

**FUTURE OF NURSING™**  
Campaign for Action  
IN LOUISIANA



Robert Wood Johnson Foundation



**AARP™**

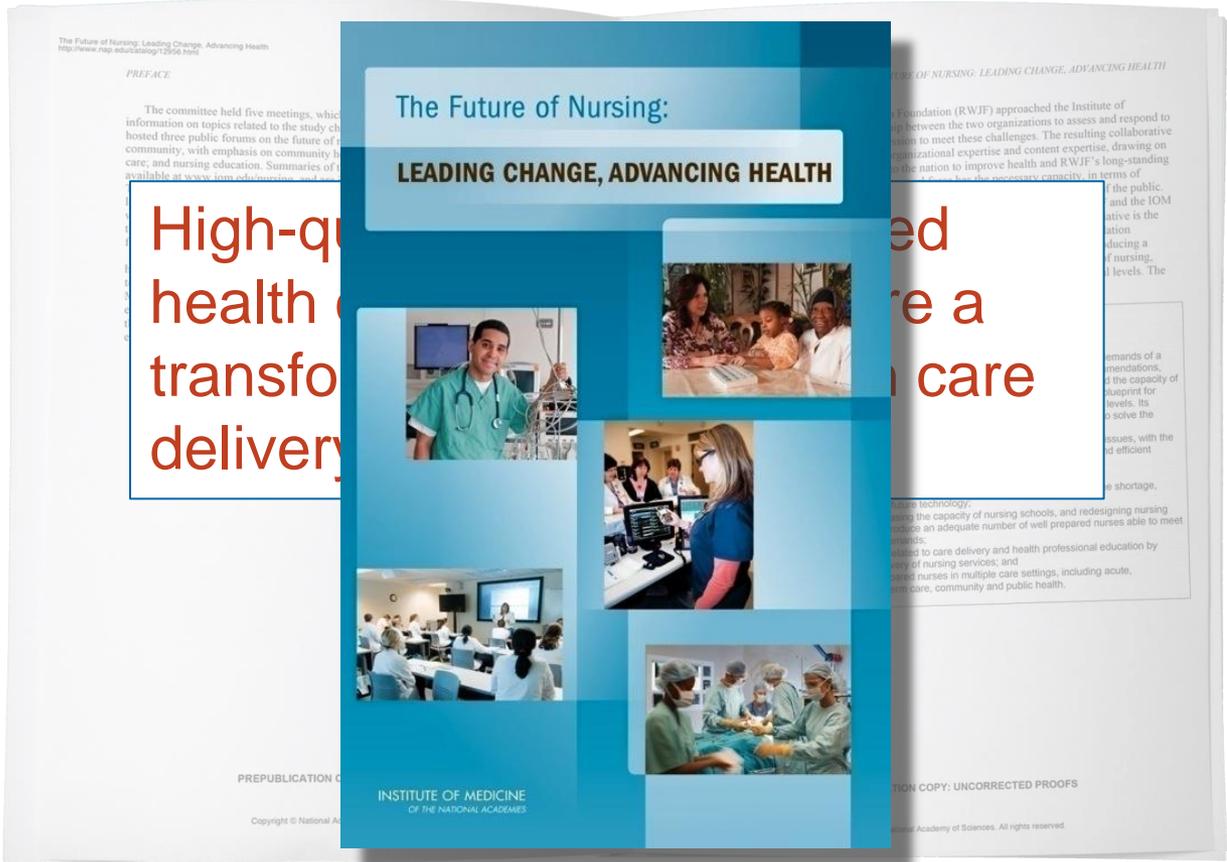
# Future of Nursing: Campaign for Action Louisiana Action Coalition 2017 UPDATE

Presented by

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Co-Lead, Louisiana Action Coalition

# Institute of Medicine Report



# IOM Future of Nursing Recommendations

1) Remove scope-of-practice barriers

2) Expand opportunities for nurses to lead and diffuse collaborative improvement efforts

