

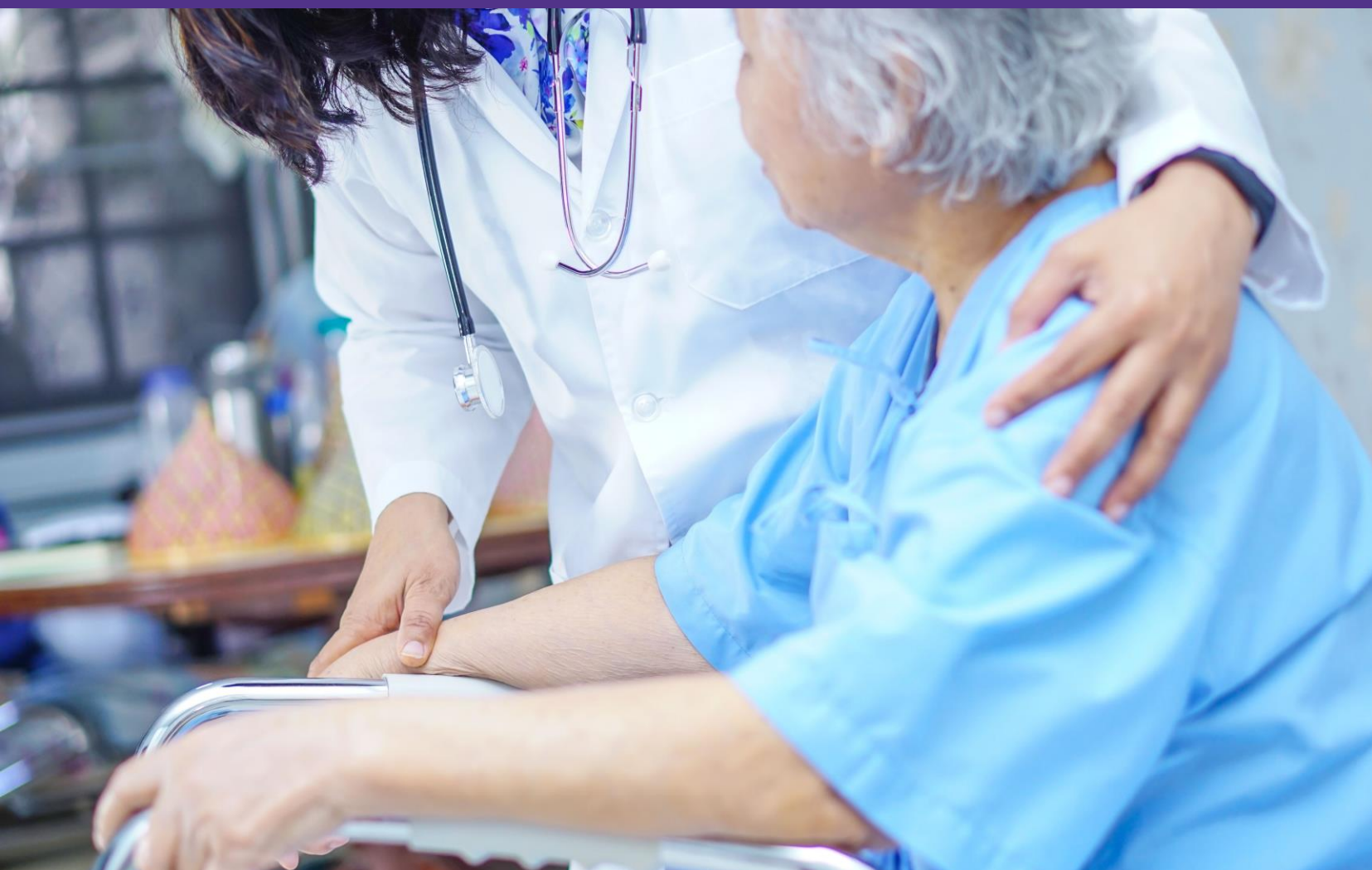
THE NATIONAL **FOR** **M** OF STATE NURSING WORKFORCE CENTERS

2019 ANNUAL CONFERENCE

JUNE 12 – 14, 2019

BROWN PALACE HOTEL & SPA
321 17th Street, Denver, CO 80202

**THE CHANGING FACE
OF NURSING IN THE
DECADE AHEAD**



MONTANA
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Center for Interdisciplinary
Health Workforce Studies

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Welcome to Denver and the 2019 National Forum of State Nursing Workforce Center's annual conference!



The mission of the National Forum of State Nursing Workforce Centers is to lead a national network to ensure a robust and well-prepared nursing workforce. We are excited to bring you this year's conference and know you will be inspired by your time with your workforce center colleagues, research, academic and practice experts, and innovators from across America. We are grateful to our host, the Colorado Center for Nursing Excellence, for inviting us to their great state of Colorado. We also appreciate the generous support provided by the Center for Interdisciplinary Health Workforce Studies at Montana State University.

Key decision-makers depend on us to have accurate and current data they can use to inform their decisions, and our academic and practice partners depend on us to lead innovative and practical interventions that strengthen nursing's contributions to improved health outcomes. This conference brings together nursing, healthcare, and workforce research leaders from across the country to discuss important issues related to the current and future nursing workforce of America such as an aging and increasingly diverse workforce, telehealth and other digital technologies, and how nurses are engaged in innovation.

A major goal of the Forum is to implement dynamic and strategic nursing workforce long-range planning and policy initiatives at the state and national levels. The theme of this conference is to explore how the face of the nursing profession is changing. Nursing's impact to our communities is constantly evolving. Nurses are actively envisioning and influencing better health delivery to meet the changing landscape of care.

On behalf of the National Forum of State Nursing Workforce Centers Board of Directors, the Conference Planning Committee, our Colorado hosts, and our colleagues from Montana State University, we hope you leave this conference with new ideas and approaches for your work back home. We hope you have met new colleagues as well as caught up with those you do not see every day, created new relationships with professionals with whom you will be able to begin new research projects that can inform decision making in the future, and carry with you a heightened level of energy to lead the nursing workforce efforts in your state and across the nation.

