, RN, CCCTM, Nurse Care Manager, Univ of Colorado Hospital;

Kenneth Kidd, BSN, RN, ONC, Orthopedic Care Coordination III, Univ of Colorado Hospital

### "The Great Clinical Nurse Leader (CNL) Experiment"

Amanda Schooley, MS, RN, CCRN, CNL, Clinical Nurse Leader, Denver VAMC

### "Informed Healthcare Decision Making through Nursing Workforce Data Infrastructure"

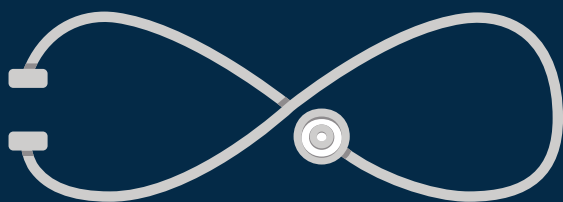
Lisa Sundean, RN, MSN, MHA, PhD Candidate, Jonas Leadership Scholar,

Statewide Director, Connecticut Nursing Collaborative-Action Coalition

### "E-visits -- Meeting the Patients Where They Are"

Deborah L. Zuege, BSN, MS, Chief Nursing Executive, Kaiser Permanente

Jo Comstock, Director Nursing Informatics and Float Pool, Kaiser Permanente



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Lola Fehr, MS, RN, CAE, PRP, FAAN. Consultant, Colorado Center for Nursing Excellence
Christy Friedman Program Manager, Center for Interdisciplinary Health Workforce Studies at Montana State University College of Nursing
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