3) Implement nurse residency programs

4) Increase proportion of nurses with BSN degree to 80% by 2020

# IOM Future of Nursing Recommendations

5) Double the number of nurses with a doctorate by 2020

6) Ensure that nurses engage in lifelong learning

7) Prepare and enable nurses to lead change to advance health

8) Build an infrastructure to collect and analyze health care workforce data

# Areas of Focus



**Education**



**Practice & Care**



**Leadership**



**Diversity**



**Interprofessional  
Collaboration**

# Dr. Hassmiller Speaking with members of the LAC Core Leadership Team in 2011



# Dr. Hassmiller's Visit in 2011

## Speaking with Nurse Leaders at Ochsner Health System in New Orleans



# Phil Rainier, Longtime WAFB-TV Health and Medical Reporter 2011 Town Hall Meeting



# Distinguished Panel of LA Nursing and Non-Nursing Leaders 2011



# LASN Representative on the LAC Core Leadership Team



# 2012 Strategic Planning Meeting Facilitated by Tim Fallon



# 2012 Strategic Planning Meeting Facilitated by Tim Fallon



# Getting on the Road Sharing Information

## Forums

- Alexandria
- Baton Rouge
- Lafayette
- Lake Charles
- Monroe
- New Orleans
- Shreveport



# Getting Out of Our Silos



The Future of Health Care Delivery in Louisiana  
January 2015

# Removing Barriers to Practice

Generated more than 12,500 clicks on a banner ad that was linked to the LAC's YouTube video (<https://www.youtube.com/watch?v=IDphRCScNbE>). The video highlighted the essential role that more than 4,500 advanced practice registered nurses (APRNs) play in meeting the health care needs of the citizens of Louisiana.

# Leadership and Diversity

- Prepare and enable nurses to lead change to advance health
- Increase diversity of Louisiana's nursing workforce to better reflect the state's overall demographics

# Nurse Leaders in Louisiana



## LOUISIANA

### Nurse Leadership

## DEMOGRAPHICS

**TOTAL REGISTERED NURSES  
LICENSED IN LOUISIANA**

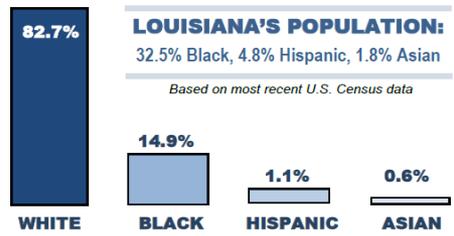
# 62,356

*THIS DOCUMENT IS A BREAKDOWN  
OF DATA RELATING TO  
NURSE LEADERS*

**NURSE MANAGERS, EXECUTIVES AND ADMINISTRATORS: 6,667**

**88.4% FEMALE**   **11.6% MALE**

**LOUISIANA NURSE LEADERSHIP  
BY GENDER & RACE**



**AVERAGE AGE - 49.57**

**PLAN TO WORK**

**11 - 20 YEARS**  
**33.4%**

**21 + YEARS**  
**24.3%**

**6 - 10 YEARS**  
**23.1%**

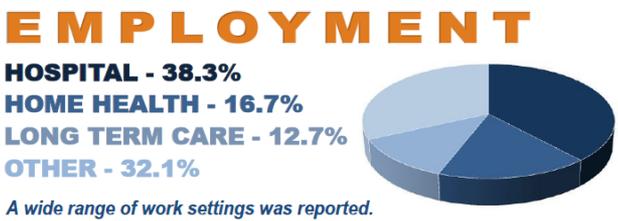
**GOOD NEWS**  
57.7% plan to work 11-21 or more years.