We know that nurses will be a critical part of whatever models of care delivery emerge in the future, and the contributions you make every day ensure that nurses will be positioned to enhance the well-being of the patients, families and communities they serve.

Warm regards,

A handwritten signature in black ink that reads "Sofia Aragon".

Sofia Aragon, JD, BSN, RN
Executive Director, Washington Center for Nursing
President, National Forum of State Nursing Workforce Centers

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Conference Agenda

DAY 1

Wednesday – June 12

7:00am – 5:00pm	Registration (Grand Ballroom Foyer)
8:00am – 9:30am	Continental Breakfast, posters & exhibitors (Grand Ballroom & Foyer)
9:30am – 10:00am	Welcome & Overview of the Annual Conference (Grand Ballroom) Sofia Aragon , President, National Forum of State Nursing Workforce Centers Executive Director, Washington Center for Nursing Dr. Peter Buerhaus , Director, Center for Interdisciplinary Health Workforce Studies at Montana State University Karren Kowalski , President & CEO, Colorado Center for Nursing Excellence
10:00am – 11:00am	Keynote Address – Peter Buerhaus, Center for Interdisciplinary Health Workforce Studies at Montana State University (Grand Ballroom)
11:00am – 11:30am	Break, posters and exhibitors (Grand Ballroom & Foyer)
11:30am – 12:15pm	Breakout sessions (Conference Rooms)
12:15pm – 1:45pm	Lunch, posters and exhibitors (Grand Ballroom & Foyer)
1:45pm – 2:45pm	Plenary Speaker – David Cutler, National Bureau of Economic Research (Grand Ballroom)
2:45pm – 3:00pm	Break, posters and exhibitors (Grand Ballroom & Foyer)
3:00pm – 3:50pm	Breakout sessions (Conference Rooms)
4:00pm – 5:00pm	Plenary Speaker – Susan Reinhard, AARP/Center to Champion Nursing (Grand Ballroom)
5:30pm – 6:30pm	Welcome Reception (Grand Ballroom Foyer)

DAY 2

Thursday – June 13

7:30am – 8:30am	Continental Breakfast, posters & exhibits (Grand Ballroom & Foyer)
8:30am – 9:30am	Plenary Speaker – Lynda Benton, Johnson & Johnson (Grand Ballroom)
9:30am – 10:00am	Break, posters and exhibitors (Grand Ballroom & Foyer)
10:00am – 10:50am	Breakout sessions (Conference Rooms)
11:00am – 11:50am	Breakout sessions (Conference Rooms)
12:00pm – 1:30pm	Lunch, posters and exhibitors (Grand Ballroom & Foyer)
1:30pm – 2:30pm	Plenary Speaker – Mary Jo Jerde, UnitedHealth Group (Grand Ballroom)
2:30pm – 3:00pm	Break, posters and exhibitors (Grand Ballroom & Foyer)
3:00pm – 3:50pm	Breakout sessions (Conference Rooms)

