

Many thanks to all participants,  
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Copies of all documents, slide presentations,  
participant contact information can be obtained  
by visiting <http://ffne.org/nursing-summit>

## Creating the Future of Nursing and Health Care in North Carolina



**Monday, April 11, 2011**

North Carolina State University  
McKimmon Center  
1101 Gorman Street  
Raleigh, NC 27606

## Special Thanks to our Sponsors

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In Memory of Jim Kirkwood	Heidi Krowchuk
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Gail Mazzocco	Connie Mullinix
Elaine Scherer	Elaine Scott
Kathleen Simpson	Kristen Swanson
Gene Tranbarger	Peggy Wilmoth

## Presenter Bios

**TREMONTEO CRAWFORD, RN, MSN** is currently the Chief Nursing Officer for Randolph Hospital in Asheboro, North Carolina. She continues to enjoy a blend of education, leadership and management in her nursing career. Tremonteo facilitated the implementation of the onsite RN to BSN program at Randolph Hospital. This initiative, along with others has yielded an increase from 5% to 33% in the number of BSN prepared nurses at Randolph. Working through Winston Salem State University (WSSU), she is able to fulfill her passion for teaching; she serves as an adjunct faculty member in the School of Health Sciences. In 2009, Tremonteo was recognized as the Adjunct Faculty Member of the Year for her dedication to the field of nursing and her outstanding performance as an instructor. Additionally, Tremonteo serves as Secretary of the Nurses Alumni and Chair of the School of Health Sciences Advisory Board. Tremonteo is involved in many professional activities, including serving as secretary/treasurer for the Foundation of Nursing Excellence and Chair of the Nursing Advisory Board at Randolph Community College.

**GALE ADCOCK, MSN, RN, FNP-BC** is a family nurse practitioner and has been Director of Corporate Health Services for SAS Institute for 17 years. In her position she is responsible for all operations of the company's onsite health care centers in Cary and Austin, Texas. Gale served on the 1992 Legislative Study Committee on Access to Health Insurance and two years later co-chaired the Preventive Services Subcommittee of the NC Health Planning Commission. She was a member of the 2003-2004 NC Institute of Medicine Task Force on the Nursing Work Force. In November 2009 Governor Beverly Perdue appointed Gale to the Blue Ribbon Task Force on the State Health Plan for Teachers and State Employees. Gale held the APRN seat on the NCBON from 2002 through 2008. During her two terms on the Board she chaired the Joint Subcommittee three times. Gale is past president of the NC Nurses Association, past chair of the NC Center for Nursing, and past Board member and public policy chair of the American College of Nurse Practitioners. In 2008 she was one of three inaugural inductees into the North Carolina Nursing Hall of Fame. Gale is an adjunct faculty member at East Carolina University, Duke University and UNC-Chapel Hill and is a member of the ECU Medical & Health Sciences Foundation

**CATHERINE GILLISS, DNSc, RN, FAAN**, is Dean and Helene Fuld Health Trust Professor of Nursing at the Duke University School of Nursing and is also the Vice Chancellor for Nursing Affairs at Duke University. A noted educator committed to the preparation of nurse scientists and advanced practice nurses for roles in primary care, Dr. Gilliss has designed and overseen programs to improve the diversity of the nursing workforce at the entry and graduate levels. She is currently serving as President (2009-2011) of the American Academy of Nursing (AAN), where she has advanced the AAN's Raise the Voice campaign, an initiative designed to spotlight nursing solutions to health care reform, and organized the AAN's Task Force responding to the IOM Future of Nursing Report as well as an AAN Task Force on Inter-professional Collaboration. A former president of the National Organization of Nurse Practitioner Faculties (NONPF), she has worked with NONPF and the American Association of Colleges of Nursing to establish a national database on the educational pipeline for nurse practitioners. As a gubernatorial appointee of the North Carolina Institute of Medicine, she is a member of that group's Work Force Task Force for Health Care Reform. Recently the North Carolina Nurses Association appointed Dr. Gilliss to its Blue Ribbon Task Force on the Future of Nursing. Dr. Gilliss has a longstanding research interest in family health, particularly in response to chronic illness.

## Presenter Bios

**LEAH DEVLIN, DDS** Dr. Leah Devlin received her dental degree and master's degree in public health administration at the University of North Carolina's Chapel Hill campus. At UNC she was inducted into Phi Beta Kappa and the School of Public Health's honor society. In 2008 she was recognized with the UNC Distinguished Alumni Award. Dr. Devlin began her professional career at the Wake County Department of Health where she served as Director for ten years. Dr. Devlin joined the NC Department of Health & Human Services in 1996 and began serving as State Health Director in 2001. She is Past President of the NC Association of Local Health Directors, Past President of the NC Public Health Association and Past President of the Association of State and Territorial Health Officials (ASTHO). In 2009 Dr. Devlin became a Gillings Visiting Professor at the UNC Gillings School of Global Public Health.

**ELAINE S. SCOTT, PhD, RN, NE-BC** is an Associate Professor at East Carolina University School of Nursing where she serves as the Director of the East Carolina Center for Nursing Leadership. For the past five years she also worked as the Director for the MSN Nursing Leadership Concentration. Prior to entering the academic community in 1997, Elaine worked twenty years in a variety of clinical and administrative roles in nursing. Her research interests include nursing leadership development, minorities in nursing, and new graduate nurse transition. Most recently she concluded a three year Partners in Nursing grant from the Robert Wood Johnson and North West Health foundations. The grant allowed her to partner with clinical nurse leaders in rural areas of eastern NC for the purpose of addressing health and workforce needs.