**BAD NEWS**  
1,174 RN managers/ executives (17.6%) plan to work in nursing less than five more years.

**CURRENTLY ENROLLED IN SCHOOL**

**Total number - 503 or 7.5% of nurse leader total (6,667)**

**BSN programs - 206 - Other BS programs - 15**  
**MSN programs - 196 - Other MS programs - 42**  
**Doctoral Degree programs - 44**



Source for all information shown: Data collected by the Louisiana State Board of Nursing on 2015 licensure renewal for individuals identifying themselves as nurse managers, executives or administrators. This Nurse Leadership handout was produced by the Louisiana Action Coalition.

# LAC Nurse Leader Institute

- Five-day intensive training
- Designed for emerging nurse leaders and those aspiring to leadership working in all sectors of health care



# LAC Nurse Leader Mentorship Program

- Available to those who complete the five-day Nurse Leader Institute
- Nine-month program in which mentees are matched with seasoned nurse mentors
- Online management and resources



Work on my Professional Development Plan



View the List of Participants



Mentoring Contract



Update my Profile



Review the Webinar Schedule & Recordings



Access the Calendar



Access the Resource Center

# Nurses on Boards



Nurses on Boards  
Coalition

10K Nurses by 2020

# LAC Nurses on Boards Initiative

## Determine a list of Boards to Target

\*List of Boards developed using the Social Determinants of Health Model

\*A “script” to communicate with targeted organizations regarding the need for nurses to be board members needs to be developed.



## Determine who is currently serving on a Board

\*Nursing Board service does not count

\*Current Louisiana list is outdated

\*Nurses on Boards Coalition (NOBC) is maintaining national database

\*Plan is to send out statewide request for current board membership and encourage registration with NOBC.



## Design an on-line application process

\*Development currently underway

\*LSNA to manage process



## Spread the word

\*Utilize social media And other resources To spread the word about this initiative



## Board Member Education/Mentorship

\*Various formats available from other Action Coalitions

\*Plan is to review formats and select one that best meets the needs of our state



## Database Maintenance

\*LSNA to align with Nurses on Board Coalition

# What Can You Do?

- Be aware of the initiative and spread the word among your peers.
- Understand that membership on nursing organization boards does not count toward our **142 by '22 goal**.
- Encourage those who currently serve on boards to register at [Nursesonboardscoalition.org](http://Nursesonboardscoalition.org).
- See a nurse who would make a great board member? Encourage them to apply with the Louisiana State Nursing Association once the process is fully implemented (target year end 2017).
- Assure that the facility in which you are employed has nurse representation on their board.

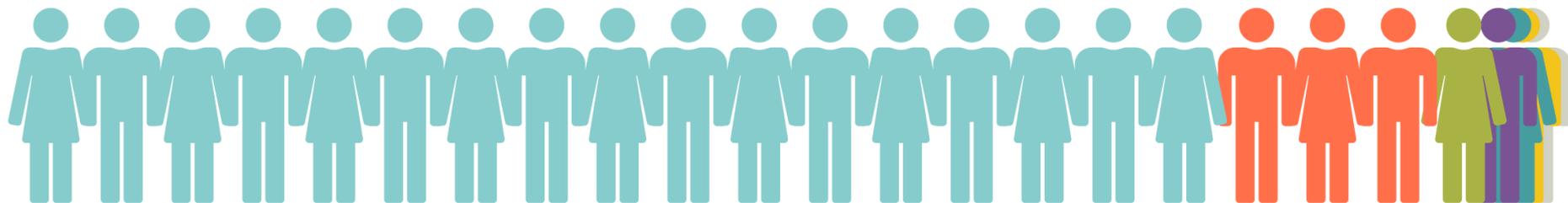
# Diversity – What Does the Data Show?

