

 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

What's Happened in a Year? A Follow-Up to the IOM Future of Nursing Report

Nursing Organizations Alliance 2011 Fall Summit

Michael R. Bleich, PhD, RN, NEA-BC, FAAN
Dr. Carol A. Lindeman Distinguished Professor of Nursing
Oregon Health & Science University
November 18, 2011


 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

The Report

Messages and recommendations are from *The Future of Nursing: Leading Change, Advancing Health* report, published by the Institute of Medicine of the National Academies




Visit <http://www.iom.edu/nursing> to view the report

 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

The IOM Report: One Year Later

October 5th - a historic date - the Future of Nursing Report was released to the public!

- The report continues to be the most VISITED report ever on the IOM website
 - As of June 2011, free downloads numbered 23,651
- The RWJ Campaign for Action website has had 154,580 page views and 48,644 unique visitors since February 2011
- The report has generated nearly 62 million media impressions

 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida


Robert Wood Johnson Foundation

- Clearly, the RWJ Foundation support and efforts continue
- **AARP Center to Champion Nursing and AARP Foundation:** All Americans should have access to high quality, patient-centered care in a health care system where nurses contribute as essential partners in achieving success

 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Key Messages



 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Key Message No. 1

Nurses should practice to the full extent of their education & training

RECOMMENDATION NO. 1:

- **Remove scope-of-practice barriers**


 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Key Message No. 2

Nurses should achieve higher levels of education & training through an improved education system that promotes seamless academic progression

RECOMMENDATION NO. 3:

- **Implement nurse residency programs**


 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Key Message No. 2

Nurses should achieve higher levels of education & training through an improved education system that promotes seamless academic progression

RECOMMENDATION NO. 4:

- **Increase the proportion of nurses with a baccalaureate degree to 80% by 2020**

 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Key Message No. 2

Nurses should achieve higher levels of education & training through an improved education system that promotes seamless academic progression

RECOMMENDATION NO. 5:

- **Double the number of nurses with a doctorate by 2020**


 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Key Message No. 2

Nurses should achieve higher levels of education & training through an improved education system that promotes seamless academic progression

RECOMMENDATION NO. 6:

- **Ensure that nurses engage in lifelong learning**



 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida


Key Message No. 3

Nurses should be full partners, with physicians and other health care professionals, in redesigning health care systems in the United States

RECOMMENDATION NO. 2:

- **Expand opportunities for nurses to lead and diffuse collaborative improvement efforts**




 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Key Message No. 3

Nurses should be full partners, with physicians and other health care professionals, in redesigning health care systems in the United States

RECOMMENDATION NO. 7:

- **Prepare and enable nurses to lead change to advance health**



ALLIANCE 2011 Fall Summit
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Key Message No. 4

Effective workforce planning and policy making require better data collection and an improved information infrastructure

RECOMMENDATION NO. 8:

- **Build an infrastructure for the collection & analysis of inter-professional health care workforce data**

ALLIANCE 2011 Fall Summit
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Campaign for Action

```
graph TD; C[Education] --- CA((Campaign for Action)); P[Practice] --- CA; CO[Collaboration] --- CA; L[Leadership] --- CA; D[Data] --- CA;
```

ALLIANCE 2011 Fall Summit
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

So... How Has the IOM Report Influenced Change?

- A culmination of data from RWJF, key nurse leaders, and my own observations
- 48 presentations and conversations with key organizations and opinion leaders on a local, state, and national level; survey of the literature; and anecdotal responses

 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Phases of Change

Organizational Awareness

- Who is the IOM?
- Why the report matters
- "Levels" of awareness

Organizational Acceptance

- Does the report matter to our organization?
- Will the report make a difference to nursing? To patient care?



 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Phases of Change

Organizational Re-interpretation

- What are the recommendations?
- "We're already 'doing' the recommendations"

Organizational Deepening

- "There's more to this than I thought!"
- "This isn't so easy!"
- "What is the area where we can have impact?"

 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Phases of Change



Organizational Action

- Top down, generally
- Taking on the 'elephants' in the room
- Re-acting to other external organizational "leads"


 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Phases of Change

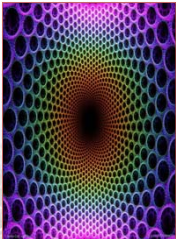
Topics of "Deepening"

- Scope of practice
- Residency programs
- Advancing education and competencies
- Leadership engagement and giving a voice to nursing




 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Phases of Change



Topics that Stymie

- Scope of practice
- Engaging with other disciplines at an organizational decision-making level
- Workforce data
- Working with regulators
- Getting at the table with stakeholders outside of nursing

 **2011 Fall Summit**
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Phases of Change

Challenges

- No good way – yet – to share between organizations
- Action coalitions are useful at some macro-and mundo-level
- Micro- and meso-level ability to work from a common model is missing and will slow change
- Command and control orientation

THE ALLIANCE 2011 Fall Summit
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Campaign Resources

- Visit us on the Web at:
www.thefutureofnursing.org
- Follow us on Twitter at:
www.twitter.com/futureofnursing
- Join us on Facebook at:
<http://facebook.com/futureofnursing>

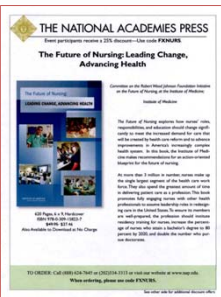
THE ALLIANCE 2011 Fall Summit
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

References

1. Committee on the Robert Wood Johnson Foundation Initiative on the Future of Nursing, at the Institute of Medicine. (2011). The Future of Nursing: Leading Change, Advancing Health. Washington, DC: The National Academies Press.

THE ALLIANCE 2011 Fall Summit
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Order a Copy of the Report



THE NATIONAL ACADEMIES PRESS
The Future of Nursing: Leading Change, Advancing Health

Committee on the Robert Wood Johnson Foundation Initiative on the Future of Nursing, at the Institute of Medicine

ISBN 978-0-309-12188-1
\$35.00

For more information, visit www.nap.edu

Call
(888) 624-7645
or
(202) 334-3313

or visit the website at
www.nap.edu
use code **FXNURS**

ALLIANCE 2011 Fall Summit
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

IOM Forum Summary

Also of Interest



A Summary of the October 2009 Forum on the Future of Nursing: Acute Care
ISBN 978-0-309-12417-7
\$24.95 (H) / \$12.95 (P)
Available in English

A Summary of the December 2009 Forum on the Future of Nursing: Care in the Community
ISBN 978-0-309-12418-4
\$24.95 (H) / \$12.95 (P)
Available in English

A Summary of the February 2010 Forum on the Future of Nursing: Education
ISBN 978-0-309-12419-1
\$24.95 (H) / \$12.95 (P)
Available in English

- A Summary of the October 2009 Forum on the Future of Nursing: Acute Care
- A Summary of the December 2009 Forum on the Future of Nursing: Care in the Community
- A Summary of the February 2010 Forum on the Future of Nursing: Education

ALLIANCE 2011 Fall Summit
November 17-19, 2011
Hilton Miami Downtown / Miami, Florida

Contact Information

Michael R. Bleich, PhD, RN, FAAN
Dr. Carol A. Lindeman Distinguished Professor of Nursing

Oregon Health & Science University
School of Nursing - SN-ADM
3455 SW US Veterans Hospital Road
Portland, OR 97239-2941
Phone: 503-494-7444
Email: bleichm@ohsu.edu