

Thank you

for helping to improve

the **health** and

well-being

of North Carolina's citizens.

We can't do it without you!

LETTER FROM THE PRESIDENT AND CEO

Dear Friend of FFNE,

The past two years have brought many changes to our health care system and to our organization. An annual report can be a great way to summarize our achievements and celebrate the success of hard work. Below is a summary of a few of the highlights from the past two years.

FFNE completed the development of on line Nurse Preceptor Training modules and began marketing this tool to stakeholders.

Based on the 2011 Institute of Medicine's *The Future of Nursing; Leading Change, Advancing Health* Report, the Foundation in partnership with several groups coordinated a statewide Summit on the Future of Nursing. More than 200 thought leaders attended.

Another result of the Summit was the formation of an NC Future of Nursing Action Coalition with FFNE serving as the co-lead with NC AARP. A Coordinating Council of five other nursing organizations working with the co-leads will coordinate the work of this Coalition to include four task forces which were formed to reach selected goals to improve access to healthcare in NC. Further information is available on our website at www.ffne.org/nc-future-of-nursing-action-coalition.

The Foundation was instrumental in having the Editor-in Chief of the North Carolina Medical Journal dedicate the entire July/August 2011 edition of the NCMJ to the Future of Nursing in NC to include two articles about Foundation for Nursing Excellence projects including Building an Evidence-based Transition to Practice Model and Regionally Increasing Baccalaureate-prepared Nurses (RIBN) in NC. This edition of the NCMJ is available online at www.ncmedicaljournal.com.

\$450,000

to \$1.06 million annual budget

total funding 22 sources

700 to 5,000 email list

5 new board members

As an organization, we were successful in increasing our annual budget in 2011. We have also expanded from 14 funding sources to 22 funding sources. Our board has evolved with our organization. Beginning January 2012, we will have thirteen board members who contribute their time, talent and treasure to ensure the success of the organization.

FFNE has experienced significant capacity gains over the past several years. Our areas of focus have been in fundraising and communications, board expansion and strategic partnership development.

Measurable results include:

- Increased our mailing list from 700 names and emails to over 5,000
- Developed and implemented strategic communications and fundraising plan asking for support over 20,000 times to over 16,000 different stakeholders in one calendar year
- Increased annual budget from \$450,000 to \$1.06 million
- Added five new board members
- Increased new funding sources by eight



FOUNDATIONS AND ORGANIZATIONS

Blue Cross and Blue Shield of North Carolina Foundation
Carolinas Healthcare Foundation
Duke University Health Systems
High Point Regional Health System
Jewish Communal Fund
Lenoir Hospital
MAHEC (Mountain Area Health Education Center)

Thank you for placing your trust in us.
We will continue to steward your contributions
to benefit the nursing profession and patients
in North Carolina.

North Carolina Board of Nursing
North Carolina Health Care Facilities Association
North Carolina Organization of Nurse Leaders
New Hanover Regional Medical Center
North Carolina Nurses Association
Novant Health
Randolph Hospital
Rex Health Care
The Duke Endowment
University Health Systems of East Carolina
WakeMed

AND

Individual donors like you

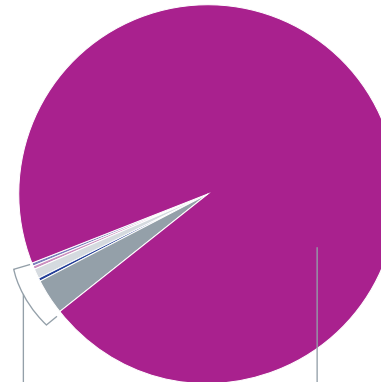
Considering a contribution?
We can't do it without you!

Make a secure donation online at www.ffne.org
or simply send in your donation. Please make checks
payable to the Foundation for Nursing Excellence,
P. O. Box 31824, Raleigh, NC 27622.

BOARD OF DIRECTORS

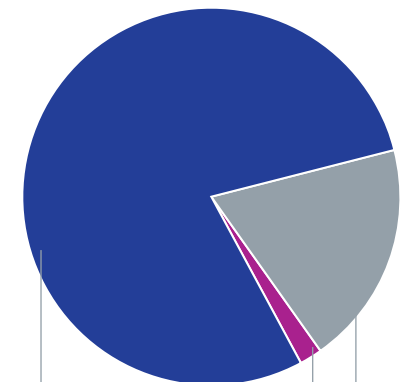
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Marianne Wilcox
Charles F. Willson, MD
Pamela B. Edwards, EdD, MSN, RN-BC, CNE
Chair, NCBON (Ex-Officio)

REVENUE \$1,507,241



Grants: \$1,460,006
Business Contributions: \$48,896
Individual Contributions: \$6,210
Program Income: \$10,440
Interest and Dividends: \$6,374
Other: \$281

EXPENSES \$513,928



Program Expenses:
\$406,489
Admin and Capacity
building: \$97,490
Fundraising: \$9,949

TRANSITION TO PRACTICE

Based on recommendations from the NC Institute of Medicine Nursing Workforce Report in 2004, FFNE began work in 2005 toward establishing a statewide, evidence-based transition to practice approach for newly licensed nurses. The goal of the project is to reduce errors committed by the newly licensed nurse, improve the safety of nursing practice for patients in NC and to retain nurses in the profession by strengthening the relationship between preceptor and the newly licensed nurse through preceptor development training.