80%

RACIAL DISTRIBUTION OF LICENSED REGISTERED NURSES RESIDING IN LA  
RESPONDENTS 54,252 NON-RESPONDENTS 444

15%

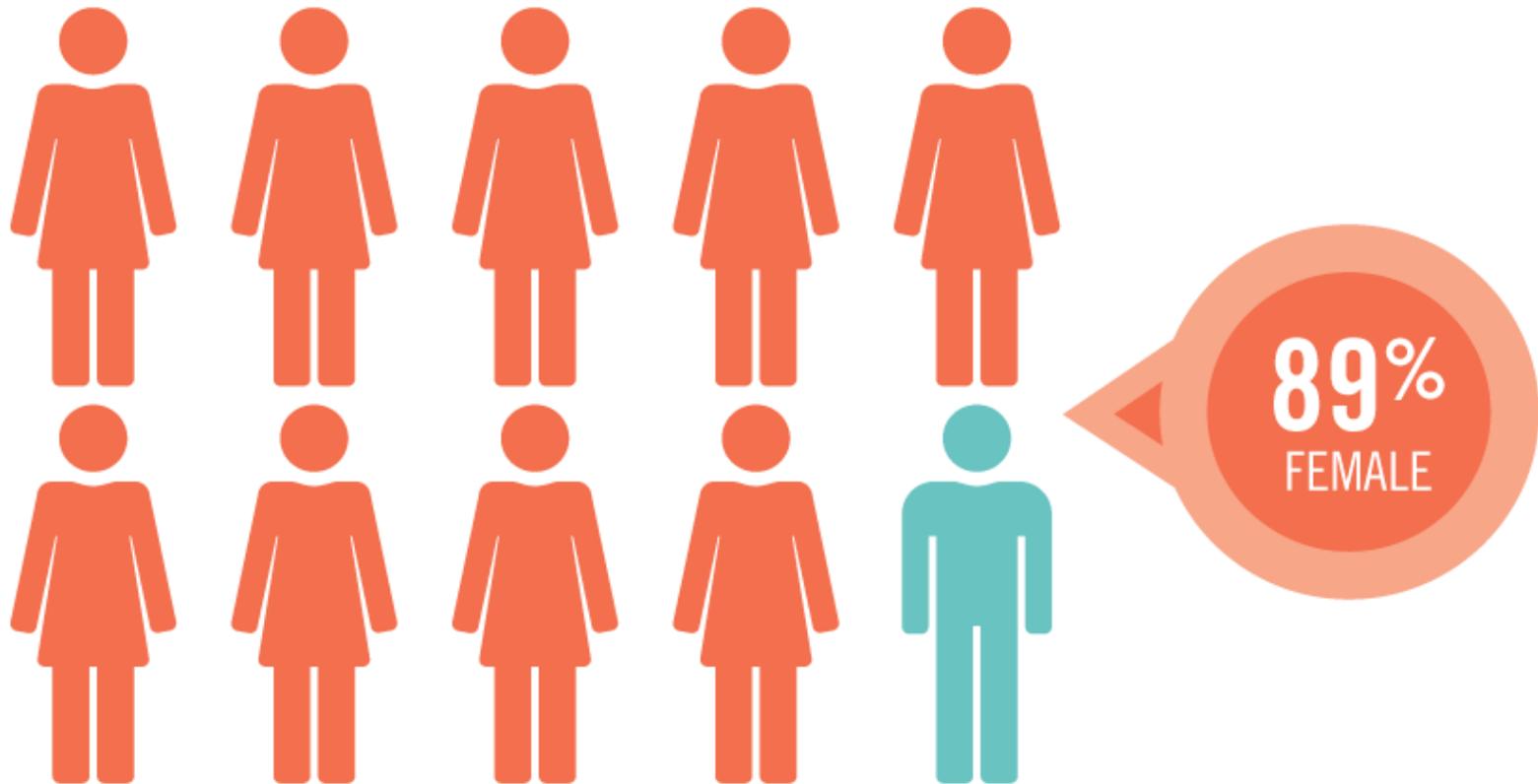
2% 1% .1%  