**PAM SILBERMAN, JD, DrPH** is the president and CEO of the North Carolina Institute of Medicine (NCIOM), where she has helped staff different task forces examining the nursing workforce, prevention, primary care, access to care, behavioral health problems, and other health problems facing the state. Dr. Silberman is currently helping to staff different workgroups to identify the decisions the state must make to implement the Patient Protection and Affordable Care Act. She is co-publisher of the NCMJ, published jointly by the NCIOM and The Duke Endowment. Dr. Silberman serves as the associate director for policy analysis at the Cecil G. Sheps Center for Health Services Research, and clinical professor in the Department of Health Policy and Management in the Gillings School of Global Public Health at the University of North Carolina. Dr. Silberman graduated with a doctorate in public health from the UNC School of Public Health in December in 1997. She obtained her law degree from the University of North Carolina at Chapel Hill in 1981, and her bachelor's degree in political science and psychology from the University of Illinois, Urbana in 1977.

**ERIN P. FRAHER, PhD, MPP** Erin Fraher has worked as a policy analyst and health workforce researcher in the United States, Canada and the United Kingdom. She is currently the Director of the North Carolina Health Professions Data System (HPDS), at The Cecil G. Sheps Center for Health Services Research at the University of North Carolina (UNC) at Chapel Hill. For over 10 years, she has led the work of the HPDS to provide timely, objective, and data-driven analyses to inform state and national policy makers wrestling with decisions about how to best educate and deploy health professionals. Dr. Fraher is also the Associate Director the American College of Surgeons Institute for Health Policy Research. She holds joint faculty appointments in UNC's Departments of Surgery and Family Medicine. Erin earned her PhD from the Department of Health Policy and Management at the University of North Carolina at Chapel Hill, her Master's in Public Policy from the University of California at Berkeley and her BA from Wellesley College.

**BRENDA CAUSEY, MSN, RN** Graduate of Memorial Mission Hospital School of Nursing, diploma, Western Carolina University, BSN, University of North Carolina at Charlotte, MSN with clinical practice experience in pediatrics and cardiology. Over 30 years experience in nursing education at both practical and associate degree nursing levels in the community college system in N. C. Chair of the nursing program at A-B Tech Community College since

## Today's Objectives

### ***During the Summit, attendees will be able to:***

1. List the 8 recommendations from the IOM *Future of Nursing* report
2. Identify current initiatives in North Carolina related to the IOM Report
3. Determine top 4 priorities for North Carolina
4. Develop an action plan for each identified priority

## Event Schedule

### MORNING

- 8:30 A.M. **Registration**
- 9:30 A.M. **Convene the Summit** – Donna Havens, Professor, Health Care Systems and Outcomes, School of Nursing, University of North Carolina at Chapel Hill
- 9:35 A.M. **Welcome and Call to Action** - Former Governor James Hunt introduced by William K. Atkinson, President & CEO, WakeMed Health & Hospitals
- 9:50 A.M. **Overview of IOM Committee's Work and National Call to Action by RWJF** – Leah Devlin, Visiting Professor, Gillings School of Global Public Health, University of North Carolina at Chapel Hill
- 10:00 A.M. **Review of the IOM Future of Nursing Report Recommendations** – Elaine Scott, Associate Professor, Director – East Carolina Center for Nursing Leadership, College of Nursing, East Carolina University
- 10:15 A.M. **Current NC Initiatives Related to IOM Recommendations** – Moderator: Polly Johnson, President & CEO, Foundation for Nursing Excellence

#### **Panelists**

Pam Silberman, President & CEO of the North Carolina Institute of Medicine (NCIOM) - Where our Journey Began: 2004 NC IOM Nursing Taskforce Report with the 2011 IOM Future of Nursing Report

Erin Fraher, Director of North Carolina Health Professions Data System, The Cecil G. Sheps Center for Health Services Research, University of North Carolina at Chapel Hill – Assessing the Workforce Needs of Patient-Centered Medical Homes in North Carolina

*Followed by Open Microphone Period for Questions and Answers*

## Event Schedule

Brenda Causey, Chairperson, Nursing Programs, Asheville-Buncombe Technical Community College - Regionally Increasing Baccalaureate Nurses (RIBN) Project

Tremonteo Crawford, Chief Nursing Officer, Randolph Hospital - Evidence-based Transition to Practice Project

Gale Adcock, Director, Corporate Health Services, SAS Institute – North Carolina Board of Nursing Advanced Practice Advisory Committee

- 11:30 A.M. **Determining Priorities for North Carolina**  
Small group sharing and consensus building session  
Reporter: Betty Woodard, Director, Nursing Research & Evidence-Based Practice, WakeMed Health & Hospitals

12:30 P.M.

### LUNCH

### AFTERNOON

- 1:15 P.M. **Building the Blocks of An Action Plan** -  
for North Carolina Priorities  
*Four Break Out Sessions*
- 2:30 P.M. **Break**
- 2:50 P.M. **Putting the North Carolina Action Plan Together** – Facilitator: Connie Mullinix, Clinical Associate Professor, College of Nursing, East Carolina University
- Back in Main Room**  
Plenary Session for reports from breakout sessions and additional comment time
- 3:30 P.M. **Moving Forward on The Future of Nursing Journey in North Carolina** – Catherine Gilliss, Dean and Professor, School of Nursing and Vice Chancellor for Nursing Affairs at Duke University and President, American Academy of Nursing
- 4:00 P.M. **Adjourn**