DAY 3

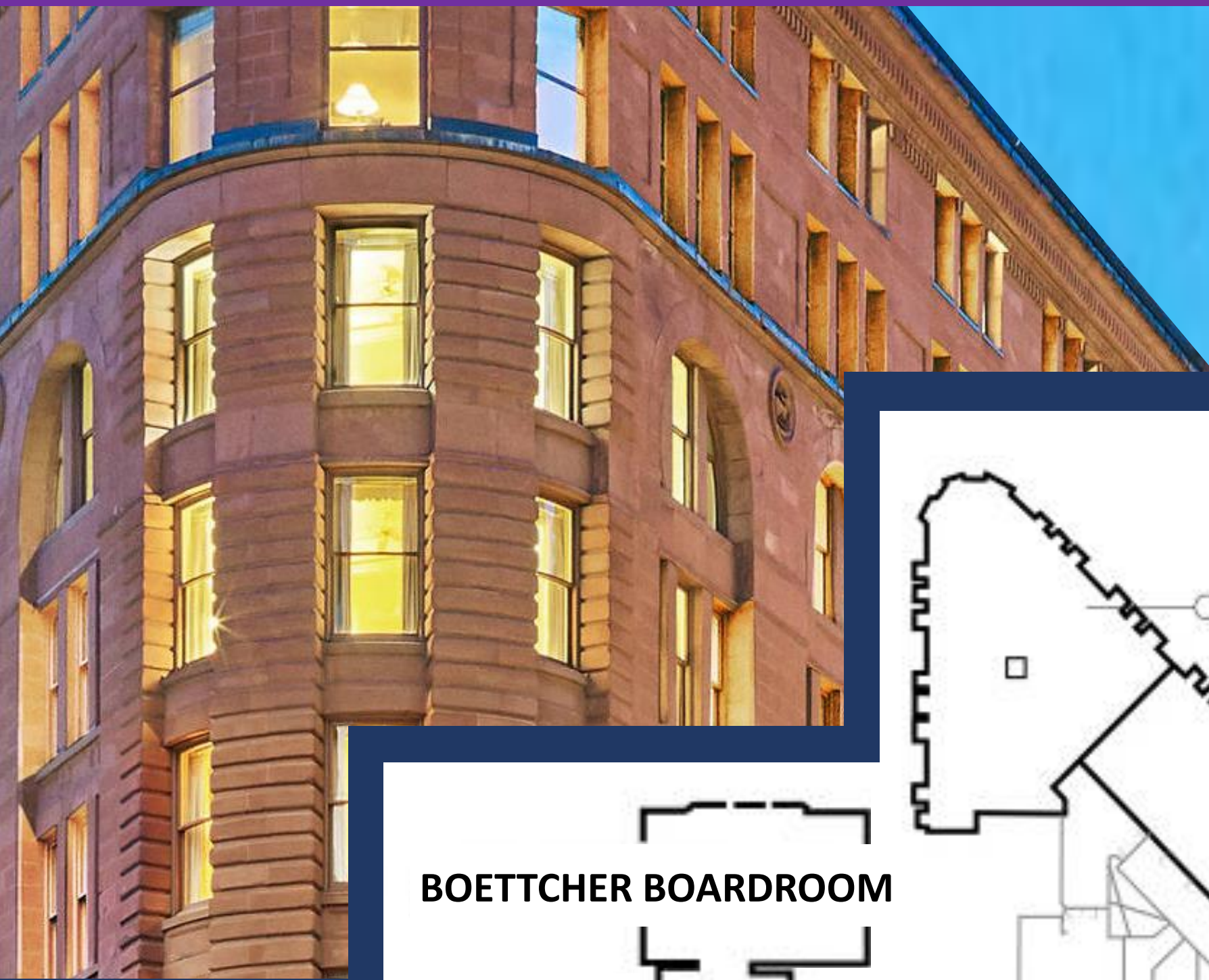
Friday – June 14

7:30am – 8:30am	Continental Breakfast (Grand Ballroom)
8:30am – 9:20am	Breakout sessions (Conference Rooms)
9:30am – 10:20am	Breakout sessions (Conference Rooms)
10:30am – 11:30am	Closing Plenary Speaker – Ian Morrison, Healthcare Author & Futurist (Grand Ballroom)
11:30am – 11:45am	Closing Remarks – Clark Ruttinger, Utah Nursing Workforce Center (Grand Ballroom)

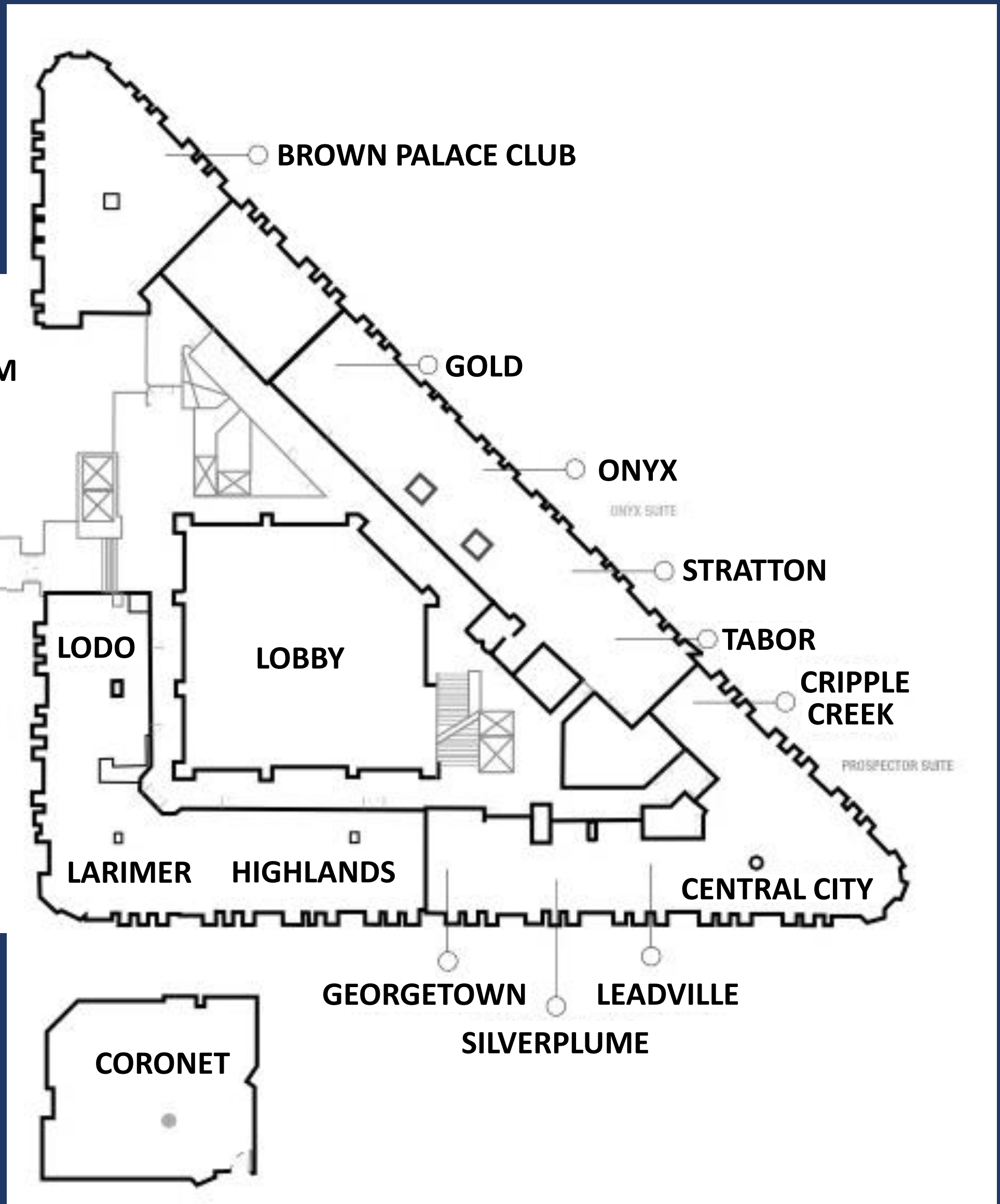
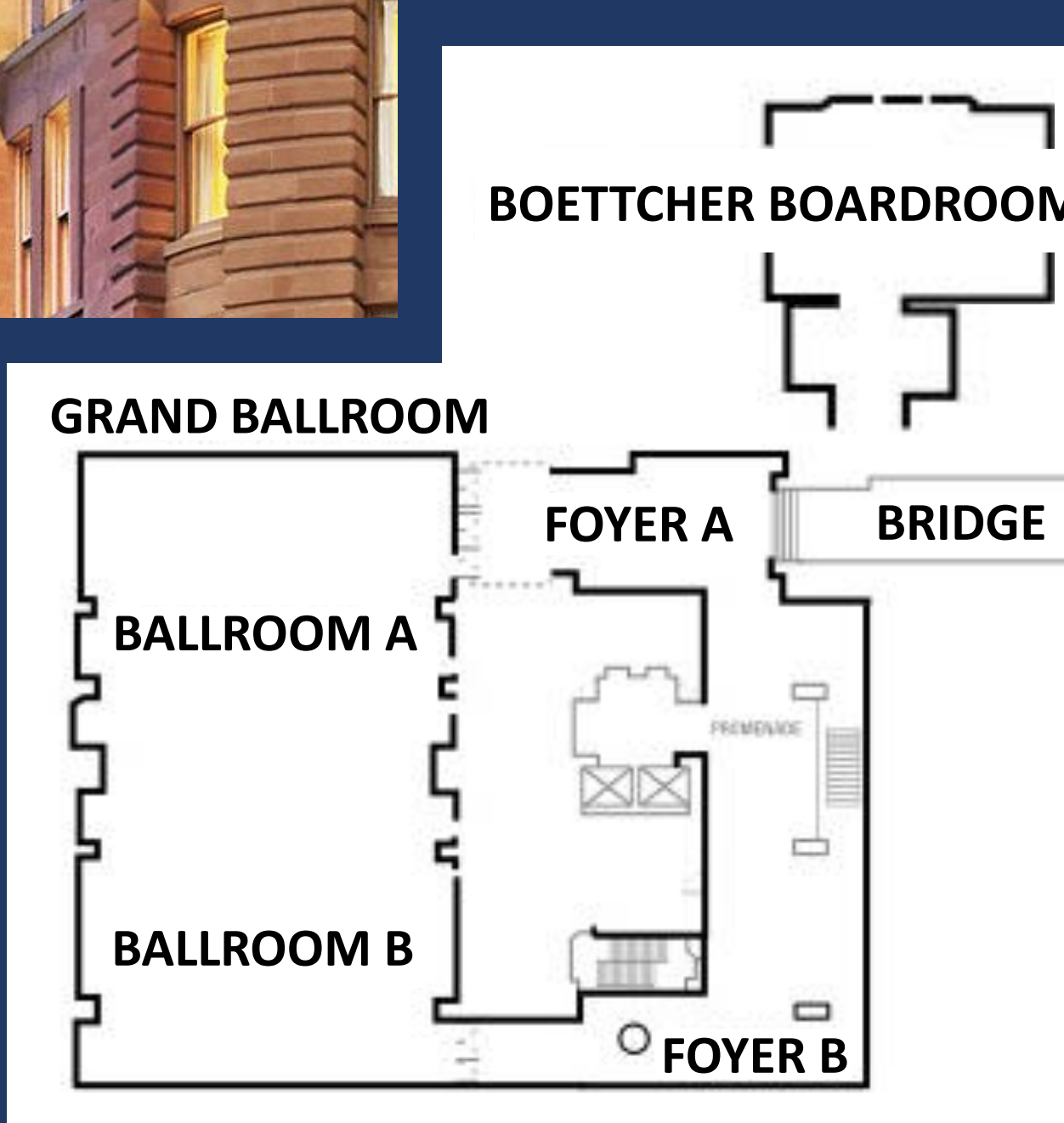
END OF CONFERENCE