1% .4%



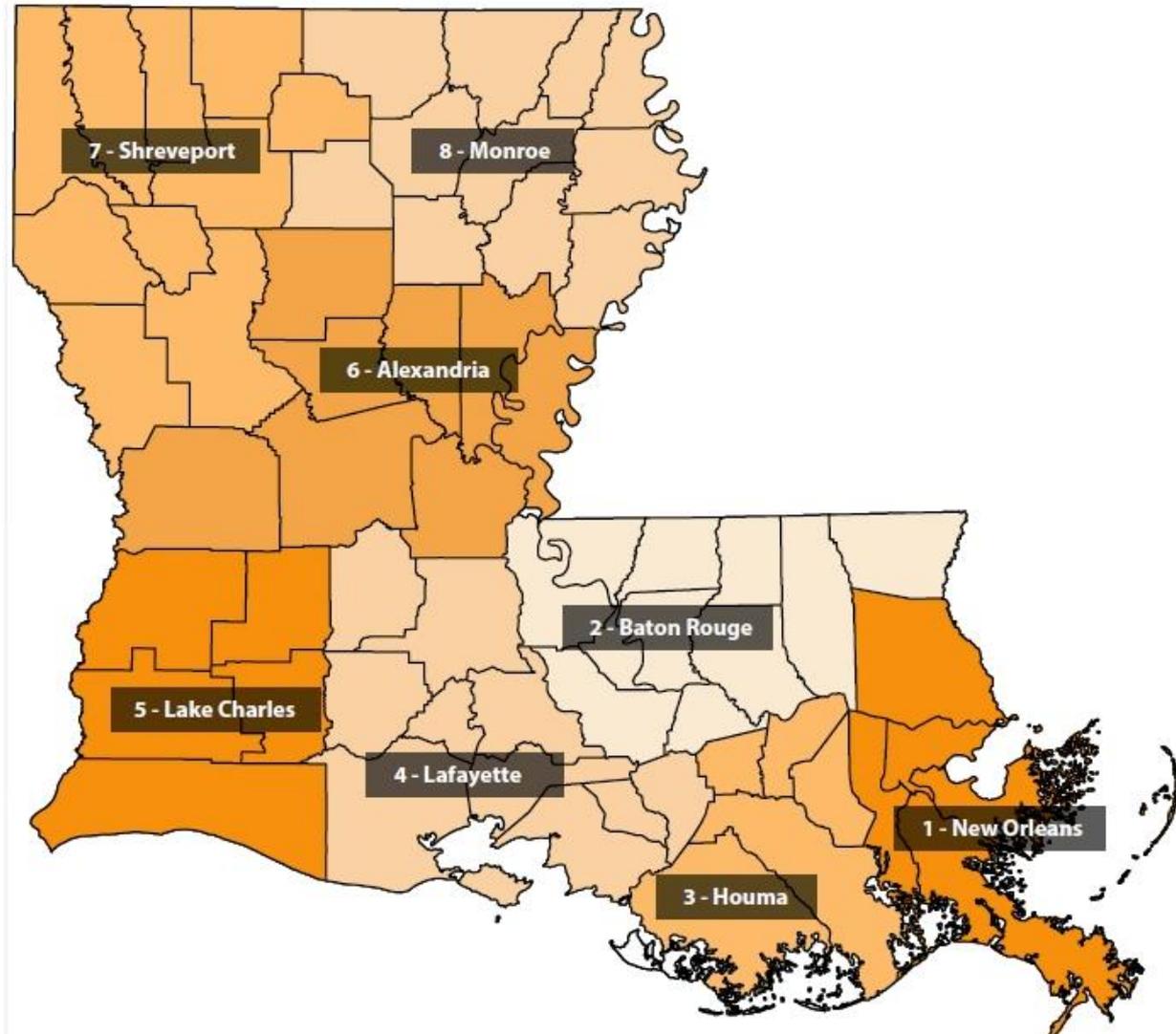
White Black/African Amer. Multi Racial Hispanic/Latino Asian Amer. Indian/Alaska Native Native Hawaiian/Pacific Islander