PHASE 1 **Transition to Practice:** Findings from the 2007-08 **Phase I** of the study of new nurses and preceptors in 29 NC hospitals included significant correlation between self-reported competency ratings and the relationship between preceptors and new nurses across comparison groups at 2, 4 and 6 months. **Higher competency scores at 4 and 6 months correlated with fewer reported practice errors.** Note: Full report of study is available online at www.ffne.org/phase-one

PHASE 2 The 2009 **Phase II** of this study **developed preceptor development tools** based on evidence from Phase I and the **best practices across North Carolina and nationally.** Input from experts across NC and nationally helped frame the development and preferred mode of delivery of these tools.

PHASE 3 **Phase III** started in 2010 to evaluate preceptor development strategies which included online modules and simulated learning experiences in nine pilot sites across the state. The following areas were evaluated with the following results to date:*

Evaluation of learning tools: Overall, the preceptor evaluation of the modules showed tools to be good-to-excellent and relevant to their role as a preceptor.

Evaluation of the Preceptors: In general the results demonstrated the need to improve the preparation of preceptors to enhance the transition to **practice experience for newly licensed nurses.**

Assessment of nurse competence/confidence development: New nurses self-reported a significant progression over the first six months of employment in competence development in the areas of clinical reasoning & judgment, patient care delivery & management skills, and communication & interpersonal relationships but not in recognizing limits to and seeking help. Their preceptors also rated the new nurse's competence development as progressing significantly in these areas as well as in recognizing limits.

* A full report of findings from Phase III will be published on our website [www.ffne.org] once analysis is completed.

REGIONALLY INCREASING BACCALAUREATE NURSES (RIBN) PROJECT

One of the priority recommendations from the 2004 NC IOM Nursing Workforce Report and the 2010 IOM Future of Nursing report is to significantly increase the proportion of BSN prepared nurses by 2020. Given the important role community colleges have in educating the majority of the NC nursing workforce, it is imperative that we identify new ways for qualified nursing students entering a community college to seamlessly progress to the completion of a baccalaureate degree at the beginning of their careers. In doing so we can increase the proportion of BSN prepared nurses and build the necessary faculty pipeline to avert a severe workforce crisis and develop the higher educated nursing

workforce that is needed to address the increasingly complex healthcare needs of our citizens.

Since 2008 FFNE has been working with Western Carolina University and Asheville Buncombe Technical Community College, to implement a four-year, dual admission, seamless progression educational track called RIBN. The first cohort of students was admitted to the RIBN track in 2010 and this model is being used as the standard for setting up RIBN programs between community colleges (CCs) and universities in other regions of the state.

EXPANDING RIBN STATEWIDE

The Foundation for Nursing Excellence is supporting the expansion of the RIBN model in five additional regions across North Carolina with the goal of four of the regions admitting their first cohort of RIBN students in Fall 2012. Other regions will follow in the next few years. These regional RIBN partnerships include:

Hickory - Lenoir-Rhyne University, Caldwell CCTI, Catawba Valley CC, Western Piedmont CC, Wilkes CC and Mitchell CC

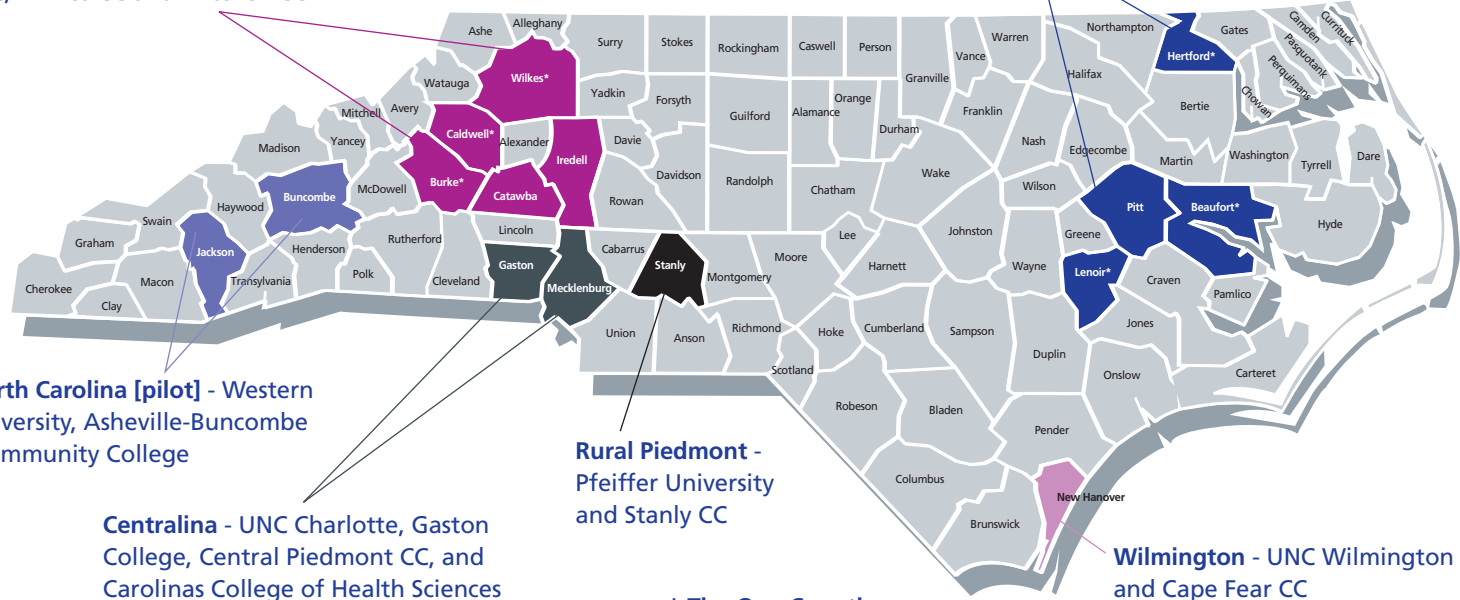
Eastern North Carolina - East Carolina University, Lenoir CC, Beaufort County CC, Roanoke-Chowan CC, and Pitt County CC

