**Evaluation of the Impact of the Institute of Medicine Report *The Future of Nursing: Leading Change, Advancing Health*: The North Carolina Story**

For North Carolina, the impact of the Institute of Medicine (IOM) Report, *The Future of Nursing; Leading Change, Advancing Health,* has been transformational. On behalf of North Carolina’s Future of Nursing (FON) Action Coalition, we are pleased to submit a summary activity and impact report to the Institute of Medicine.

**Organization, Communication & Engagement**

The initial activity of the North Carolina FON Action Coalition was convening a Summit (April 11, 2011) of thought leaders to not only prioritize the Institute of Medicine Recommendations but also to inform influential North Carolina leaders of the IOM Report’s recommendations and the state of nursing in North Carolina. Attendees included former Governor James Hunt, state legislators, physicians, policy advocates, business leaders and nurse leaders from across the state.

The next accomplishment was the publication of the *NC Medical Journal* devoted to the Future of Nursing in NC (July/August 2011) It described the issues and state of nursing in North Carolina as well as the results of the Summit and direction North Carolina needed to go to advance health in North Carolina communities. The state of nursing education, legal barriers to practice and workforce concerns were included in the topics (Retrieved 7-13-15 from: http://classic.ncmedicaljournal.com/archives/?future-of-nursing-in-north-carolina)

It has been five years since the Future of Nursing Report was issued and the North Carolina State Action Coalition formed to begin work on addressing four important goals. We have perceived our role to be facilitator, contributor, promoter and reporter of statewide activities through strategic partnerships with academic, practice, professional organizations and other stakeholders. Below, please find summary exemplars of our work and accomplishments to date. While work and measureable progress is occurring in each of the report’s eight priority areas across our state, we have chosen to report on the four goals that our Coalition selected as priorities for collective action.

**Improve access to care for North Carolinians**

After years of research and advocacy work in North Carolina, we are proud to be celebrating the introduction of HB 809 and SB 695 to modernize the Nursing Practice Act in North Carolina which the North Carolina Board of Nursing supported and the North Carolina Nurses Association carefully promoted. We are still actively supporting the North Carolina Nurses Association in pursuit of modernization of practice privileges for advanced practice nurses including the Certified Nurses Midwives in our state.

**Increase the Proportion of Nurses with a Baccalaureate Degree to 80 percent by 2020**

* Regionally Increasing Baccalaureate Nurses (RIBN), the North Carolina FON Action Coalition’s official academic progression initiative, is an economically feasible BSN option which partners university and community college programs of nursing for a regionally based seamless academic progression pathway. The program specifically targets those who must remain in their communities to earn a nursing degree. The APIN Grant for NC, co-lead by the Foundation for Nursing Excellence (FFNE) and NC Area Health Education Centers Program (NC AHEC), in addition to generous financial support through The Duke Endowment, Kate B. Reynolds Foundation, the Jonas Center for Nursing Excellence, the Robert Wood Johnson Foundation and the NC Area Health Education Centers Program, is a critical factor in the success of RIBN.

While RIBN is a robust state-wide program with a student enrollment approaching 400 and promises to infuse 160 additional BSN nurses into the North Carolina nursing workforce annually by 2020, extensive collaboration across the state in other initiatives is likewise contributing to the BSN goal. North Carolina’s needle is moving as noted below.

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| --- | --- | --- | --- | --- | --- |
| **Highest Degree Held** | **Number****2009** | **Percent 2009** | **Number 2013** | **Percent** **2013** | **% Change** |
| Unknown | 9210 | 10.13% | 9308 | 9.3% |  |
| Diploma/Associate Degree | 41456 | 45.6% | 41534 | 41.7% | **🡫3.9%** |
| Baccalaureate or higher in Nursing | 33250 | 36.6% | 40531 | 40.68% | **🡩4.08%** |
| Baccalaureate or higher in Other | 7014 | 7.71% | 8238 | 8.27% | **🡩.56%** |
| Total | 90930 |  | 99611 |  |  |

(NC Sheps Center with data from NCBON 2010 & 2015)

* North Carolina decreases barriers to RN-BSN completion with the approval of the RN-BSN Articulation Agreement between the North Carolina Community College System and the UNC General Administration which becomes effective fall 2015. The agreement of historical value, promises to decrease barriers through avoidance of duplicative coursework and expense. The agreement is also contributing to collaborative pathway and shared curriculum initiatives in schools of nursing across the state.
* The success of the RIBN BSN pathway option has prompted additional exploration of interest and feasibility of a LPN to BSN pathway. Through a survey of over 19,000 North Carolina LPN’s, responses by 3,800 validated interest and provided valuable input to initiative leaders. Survey analysis is underway.
* Increasing the diversity of the nursing workforce is now a statewide nursing education priority. Many community college and university nursing education programs across North Carolina are diligently working to increase nursing student diversity through targeted recruitment and retention initiatives. Given the great variation of regional diversity demographics across North Carolina, RIBN has an embedded diversity initiative which seeks to better align RIBN student enrollment regionally with regional demographics. Diversity nursing student enrollment, a precursor to moving the diversity workforce needle, is trending in a favorable fashion and will slowly impact nursing workforce demographics in the future.
* Practice settings across North Carolina, following the IOM report, are demonstrating the value of BSN and higher education in their nursing workforces through changes in employment policies and practices. An annual Chief Nursing Officer (CNO) survey across a 3 year period demonstrates an increasing number of practice settings have established the goal of meeting the 2025 (goal for NC) for an 80% BSN or higher degree workforce and are making significant progress. Preferential hiring and promotion of BSN and higher degree nurses and tuition support has new graduate and incumbent workforce nurses returning to school in record numbers.