# Diversity – What Does the Data Show?

## GENDER DISTRIBUTION OF LICENSED REGISTERED NURSES RESIDING IN LA



# LAC Regional Breakdown



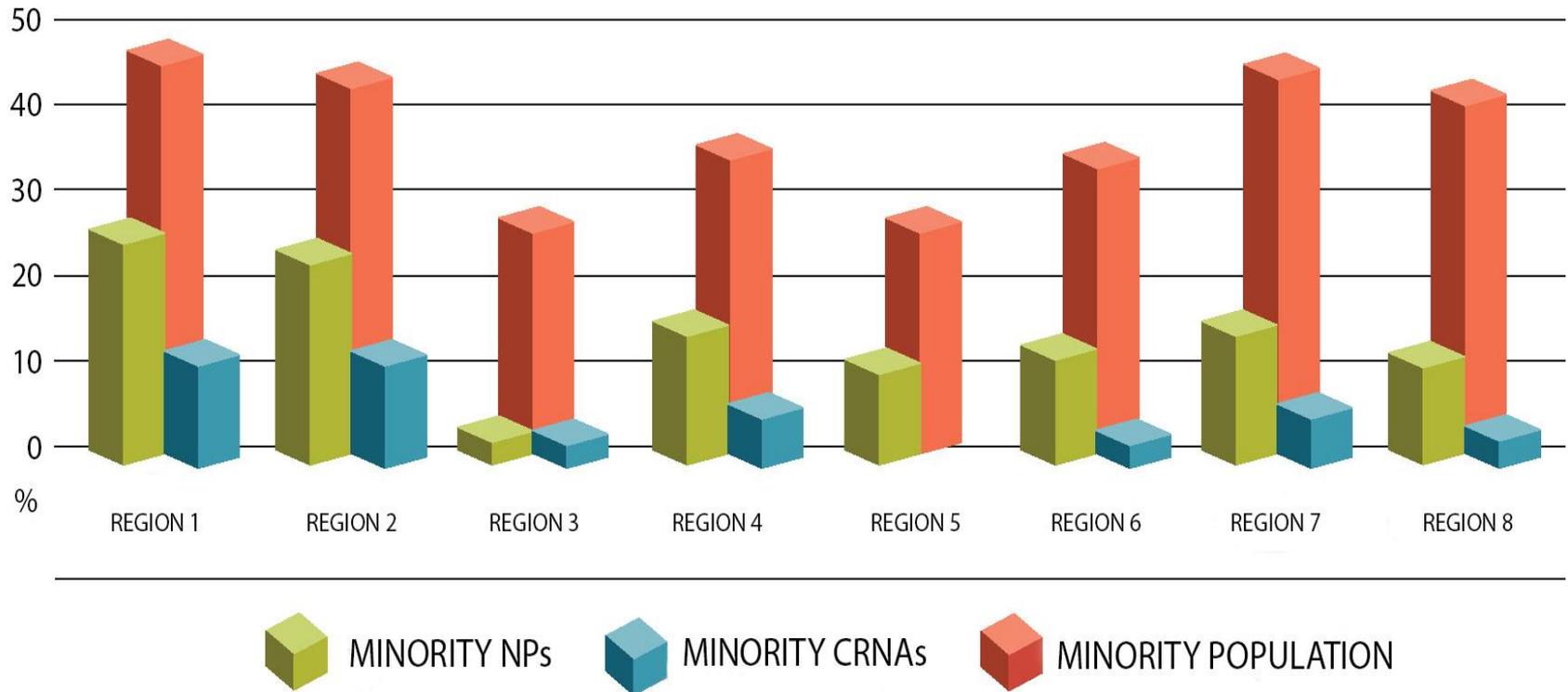


MINORITY RNS AND MINORITY POPULATION BY REGIONAL LABOR MARKET AREA





### MINORITY NPs, MINORITY CRNAs, AND MINORITY POPULATION BY REGION IN LA (2014)



# LAC Workforce Diversity Goals

- Increase the diversity of Louisiana's nursing workforce to better reflect the state's overall demographics



