



## Letter from the CEO

Dear Friend of FFNE,

It has been 5 years since the Institute of Medicine issued its seminal report, *The Future of Nursing: Leading Change, Advancing Health*, with key recommendations for transforming the nursing workforce to contribute more significantly in improving the health of our country. In North Carolina, the Foundation for Nursing Excellence (FFNE) has been a leader in exploring and implementing innovative ways to ensure that nurses are well-positioned to lead change and advance health in our state.

Over the past two years, our main focus of activities has been to expand and embed new pathways for academic progression of our nursing workforce as well as to explore and recommend ways to improve the transitioning of novice nurse practitioners into competent primary care providers in more rural and under-resourced areas of the state. We have continued to provide leadership for our statewide NC Future of Nursing Action Coalition in its broader efforts to prepare and position nurses for their vital role in improving patient care.

We could not have tackled these challenges without the support of you, our colleagues and friends. Please read further to learn more about our work and contributions to nursing and healthcare over these past two years.

Sincerely,

Polly Johnson, RN, MSN, FAAN  
CEO

**Phone:** (919) 787-2016  
**Web:** [www.ffne.org](http://www.ffne.org)

---

Polly Johnson, MSN, RN, FAAN  
*CEO*

### OUR BOARD

Beverly Foster, MN, MPH, PhD, RN  
*Chair*

Janice McRorie, RN, MSN  
*Vice Chair*

Tremonte Crawford, RN, MSN  
*Treasurer*

Pamela Edwards, EdD, MSN, RN-BC, CNE  
*Secretary*

Mary Ellen Bonczek, RN, MPA,  
NEA-BC

Gary Bowers, JD

Doug Dickerson, MBA

Mary Rittling, BSN, MSN, RN, EdD

Leslie Sharpe, RN, MSN, FNP-BC

Polly Welsh, RN

Charles Willson, MD

**STAND UP  
FOR NURSING  
IN NORTH  
CAROLINA!**

Your donation makes a difference and honors nurses in North Carolina.

<http://www.ffne.org/make-a-contribution>

Our Funders:

We would like to thank the following Organizations for their ongoing support as well as all our outstanding individual donors.

The Duke Endowment  
Robert Wood Johnson Foundation  
Kate B Reynolds Charitable Trust  
Duke University Health System  
Vident Health  
Randolph Hospital  
New Hanover Regional Medical Center  
Cone Health  
Lenoir Memorial Hospital  
NC Area Health Education Centers  
Individual Donors

## OUR MISSION

To improve health outcomes for citizens of North Carolina through the support of leadership development, research and demonstration projects intended to enhance the practice of nursing.

# The RIBN Program

The trajectory of the Regionally Increasing Baccalaureate Nurses (RIBN) project continues as RIBN is a major contributor to the goal to increase the educational preparation of the North Carolina's nursing workforce. With the graduation of the first two pilot cohorts from the western NC regional partnership, fourteen additional BSN's entered the workforce validating the unique seamless 4-year educational pathway between community colleges and universities as an economically feasible option for BSN attainment in North Carolina.

**Hear the voices of those most closely impacted by RIBN!!!**

## *So You Want to Be a Nurse: Think RIBN.*

<https://www.youtube.com/watch?v=8akOpodTYf4>



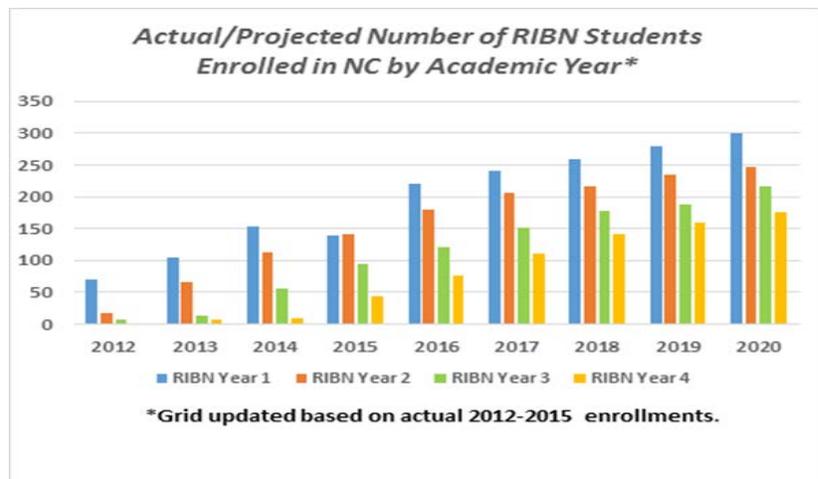
Through continued financial support provided by The Duke Endowment (TDE), The Robert Wood Johnson Foundation (RWJF) Academic Progression in Nursing Project, NC AHEC and The Kate B. Reynolds Trust, the accomplishments are many. The scope of NC's RIBN now includes 8 universities and 31 private/community colleges; Fall 2015 RIBN enrollment exceeds 400