Hotel Floor Plan



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Speaker Profiles



Peter I. Buerhaus, PhD, RN, FAAN, FAANP(h)

Dr. Peter Buerhaus is a nurse and a healthcare economist who is well known for his studies on the nursing and physician workforces in the United States. He is a Professor of Nursing and Director of the Center for Interdisciplinary Health Workforce Studies at the College of Nursing, Montana State University. Before coming to Montana State University, Dr. Buerhaus was the Valere Potter Distinguished Professor of Nursing and Sr. Associate Dean for Research at Vanderbilt University School of Nursing, Professor of Health Policy at Vanderbilt University (2000-2015), assistant professor of health policy and management at Harvard School of Public Health (1992-2000), and assistant to both the chief executive of the University of Michigan's 7 teaching hospitals and to the Vice Provost for Medical Affairs.

He has published nearly 140 peer-reviewed articles with five publications designated as "Classics" by the Agency for Healthcare Research and Quality. Dr. Buerhaus was inducted into the American Academy of Nursing in 1994 and elected into the National Academy of Sciences Institute of Medicine in 2003 (now the National Academy of Medicine). Dr. Buerhaus has received honorary doctorates from the University of Maryland and from Loyola University (Chicago). In 2010, Dr. Buerhaus was appointed Chair of the National Health Care Workforce Commission, which was created under the Affordable Care Act to advise Congress and the Administration on health workforce policy. He currently serves on the Board of Directors for the Bozeman Deaconess Health System, and is a member of the National Academies of Sciences National Academy of Medicine Committee on the Future of Nursing, 2020-2030.



David Cutler, PhD

David Cutler has developed an impressive record of achievement in both academia and the public sector. He served as Assistant Professor of Economics from 1991 to 1995, was named John L. Loeb Associate Professor of Social Sciences in 1995, and received tenure in 1997. He is currently the Otto Eckstein Professor of Applied Economics in the Department of Economics and was named Harvard College Professor in 2014. Professor Cutler holds secondary appointments at the Kennedy School of Government and the School of Public Health. Professor Cutler was associate dean of the Faculty of Arts and Sciences for Social Sciences from 2003-2008.

Honored for his scholarly work and singled out for outstanding mentorship of graduate students, Professor Cutler's work in health economics and public economics has earned him significant academic and public acclaim. Professor Cutler served on the Council of Economic Advisers and the National Economic Council during the Clinton Administration and has advised the Presidential campaigns of Bill Bradley, John Kerry, and Barack Obama as well as being Senior Health Care Advisor for the Obama Presidential Campaign. Among other affiliations, Professor Cutler has held positions with the National Institutes of Health and the National Academy of Sciences. Currently, Professor Cutler is a Research Associate at the National Bureau of Economic Research, a member of the Institute of Medicine, and a Fellow of the Employee Benefit Research Institute. He advises many companies and groups on health care.

Professor Cutler was a key advisor in the formulation of the recent cost control legislation in Massachusetts, and is one of the members of the Health Policy Commission created to help reduce medical spending in that state.