Western North Carolina [pilot] - Western Carolina University, Asheville-Buncombe Technical Community College

Centralina - UNC Charlotte, Gaston College, Central Piedmont CC, and Carolinas College of Health Sciences

Rural Piedmont - Pfeiffer University and Stanly CC

Wilmington - UNC Wilmington and Cape Fear CC



* Tier One Counties

NORTH CAROLINA FUTURE OF NURSING ACTION COALITION

The Foundation for Nursing Excellence along with representatives from several other nursing organizations hosted a *Statewide Summit for Creating the Future of Nursing and Health Care in North Carolina* in April 2011, with more than 200 thought leaders across healthcare, academia, government, consumer and business sectors in attendance.

After a review of the recommendations put forth in the 2010 IOM *Future of Nursing: Leading Change, Advancing Health* Report as well as an overview of selected current initiatives in North Carolina that directly related to the IOM recommendations, attendees chose the following four priority areas for action to transform nursing and improve health care in North Carolina:

- Remove barriers to practice
- Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020
- Prepare, enable and expand opportunities for nurses to lead change in health care
- Build an infrastructure for the collection and analysis of inter-professional health care workforce data.

We are pleased to announce that NC was recently selected as an Action Coalition by the Future of Nursing: *Campaign for Action*. This project is coordinated through the Center to Champion Nursing in America (CCNA), and sponsored by AARP, the AARP Foundation and the Robert Wood Johnson Foundation (RWJF), to ensure that all Americans have access to high-quality care, with nurses contributing to the full extent of their capabilities. The Foundation for Nursing Excellence and AARP North Carolina are serving as co-leads for our state coalition.

The NC Future of Nursing Action Coalition will work with the campaign to implement the recommendations of the 2010 landmark Institute of Medicine (IOM) report.

The NC Coalition's Coordinating Council includes AARP North Carolina, Foundation for Nursing Excellence, East Carolina Center for Nursing Leadership, North Carolina Nurses Association, North Carolina Organization of Nurse Leaders and North Carolina Area Health Educator Centers Program.

Further information about the IOM Report and the NC Future of Nursing Action Coalition is available on our website at www.ffne.org. We invite all interested individuals and organizations to join us in this journey to improve the health of our state by completing the volunteer form on our website.

STATEWIDE SUMMIT PARTICIPANTS

RNs, MDs, Hospital CEOs,
DDS, Allied Health

103

Health Care Providers

62

44

Other Key Stakeholders

JUST CULTURE

Just Culture uses a framework designed to enhance patient safety by implementing a learning and quality improvement approach to reducing errors and potential for errors. Implementing such a framework requires changing from the old “blame and shame” culture of organizations to the more “*Just Culture*” of learning and quality improvement.

In 2010, The Foundation for Nursing Excellence, working in collaboration with Outcomes Engineering, Inc., the NC Department of Health and Human Services, The NC Healthcare Facilities Association, FutureCare of NC, Lutheran Services for the Aging, The Carolinas Center for Medical Excellence, the NC Center for Hospital Quality and Patient Safety, and other key stakeholders in North Carolina, initiated efforts to extend this learning and quality improvement framework into nursing home environments. Selected nursing homes received staff training in Fall 2010 with feedback being used to lay the groundwork for North Carolina becoming a pilot state for nursing home-focused *Just Culture* training. State surveyors as well as nursing home administrators and interns in training are also receiving education regarding *Just Culture*.



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.

Make a contribution today.

Make a secure donation online at www.ffne.org or simply send in your donation. *Please make checks payable to the Foundation for Nursing Excellence, P. O. Box 31824, Raleigh, NC 27622.*

Donate online at www.ffne.org
We can't transform nursing without you!