# Diversity Think Tank

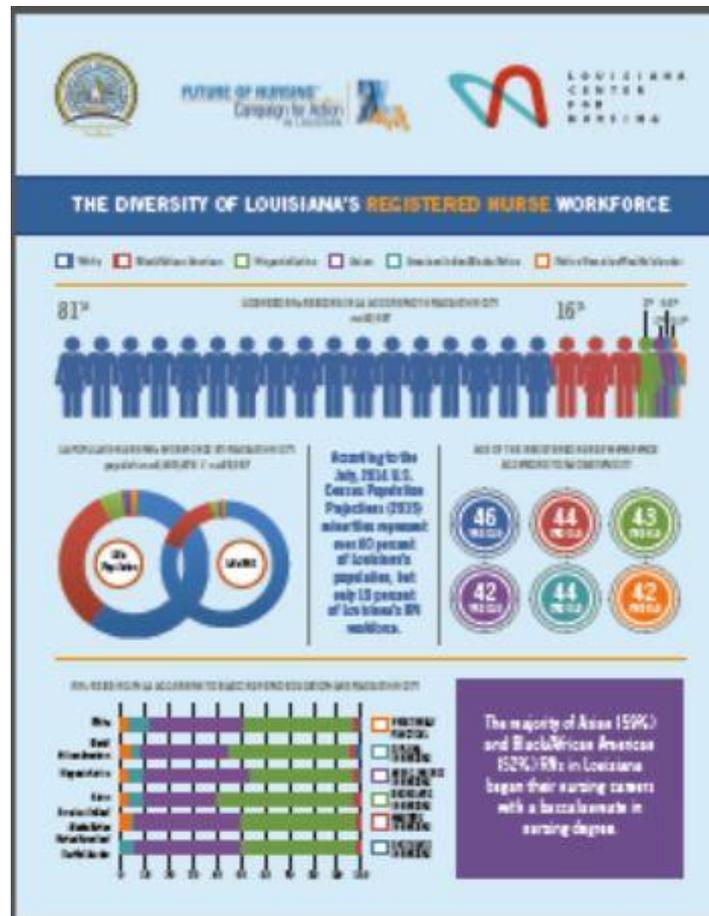


# Diversity Think Tank

**EMBRACING THE CHALLENGE**  
Enhancing Diversity in Louisiana's Nursing Workforce

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in Louisiana

LOUISIANA  
CENTER  
FOR  
NURSING



# Regional Action Coalition Diversity Projects

## **Alexandria**

Addressing Diversity in Nursing Education in Central Louisiana

## **Baton Rouge**

Increasing the Diversity of Louisiana's RN and APRN Workforce

## **Lafayette**

Enhancing Diversity and Collaboration in Nursing, Phase I: Increasing the Number of Male Middle and High School Students Considering Nursing as a Career Choice

## **New Orleans**

Generating Knowledge of Nursing and Interest in Becoming a Nurse Among High School Males

## **Shreveport**

Counseling High School Counselors: Increasing Diversity in the Ranks of Nursing

# Hispanic Student Mentorship Program Pilot

- Expose a diverse group of students to the nursing profession



# Tuition Assistance Pilot

- Increase number of minority primary care family nurse practitioners.



# Tracking Male and Minority Nursing Students



What's Next?

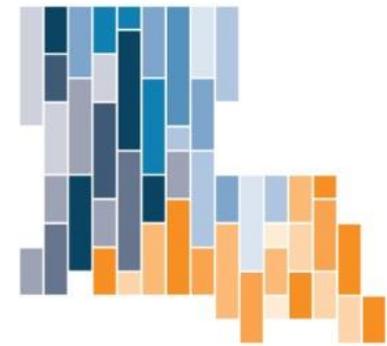
# Building a healthier America

*The Future of Nursing: Campaign for Action*



**Building A Culture of Health**

**FUTURE OF NURSING™**  
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<http://louisianafutureofnursing.org/site/>