Professor Cutler is author of two books, several chapters in edited books, and many published papers on the topics of health care and other public policy topics. Author of *Your Money Or Your Life: Strong Medicine for America's Health Care System*, published by Oxford University Press, this book, and Professor Cutler's ideas, were the subject of a feature article in the New York Times Magazine, *The Quality Cure*, by Roger Lowenstein. Cutler's most recent book, *The Quality Cure*, pursues these themes. Cutler was recently named one of the 30 people who could have a powerful impact on healthcare by Modern Healthcare magazine and one of the 50 most influential men aged 45 and younger by Details magazine.

Professor Cutler received an AB from Harvard University (1987) and a PhD in Economics from MIT (1991).



Speaker Profiles



Susan C. Reinhard, RN, PhD, FAAN

Susan C. Reinhard is a senior vice president at AARP, directing its Public Policy Institute, the focal point for public policy research and analysis at the state, federal, and international levels. She also serves as the chief strategist for the Center to Champion Nursing in America, a national resource center created to ensure that America has the highly skilled nurses it needs to provide care in the future.

Susan is a nationally recognized expert in health and long-term care policy, with extensive experience in conducting, directing, and translating research into action to promote policy change. Previously, she served as professor and codirector of Rutgers Center for State Health

Policy, where she directed several national initiatives with states to help people of all ages with disabilities live in their communities.

As deputy commissioner of the New Jersey Department of Health and Senior Services, Susan led the development of policies and nationally recognized programs for family caregiving, consumer choice, and community-based care options. She is a former faculty member at the Rutgers College of Nursing, an American Academy of Nursing fellow, and a National Academy of Social Insurance member. She holds many governance positions, including on the boards of the Leapfrog Group, National Alliance for Caregiving, National Academy for State Health Policy, and Robert Wood Johnson University Hospital. Susan has received many honors, including the Family Caregiver Alliance 2013 Leadership Award, the Dick Ladd Award for Improving Long-Term and Community Research Care from the Jessie F. Richardson Foundation, the Health Policy and Legislation Award from New York University, and the Public Policy Pioneer Award from the Assisted Living Federation of America. She holds a master's degree in nursing from the University of Cincinnati and a PhD in sociology from Rutgers University.



Lynda Benton

Lynda is a Senior Director, J&J Global Corporate Equity & Partnerships, with responsibility for leading key cross-sector partnerships and campaigns for Johnson & Johnson, including our Global Citizen partnership, the Johnson & Johnson Campaign for Nursing, U.S. Soccer and Major League Soccer sponsorship, and the 2014 FIFA World Cup Brazil™ sponsorship. Lynda joined the Global Corporate Equity team in 2010. Previous to this role, she gained extensive experience in senior neuroscience marketing, sales leadership, training and sales roles within the pharmaceutical sector of Johnson & Johnson, supporting major brands for the treatment of schizophrenia, migraine and ADHD. Lynda has enjoyed working with Johnson & Johnson for over 26 years.



Speaker Profiles



Mary Jo Jerde, MBA, BSN, RN, FAAN

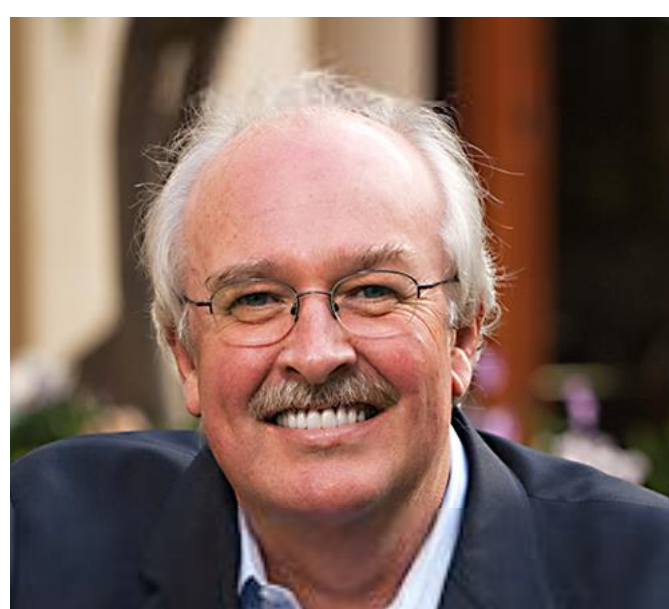
Mary Jo is Senior Vice President of the Center for Clinician Advancement at UnitedHealth Group. Mary Jo is responsible for the strategic initiatives that expand clinical capability, enable consumer-focused care, and engage the clinical community for the 42,000 clinicians at UnitedHealth Group. She leads a team that focuses on improving clinician engagement, retention, and development of the company health care professionals. Her blend of business acumen, clinical expertise and leadership has resulted in delivering transformational programs.

Mary Jo joined UnitedHealth Group in 2007 and has over 35 years of experience in the healthcare industry. Her roles included:

- Executive Director of Clinical Operations for OptumHealth where she was responsible for overall total population health management strategy, operations and delivery,
- Director of Medical Management for OptumHealth where she was responsible for an enterprise team of Maternity, Cancer and Neonatal nurses delivering services for UnitedHealth Group customers in.
- Focus on program design and execution, quality and process improvement, leadership development and strategic planning.

Prior to UnitedHealth Group, Mary Jo was with SHPS for 14 years and served as Vice President of Operations, Vice President of Innovation, Client Service Executive, Vice President of Health and Productivity and Associate Vice President Disease Management. Mary Jo also has had numerous executive and clinical leadership roles in large teaching hospitals. She has presented at national conferences as well as published on a variety of nursing topics.

A graduate of Creighton University with a bachelor's degree in nursing, Mary Jo also has her master's degree in business administration. Mary Jo has also completed a yearlong nurse executive level coursework at St. Thomas College of Business. She was selected for a yearlong fellowship as part of Center for Nursing Advancement at UnitedHealth Group. Mary Jo is certified as a Six-Sigma Yellow Belt, Case Manager and Advanced Nurse Administration. In 2017 she was inducted into the American Academy of Nursing as a Fellow. The Women's Business Leaders in Healthcare awarded Mary Jo the "Woman of Inspiration and Influence" award in 2019.



