

North Carolina Summit on the Future of Nursing

April 11, 2011

Executive Summary

More than 200 thought leaders from across North Carolina convened at the McKimmon Center on the North Carolina State University Campus on April 11, 2011 to discuss the future of the profession of nursing in the state. The Summit was convened to both inform and to engage key stakeholders on the recent Institute of Medicine's Report on the Future of Nursing.

Attendees included former Governor James Hunt, CEO's of health care systems and professional organizations, physicians, state legislators, other health care professionals such as dentists, state and local government policy advocates, business owners and of course, nurses from across the state. Nurse attendees included practitioners and educators. Attendees were assigned to pre-selected seating at tables to ensure diversity of views for facilitated discussions that would take place during the day.

The day began with Dr. Donna Havens from UNC Chapel Hill opening the Summit and orienting attendees to expectations for the day. She introduced Governor Hunt who spoke on the health challenges currently facing North Carolinians and the urgent need for nurses who can address them. He advocated for removal of licensure limits that restrict the ability for advanced practice nurses to practice at the top of their education as well as removing barriers to reimbursement by insurance companies if we hope to provide access to care for more of our citizens. Governor Hunt also urged the audience to support increasing the level of education required for nurses in North Carolina to more effectively meet the health needs of our citizens. He spoke not only to increasing the numbers of nurses educated at the baccalaureate level, but also at the masters' and doctoral levels.

Leah Devlin, Visiting Professor at UNC Chapel Hill, presented an overview of the IOM report and the National Call to Action that arose from the work of the IOM committee. She highlighted two unique aspects of this IOM report; one is the call for action stemming from this report that urged broad, multi-sector action to improve the nations' public health by using nurses in a different, more diverse manner. The IOM report called for society intervention to strengthen nursing so all will benefit. The second unique aspect of the report is the involvement of the world's largest health foundation, the Robert Wood Johnson Foundation, to enact the report's findings.

Elaine Scott, East Carolina University, followed with a review of the four key messages from the report and the eight recommendations that, if all enacted, would greatly enhance the profession's ability to impact health care access, quality and costs. Then a panel presented current initiatives already taking place in North Carolina that are related to the report recommendations. Panelists included Pam Silberman, President and CEO of the North Carolina Institute of Medicine who reported on their 2004 report on nursing. That report recommended that 80 percent of North Carolina Nurses be prepared with a BSN for entry into practice by 2020. Erin Fraher from the Sheps Center at UNC Chapel Hill addressed the workforce needs to adequately achieve the desired outcomes of Patient-Centered Medical Homes in the state. Brenda Causey, from Asheville-Buncombe Technical Community College, spoke on the efforts to increase the numbers of nurses

prepared with a bachelor's degree through the Regionally Increasing Baccalaureate Nurses (RIBN) project. The Chief Nursing Officer at Randolph Hospital, Tremonte Crawford, presented their successful 'Transition to Practice' project that helps new graduates transition from student role to that of practicing nurse. Finally, Gale Adcock, Director of Corporate Health Services at SAS Institute, reported on the work of the North Carolina Board of Nursing in the area of advanced practice nursing.

Following the morning panel, attendees were guided through a discussion on the IOM report, its recommendations and which of the eight priorities should be emphasized for future action in North Carolina. Using interactive technologies, participants then voted on their top 3 IOM recommendation to advance nursing in North Carolina. The four recommendations with the most votes were then identified for group discussion during and immediately after lunch. Each attendee was assigned to one of four rooms, with each room assigned one of the top four recommended priorities for development of strategies to implement the recommendation in North Carolina. The four recommendations that were discussed in detail and which will form the basis for work following this Summit were:

- Recommendation 1 - remove barriers to practice
- Recommendations 2 & 7 - expand opportunities for nurses to lead; prepare and enable nurses to lead change
- Recommendation 4 - increase the proportion of nurses with BSN
- Recommendation 8 - build an infrastructure for the collection and analysis of inter-professional health care workforce data

All groups then shared their proposed strategies to move the four recommendations forward in North Carolina. Dr. Catherine Gilliss, Dean of the School of Nursing at Duke University closed the Summit. She reminded attendees that reforming our health care system to achieve the goals of high quality, cost effective, accessible care will require leadership-from every sector. All of the health professions must be at the table to reform our system; when the voice of the largest of the health professions is absent-that of nursing- the system and the patients who are at the center of the system, suffers. Dr. Gilliss shared with the audience that a coalition of organizations led by the Foundation for Nursing Excellence (FFNE) will be applying to the Robert Wood Johnson Foundation to become a 'Regional Action Coalition' to ensure a coordinated, collegial effort in moving these recommendations forward in North Carolina.

She closed the summit by saying:

"As we look toward addressing these issues we are reminded that we will be best served by keeping the well-being of the public in the center of our screen. Health is broadly conceived and health status is the result of many factors, including economic well-being, community resources, the environment, access to good nutritional choices and the opportunity to exercise safely. Health care services are delivered by many and most patients require a range of services during the course of their lives. Our goals should be to make the needed services accessible for them when they are needed."