



***Taking the LEAD for Nursing in Wisconsin:
Leadership, Educational Advancement & Diversity***

Judith Hansen, WCN Executive Director

***Wisconsin Action Coalition
Aurora Medical Center, Summit, WI
May 29, 2013***

Objectives

- Present background information on RWJF[®] State Implementation Program (*SiP*) grants
- Describe process for engagement in Wisconsin *SiP* grant development
- Review '*Taking the LEAD for Nursing*' workplan

Grant Funding for IOM implementation

- **Future of Nursing™ Campaign for Action national partners:**
 - ✓ Center to Champion Nursing in America
 - ✓ Robert Wood Johnson Foundation®
 - ✓ AARP
- Technical assistance, regional liaisons, meetings, website
- **1st round funding support** – Academic Progression in Nursing (APiN) grants – 9 awards
- **Summer, 2012** – State Implementation Program (*SiP*) grants (20)
- **Summer, 2013** – Second round for *SiP* (10)

SiP Grant Proposals

- Required 2:1 match
- \$150,000 over two years
- Not-for-profit entity
- Two priority focus areas related to IOM recommendations
- Preference for states that include plan for diversity
- Infrastructure development, sustainability
- Data collection to support national benchmarks

**Opportunity to apply for a second round,
if meet or exceed benchmarks after 18 months**

Wisconsin *SiP* Proposal

- WCN grant writing team
- Regional input from previous meetings
- Consensus from stakeholders for focus areas
- Support for match funding:
 - ✓ Faye McBeath
 - ✓ Approval for DWD workforce grant funds
 - ✓ Schools, organizations
 - ✓ Private donations
- Submitted August 2012; award February 1, 2013
- 20 state awards

Wisconsin one of “Top Five” proposals

Taking the LEAD for Nursing in Wisconsin

“Taking the *LEAD* for Nursing in Wisconsin: Leadership, Educational Advancement & Diversity”

- **Project Director:**

Judith Hansen, MS, BSN, Executive Director
Wisconsin Center for Nursing

- **Project Coordinator - Leadership & Diversity:**

Barbara Nichols, DNSc (hon.) MS, RN, FAAN

- **Project Coordinator - Educational Advancement:**

Stephanie Stewart, PhD, RN

- **Project Administrative Assistant:**

Molly Gottfried

Taking the LEAD for Nursing in Wisconsin

Leadership

- Focus to increase presence of RNs on Boards:
 - 6-7% nationally
 - Unknown % in Wisconsin
- 2012 Wisconsin RNs:
 - Nurse Managers 7.7%
 - Administrators 1.6 %
 - Executives 1.1%
- Leadership training initiatives in state

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Educational Advancement

- IOM recommendation: 80% BSN by 2020
- 49% BSN nationally
- 2012 WI RNs:
 - 44% BSN
 - 37% ADN (28,000+ nurses)
 - 9.2% MSN
 - 0.6% Doctorates
 - 11.4% Advanced Practice Nurses
- 67% have no immediate plans to return to school
- **Barriers:** Cost, lost work time, family, access, lack of flexibility

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Diversity

- 93.5% WI RNs white
 - 6.4% WI RNs are from racial/ethnic minorities
- Wisconsin population 88% white
 - 16.1% minorities
- US population - over one third minorities
- 93.1% WI RNs female; males 6.9%
- Advances being made at educational level
- Emphasis for 'inclusive excellence' needed in all settings

Key Deliverables: Infrastructure

1) Sustainable statewide structure for advancing the IOM Future of Nursing Report

- Structural organization - Wisconsin Action Coalition
- Funders Network for long-term sustainability
- Data collection; baseline, benchmarks
- 'Dashboard' for metrics aligned w/ national model
- Marketing campaign; awareness & promotion

18 months:

✓ **Infrastructure in place**

Key Deliverables: Leadership

2) Increased numbers of nurse leaders, including those from under-represented populations.

- Baseline data existing trainings, including TUG (traditionally under-represented groups)
- Survey targeted boards; re-survey Year 2
- Development of Leadership Training 'tool-kit'
- Marketing & promotional materials

24 months:

- ✓ **Increased RN presence (or intent) on targeted boards by 10%**
- ✓ **Increased RN participation in training activities by 20%**

Key Deliverables: Educational Advancement

3) Increased proportion of WI nurses w/ BSN through development of a statewide plan & facilitation of academic progression

- Review models for academic progression; readiness assessment tools
- Model for pilot in Wisconsin
- Survey baseline data for BSN completion; re-survey Year 2
- Two partnership models w/ employers
- Expand online completion programs
- Marketing, promotion of available programs, online repository

24 Months:

- ✓ **Increase enrollment RN to BSN completion programs by 15% overall**
- ✓ **10% increase in *TUG* in BSN completion program enrollment**

Key Deliverables: Diversity

4) Enhanced diversity in Wisconsin nursing workforce

- Baseline data on *TUG* (traditionally under-represented groups) in all surveys, re-surveys Year 2
- Promote promising practices identified by WCN Diversity Taskforce
- Statewide diversity conference: June 10, 2013, “Cultivating a Diverse Nursing Workforce.”
- Evidence-based toolkit for recruitment & retention of *TUG*.

24 months:

- ✓ **Toolkit developed & disseminated**
- ✓ **Increased percentages in both BSN completion & leadership**

Project Strengths

- Focus on collaboration & ‘inclusive excellence.’
- Use of data-based strategies
- Leverage strengths of existing partnerships
- Commitment to academic-practice linkages
- Dedication to reaching all nurses
- Movement beyond the realm of nursing

Achieve impact on transforming healthcare:

- ✓ **Increased access**
- ✓ **Decreased health disparities**
- ✓ **Improved population health**

Websites

- Wisconsin Center for Nursing
www.wicenterfornursing.org
- Future of Nursing™ Campaign for Action
www.campaignforaction.org

Questions?

- **Contact Info:**

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References

- Future of Nursing™ Campaign for Action Dashboard
www.campaignforaction.org
- WCN Wisconsin Registered Nursing Survey 2012 Report
www.wicenterfornursing.org
- WCN Wisconsin 2012 RN Workforce Summary Brochure
www.wicenterfornursing.org
- US 2011 Census, Quick Facts – Wisconsin
<http://www.census.gov/>



LEAD LEARNING COLLABORATIVE GROUPS
Afternoon Breakout Sessions
12:30-2:00pm

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LEAD Learning Collaboratives

- Well-established model
- Provides structure for workgroups
- Use of academic-practice linkages
- Aligned w/ groups at national level, pillars of IOM report

Learning Collaboratives for 3 focus areas of:

- ✓ Leadership
- ✓ Educational Advancement
- ✓ Diversity

LEAD Learning Collaboratives

- LEAD organizational chart
- Provide framework around grant activities
- Provide means to report back activities to regional groups in Wisconsin.
- Disseminate information:
 - ✓ Regional listserves
 - ✓ Website regions
- Link to groups w/ same focus at national level:
 - ✓ Webinar participation
 - ✓ Website postings

Learning Collaborative 5/29 Breakouts

- AC & Funders Network: separate but similar structure (Tim Size & Judi Hansen)
- Educational Advancement (Stephanie Stewart)
- Leadership & Diversity (Barbara Nichols)

In your folders:

- Specific agenda for your group
- Learning Collaborative 'guidelines' which delineate work of collaborative
- *LEAD* Workplan

Learning Collaborative 5/29 Outcomes

- Identification of leadership, point people
- Operational guidelines & next steps in applicable section of LEAD workplan
- Summary points to report out during 2-2:30pm plenary session

Questions?