Ian Morrison, PhD, MA, MSc (Author, Consultant, and Futurist)

Ian is an internationally known author, consultant, and futurist specializing in long-term forecasting and planning with particular emphasis on health care and the changing business environment. He combines research and consulting skills with an incisive Scottish wit to help public and private organizations plan their longer-term future. Ian has written, lectured, and consulted on a wide variety of forecasting, strategy, and health care topics for government, industry, and a variety of nonprofit organizations in North America, Europe, the Middle-East and Asia. Recent client sponsors include CVS Health, Kaiser Permanente and the Mayo Clinic.

Ian is the author of *Leading Change in Healthcare: Building a Viable System for Today and Tomorrow* (AHA Press, June 2011) and *Healthcare in the New Millennium: Vision, Values and Leadership* (Jossey-Bass, 2002). His previous book: *The Second Curve - Managing The Velocity of Change* (Ballantine, 1996) was a New York Times Business Bestseller and Businessweek Bestseller and was published in seven languages.

Ian is a past President of the Institute for the Future (IFF) and a founding partner in Strategic Health Perspectives a joint venture between Harris Interactive and the Harvard School of Public Health's Department of Health Policy and Management. In 2017 the Strategic Health Perspectives team joined with Leavitt Partners (Health Intelligence Partners HIP program) a forecasting and intelligence service for clients in the healthcare industry. Ian serves as a Senior Advisor to Leavitt Partners and to HIP.

He holds an interdisciplinary Ph.D. in urban studies from the University of British Columbia; an M.A. in geography from the University of Edinburgh, Scotland, and a graduate degree in urban planning from the University of Newcastle-upon-Tyne, England).



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[Conference Agenda](#)

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Breakout Sessions: Day 1 – Wednesday, June 12

Breakout Session Slot	Breakout Room	Presentation	Presenter
11:30am to 12:15pm	Lodo	2017 National Nursing Workforce Survey	Richard A. Smiley
	Highlands	Building an APRN Workforce: A Rural “Grow Your Own” Model	Ingrid Johnson
	Larimer Square	Strengthening the Nursing Workforce to Care for People With Serious Illness: Recommendations from a National Summit	Joanne Spetz
	Onyx	Nursing Workforce Data: Benefits Beyond Nurses	Lisa J. Sundean
	Tabor/Stratton	Nebraska's Multi-regional Nursing Workforce Model	Juan-Paulo Ramirez

3:00pm to 3:50pm	Lodo	More Two Steppin’ to Health Care: Using Dasymetric Mapping to Identify Underserved Areas	Matthew Turner
	Highlands	Challenges Faced by Newly Licensed Registered Nurses as the Newest Members of the Nursing Workforce	Cynthia Bienemy
	Larimer Square	Enablers and Barriers of Nurse Practitioner Contribution to Ambulatory Specialty Care	Shira Winter
		Routes to Rural Readiness: Enhancing Clinical Experiences for Nurse Practitioner Practice in Rural Primary Care	Susan Skillman
	Onyx	A Descriptive Study of Resiliency and Health in Nursing	Ann White
		Effective Strategies to Address Workplace Incivility	Penne McPherson
Tabor/Stratton	The Influence of Childbearing and Childrearing on Experienced Nurses' Intention to Leave the Bedside	Linda C. Hofmann	

Breakout Sessions: Day 2 – Thursday, June 13

Breakout Session Slot	Breakout Room	Presentation	Presenter
10:00am to 10:50am	Lodo	Workplace Violence: An Enterprise’s Approach to Responding to Caregiver Needs	Janet P. Schuster
		Results from Texas’ Study on Workplace Violence Against Nurses	Pamela Lauer
	Highlands	Describing Workforce Demand: Three States’ Data Collection and Dissemination Approaches and Examples of Uses of the Date	Susan Skillman
	Larimer Square	The Intrinsic Value of Board Service (Panel)	Kimberly Harper
	Onyx	Assessing Cultural Competence to Address Nursing Workforce Diversity Gap	Amanda Quintana
		Diversifying the Nursing Workforce: Holistic Admissions for BSN Candidates	Shane Hoon
	Tabor/Stratton	“True” Interprofessional Education: A Significant Challenge with Monumental Outcomes	Deborah Center

11:00am to 11:50am	Lodo	Developing Regional Forecasts of Nursing Supply and Demand: Data and Methodological Challenges	Joanne Spetz
	Highlands	Primary Care Nurse Practitioner Supply and Population Health	Lynn Unruh
	Larimer Square	Models of Care for Frail Older Adults Living in the Community	Karen Donelan
	Onyx	Foreign-Educated Nurses: Their Experience and Role in the Evolving Nursing Workforce	Mukul Bakhshi
	Tabor/Stratton	At the Breaking Point: The State of Mental Health in Georgia	Yin Li

Breakout Sessions: Day 2 – Thursday, June 13

Breakout Session Slot	Breakout Room	Presentation	Presenter
3:00pm to 3:50pm	Lodo	Redesign of the National Sample Survey of Registered Nurses (NSSRN)	Anne L. Stahl
	Highlands	State-Based Initiative to Create a More Highly Qualified Nursing Workforce: The Partnership Model	Deana Wilhoite
	Larimer Square	NEPIN: Continuing Momentum for Academic Progression	Tina Lear
		Trends in Registered Nursing Education: Findings from an Annual Survey of New York's RN education Programs	David Armstrong
	Onyx	Nurse Practitioner Workforce Shortages in the Neonatal ICU	Jessica Benes
Tabor/Stratton	Promoting Workplace Wellness	Rachel Whittaker	