students. <http://www.ribn.org/ribn-map> The RIBN toolkit, a resource for current and future RIBN partners, is available to support RIBN enhancements and expansion. <http://www.ribn.org/tools-resources> Additionally the hallmark statewide RN to BSN Uniform Articulation Agreement between the University of North Carolina Board of Governors and the NC Community College System was approved February 2015 and promises to decrease barriers to RN to BSN completion across the state.

<http://www.nccommunitycolleges.edu/academic-programs/college-transferarticulation-agreements/uniform-articulation-agreement-rn-bsn>.

Finally, the RURAL RIBN Student Award was established and recognizes annually two deserving students in Tier 1 communities providing financial support toward tuition and books for the completion of year-4, the most costly year of the RIBN program.

As the final year of grant funding unfolds, sustainability plan implementation at the regional and statewide level is occurring to assure RIBN remains a viable BSN option for those North Carolina students who must remain in their community for their nursing education.



# Nurse Practitioner Transition to Practice

The Foundation for Nursing Excellence (FFNE) with funding from the Kate B. Reynolds (KBR) Charitable Trust convened a planning task force in 2013 to explore those factors which contribute to the competency development of the novice nurse practitioner and the demand for a best practice transition to practice framework for those entering practice in primary care settings. The multi-disciplinary task force of key stakeholders representing the delivery of primary care in our state included educators, regulators, nurse practitioners, physicians, and primary care employers ranging from those in large healthcare systems to safety net providers, patient advocates and insurers. The in-depth needs assessment by the group provided the recommendation for the development and pilot of an economically feasible evidenced based transition to practice framework to strengthen the competence development of newly educated nurse practitioners to deliver safe, effective care as they enter practice in any primary care setting, regardless of size, across North Carolina. Fueled by the NC Rural Health Action Plan's (NCIOM 2014) recommendation "... cultivate, recruit, and retain health professionals to rural and underserved areas of the state," a second KBR grant funded study identified evidenced based curriculum content.

Leveraging technology and a blended and tiered approach to onsite, regional and broad-based support and resource availability to address the novice's needs, the group recommends moving forward with framework development and a pilot in 2-3 sites, preferably located in Tier One counties. FFNE and the planning task force are currently seeking an entity with the passion, leadership and capacity to assume coordination and further the work.

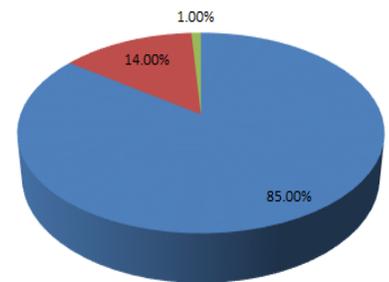


The Foundation for Nursing Excellence has served as co-lead for North Carolina's Future of Nursing Action Coalition along with AARP NC and a Coordinating Council of five additional organizations including: NC Board of Nursing, NC Nurses' Association, NC AHEC Program, and East Carolina Center for Nursing Leadership and NC Organization of Nurse Leaders since 2010. FFNE also served as the primary coordinator of this group and its action plan. Activities and highlights related to the coalition's goals and accomplishments can be found at <http://www.futureofnursingnc.org/> Momentum continues toward addressing four primary recommendations of the Institute of Medicine Report *The Future of Nursing, Leading Change, Advancing Health*, as the coalition pauses to assess accomplishments and chart future priorities with a revitalization/re-envisioning process. The coalition is moving forward with reorganization including co-lead and coordinating body changes. The revitalized structure, consistent with the needs of the future, will provide an enhanced infrastructure and processes for inclusion and engagement thus advancing coalition activities and accomplishments.

## Fiscal Year 2014 - 2015

Total Expenses  
\$820,000

### Expense By Category



### Categories

Programs

Administrative

Fundraising