**Prepare and Enable Nurses to Lead Change to Advance Health**

* Retired nurses have been recruited to learn the process for appointments to targeted hospital and continuing care retirement community boards. In 2010, nurse executive members of the North Carolina Organization of Nurse Leaders were surveyed to learn if their hospital boards had a nurse board member. Doris Esslinger and Connie Mullinix determined that less than 20% of boards surveyed had nurse members. Since that survey, two nurses have been added to hospital boards, one to ~~a~~ major medical center Board (Polly Johnson at Vidant Health) and one in a community hospital (Karen Krupa at Beaufort County Hospital). The effort to place nurses on boards is ongoing.
* We have supported and advertised the Leadership Development programs designed by the North Carolina Nurses Association in the formats of both the Leadership Academy and Leadership Academy mini sessions. State Action coalition members are also members of those organizations and have served as faculty and lecturers in the courses (Connie Mullinix, AnnMarie Walton, Tina Gordon, Doris Esslinger). Doris Esslinger as Chair of the Sub-Task Force on Leadership along with nurse volunteers developed and executed a series of three workshops on competencies of nurse executives. The offering was so successful that Charlotte Area Health Education Center has replicated the workshops and continues to conduct the workshop.
* We have supported and advertised the development of a “Nurses on Boards” course in the Leadership track at East Carolina University by a State Action Coalition member (Connie Mullinix). The course is being prepared for launch as a distance continuing education course.
* We have designed and piloted a Board mentorship program in which nurses interested in Board service can ask the State Action Coalition for an experienced Board member to shadow. A former Jonas Nurse Leader Scholar and Breakthrough Nurse Leader (AnnMarie Walton) piloted the program. A champion for this work is being sought moving forward.
* The same Jonas Scholar/ Breakthrough Nurse Leader (AnnMarie Walton) conducted a small study (with another SAC member, Connie Mullinix) to examine the orientation experiences of nurses to nursing boards and the study was published in Nursing Outlook for broad dissemination of the findings (http://www.nursingoutlook.org/article/S0029-6554(14)00294-2/pdf). Two nursing boards have restructured their orientation processes as a result.
* A presentation of progress on our four goals to date, with a focus on leadership will be made at the North Carolina Nurses Association Convention this fall (Nettie Evans, Karen Stallings & AnnMarie Walton).
* Another Jonas Nurse Leader Scholar (Anna Schwarz) is at work on a survey to be administered in Fall 2015 to quantify how many nurses registered with the North Carolina Board of Nursing are currently serving on boards and how many are interested in serving and/or looking for training and mentorship. An effort will then be undertaken to pair those nurses interested in service with appropriate resources and opportunities.
* Three members of the North Carolina State Action Coalition are currently serving on taskforces at the national level on the 10,000 Nurses on Boards by 2020 initiative. Connie Mullinix is on workgroup 4 focused on education and preparation for board service (Early Pipeline), Tina Gordon is co-chair of workgroup 1 focused on board placements and AnnMarie Walton is co-chair of workgroup 6 focused on sustainability.
* Three members of the North Carolina State Action Coalition have been working with the Great 100 Nurses organization in North Carolina to partner around advancing the 10K Nurses on Boards by 2020 initiative. These meetings are ongoing but intended to funnel interested Great 100 Nurses into the pipeline for preparation and placement on boards (Jessica Sparrow, Connie Mullinix & AnnMarie Walton).

**Build an Infrastructure for the Collection and Analysis of Inter-professional Health Care Workforce Data**

* Fortunately NC has a premier health professions workforce data center in the Cecil G. Sheps Center for Health Services Research at the University of North Carolina in Chapel Hill. The center, involved in NC and national workforce studies, is a collaborative partner in providing nursing and inter-professional workforce data trends and recommendations to the North Carolina FON Action Coalition.
* The demand for improved nursing workforce data has driven the NC Board of Nursing to migrate to a more advanced data platform. Enhanced data access is impacting the ability to analyze and understand workforce trends and needs.
* Jonas Nurse Leader Scholars (Rachel Hirschey & Megan Winkler) in collaboration with the North Carolina Board of Nursing and the North Carolina Sheps Center have undertaken a project to analyze, review and publish workforce data which will demonstrate trends and progress in diversification of the nursing workforce as well as data on interdisciplinary preparation of the current nursing workforce.

**Summary**

North Carolina is proud of its accomplishments toward the 2010 IOM recommendations as detailed above. While excitement and momentum has prevailed and achieved intended consequences, perhaps the most exciting is the unintentional consequence of enhanced relationship based collaboration. Across our state, relationships between organizations that have historically operated in a solo and competitive manner regarding nursing workforce activities have matured and evolved such that collaborative synergy is achieving results on many levels. North Carolina is committed to advancing the IOM agenda!

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