Breakout Sessions: Day 3 – Friday, June 14

Breakout Session Slot	Breakout Room	Presentation	Presenter
8:30am to 9:20am	Lodo	Nursing Call to Action: Evaluating Outcomes in Injured Marijuana Users	Pamela Bourg
	Highlands	A New Model for the Evaluation of Clinical Workforce Needs in Response to the Substance Use Disorder Epidemic	Stephen Holloway
	Larimer Square	The Effect of Nurse Practitioner and Physician Assistant Regulations on the Growth of the Opioid Treatment Workforce	Joanne Spetz
	Onyx	Strengthening the Primary Care APRN Workforce: An Innovative Collaborative Design to Build Primary Care Pediatric Nurse Practitioner Workforce-Training Capacity	Stacey Wall
		Developing an Advanced Practitioner Fellowship in Inpatient Pediatrics	Jolie Eirich
Tabor/Stratton	Are We Educating Enough Nurses to Meet Future Demand in Oregon?: A Comparative Analysis of the Nursing and Allied Health Workforce	Rick Allgeyer	

9:30am to 10:20am	Lodo	Nurse Workforce Supply and Demand Projections: How Different Models and Source Data Influence the Results	Susan Skillman
	Highlands	How to Excel at Evaluating a New Graduate Nurse Residency Evidence-Based Practice Program	Donnya Mogensen
		Urgent Care Registered Nurse Residency Pilot Program	Chris Huth-Thompson
	Larimer Square	Rural Health Workforce Challenges: A State Journey Toward Improvement	Jennifer Kowalkowski
	Onyx	Enhancing Workforce Diversity: The Indiana Needs Initiative	Karen Clark
Tabor/Stratton	What's On Your Mind? The Role of Apprenticeships in Nursing Education, the Nurse Faculty Shortage, and Other Hot Topics for National Forum Members	Sofia Aragon	

Poster Presentations

Please visit poster presenters during breakfast, breaks, lunches and the welcome reception.

Presentation	Presenter
Creating a Dialogue Between Nursing Education and Nursing Practice to Promote a High Quality Workforce in the State of Texas	Virginia Ayars, Texas Board of Nursing
Bedsides to Boardrooms: A Tri-State Nurse Leadership and Board Service Training Initiative	Ashley Davis, Arkansas Center for Nursing Tina Lear, Missouri Center for Nursing
A Collaborative Approach to Enhance Primary Care Nursing at the Undergraduate Level	Shawn Elliott, Colorado Center for Nursing Excellence, Denver College of Nursing
Clinician Well Being & Staff Turnover: Strategies to Address Burnout	Cheryl Fattibene, NNCC
Moving Healthcare Upstream in Washington State: Understanding the Opportunities and Barriers Nurses Encounter When Addressing the Social Determinants of Health at the Point of Care	Dorene Hersh, Public Health – Seattle & King County Sofia Aragon, Washington Center for Nursing
Tracking the RN Workforce Through the Great Recession in South Carolina	Nicole McLeary, SC Office for Healthcare Workforce
Bringing the Institute of Medicine Report to Life: A Statewide Nurse Residency Program for All	Amy Ricords, Pennsylvania Action Coalition Jennifer Horn, Pennsylvania Action Coalition
Restoration of Credentials and Re-certification of Refugee Health Professionals	Franklin Shafer, CGFNS International, Inc.

Exhibitors

Organization	Representatives	Contact Information
HCA/HealthONE	Erica Rossitto Jillyn Fowler	720-384-3807 Jillyn.Fowler@HCAHealthcare.com
Children's Hospital Colorado	Patricia Givens Lisa Van Der Kamp	720-777-5586 Lisa.VanDerKamp@ChildrensColorado.org
Texas Center for Nursing	Pamela Lauer	512-776-6723 pamela.lauer@dshs.state.tx.us
Tennessee Center for Health Workforce Development	Kristin Neal	615-594-3751 mestes@tha.com
CastleBranch and NEPIN	Alison Martel Tina Lear	910-815-3880 aamarte@castlebranch.com 573-694-0180 tina.lear@nepincollaborative.org
M&G Solutions (Red Light Therapy)	Maayan Parnass	408-386-6554 https://elevareskin.com
Colorado Center for Nursing Excellence	Liana Camacho	303-715-0343 www.coloradonursingcenter.org



Leading in National Workforce Data Collection

In winter 2020, the National Council of State Boards of Nursing and The National Forum of State Nursing Workforce Centers will conduct the biennial National Nursing Workforce Survey, a comprehensive overview of the U.S. nursing workforce.

For more information visit
ncsbn.org/workforce.htm





Podium Presenters

“2017 National Nursing Workforce Survey”

Richard A. Smiley, MS, Senior Statistician, National Council of State Boards of Nursing

Pamela Lauer, MPH, Program Director, Texas Center for Nursing Workforce Studies and Member of the National Forum of State Nursing Workforce enters

The focus of this presentation will be to provide an overview of the current characteristics of the U.S. nursing workforce based on the results of the 2017 National Nursing Workforce Survey and to highlight noteworthy trends.

“Building an APRN Workforce: A Rural ‘Grow Your Own’ Model”

Ingrid Johnson, DNP, MPP, RN, Senior Director of Operations and Policy, Colorado Center for Nursing Excellence

Over \$4 million in funding has been obtained in Colorado to support up to 110 new rural and/or underserved APRNs across the state. This presentation will outline the trajectory of that project and how it could be replicated across the county to build a rural and underserved APRN workforce. The discussion will identify both the successes of the program and the learning that has occurred to allow this ongoing project to thrive and attract the attention of funders from across the country.

“Strengthening the Nursing Workforce to Care for People With Serious Illness: Recommendations from a National Summit”

Joanne Spetz, PhD, Professor, University of California, San Francisco

As the older population of the United States continues to grow, there is an urgent need to improve care for individuals living in the community with chronic and serious illness. This presentation summarizes recommendations developed at a Workforce Summit to ensure an adequate workforce to meet care needs of those living with serious illness in the community, with a focus on actions to be taken by nurse educators and leaders.

“Nursing Workforce Data: Benefits Beyond Nurses”

Lisa J. Sundean, PhD, MHA, RN, Assistant Professor, University of Massachusetts Boston College of Nursing and Health Sciences

Marcia Proto, M.Ed., CAS, Executive Director, Connecticut League for Nursing and Connecticut Center for Nursing Workforce

Michelle Riordan-Nold, MPP, Executive Director, Connecticut Data Collaborative

Workforce data infrastructure is critical for building, predicting, and maintaining a strong nursing workforce. By developing strategic relationships, we can advance this infrastructure and data usage beyond the nursing workforce for decision-making about education, policymaking, and grantmaking that serve broad public interests.

“Nebraska's Multi-regional Nursing Workforce Model”

Juan-Paulo Ramirez, Ph.D., Independent Consultant, Nebraska Center for Nursing

The presentation will address the Nebraska’s Multiregional Nursing Workforce Model (“The Model”) which is used to predict nursing workforce supply and demand for RNs, APRNs, LPNs until the year 2025.

“More Two Steppin’ to Health Care: Using Dasymetric Mapping to Identify Underserved Areas”

Matthew Turner, PhD, MPH, Program Director, Health Professions Resource Center, Texas Department of State Health Services

Timothy J. Hawkins, Program Specialist, Texas Center for Nursing Workforce Studies, Texas Department of State Health Services

Pamela L. Lauer, MPH, PMP, Program Director, Texas Center for Nursing Workforce Studies, Texas Department of State Health Services.

This presentation uses new mapping methods to produce more granular, impactful data on levels of health provider shortages.

“Challenges Faced by Newly Licensed Registered Nurses as the Newest Members of the Nursing Workforce”

Cynthia Bienemy, PhD, RN, Director of the Louisiana Center for Nursing at the Louisiana State Board of Nursing

The Newly Licensed Registered Nurse Survey is conducted biennially by the Louisiana Center for Nursing. Over the last eight years that the survey has been conducted, newly licensed RNs have shared compelling information related to the successes and challenges they have faced during their pursuit of employment and their experiences as a new RN. The findings from these surveys are used to inform employers, nurse educators, and other stakeholders that have an interest in recruiting and retaining newly licensed RNs.



Podium Presenters

“Enablers and Barriers of Nurse Practitioner Contribution to Ambulatory Specialty Care”

Shira Winter, PhD Candidate, RN, MSN, FNP-BC, University of California, San Francisco, Robert Wood Johnson Foundation Future of Nursing Scholar

Erin Matsuda, DNP, RN, CPNP, Director of Fetal Treatment, University of California San Francisco

Linda M. Stephan, MSN, MSc, RN, CPNP, Assistant Clinical Professor, Department of Family Health Care Nursing, University of California, San Francisco

Susan Chapman, PhD, RN, FAAN, Professor, Department of Social and Behavioral Sciences, University of California, San Francisco

This presentation shares the findings of a qualitative study to assess the perceived contributions of nurse practitioners in ambulatory specialty care settings, and barriers and enablers to providing those contributions, in the context of changing payment mechanisms and team-based care.

“Routes to Rural Readiness: Enhancing Clinical Experiences for Nurse Practitioner Practice in Rural Primary Care”

Susan Skillman, MS, Senior Deputy Director, University of Washington Center for Health Workforce Studies

This presentation will identify, describe, and compare the approaches of rural-oriented nurse practitioner (NP) education and training programs found to be successful in facilitating NPs' transition from education to rural employment and effective practice. The study was conducted by the Collaborative for Rural Primary care, Research, Education, and Practice (Rural PREP).

“A Descriptive Study of Resiliency and Health in Nursing”

Ann White, RN, PhD, MBA, NE-BC, Dean, College of Nursing and Health Professions, University of Southern Indiana

Chen Chen, DrPH, CPH, MEd, Statistician

This presentation will report the results of a study investigating the perceptions of resiliency, physical health, and mental health in over 800 practicing nurses and 200 nursing students. Results indicate a correlation with resiliency and perceptions of physical and mental health.

“Effective Strategies to Address Workplace Incivility”

Penne McPherson, EdD, RN-BC, OCN, Oncology Educator, Centura Health

Theresa Buxton, PhD, RN, CNE, Department Chair, Metropolitan State University

A review of the destructive effects of workplace incivility on personal and professional lives with a focus on positive strategies to manage uncivil behaviors.

“The Influence of Childbearing and Childrearing on Experienced Nurses' Intention to Leave the Bedside”

Linda C. Hofmann, PhD, RN, NEA-BC, NE-BC, Assistant Professor, University of Utah

A qualitative study on the influence of childbearing and the responsibilities of mothering young children, and experienced nurses' intention to leave the bedside.

“Workplace Violence: An Enterprise's Approach to Responding to Caregiver Needs”

Janet P. Schuster, DNP, MBA, RN, NEA-BC, CPHQ, HACCP, Chief Nursing Officer, Cleveland Clinic Lutheran Hospital, Cleveland, Ohio

Healthcare workers are at four times the risk for workplace violence injuries than workers in the private sector, according to the Occupational Safety and Health Administration. Caregivers need to have access to resources that will help them react to, or deescalate, violent situations and understand the support available in the event there is an episode of violence in the workplace. This session will overview what one large hospital enterprise has done to address this important healthcare topic.

“Results from Texas' Study on Workplace Violence Against Nurses”

Pamela Lauer, MPH, Program Director, Texas Center for Nursing Workforce Studies

Cate Campbell, MPH, Researcher, Texas Center for Nursing Workforce Studies

This presentation will cover the results of Texas' Workplace Violence Against Nurses Facility Survey and Individual Nurse Survey as well as the establishment of a Workplace Violence Against Nurses grant program.

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Podium Presenters

“Describing Workforce Demand: Three States’ Data Collection and Dissemination Approaches and Examples of Uses of the Data”

Susan Skillman, MS, Senior Deputy Director, University of Washington Center for Health Workforce Studies

Joanne Spetz, PhD, Professor, Philip R. Lee Institute for Health Policy Studies, University of California, San Francisco

Clark Ruttinger, MPA, MBA, Director, Workforce Research and Utah Nursing Workforce Information Center

Sofia Aragon, JD, BSN, RN, Executive Director, Washington Center for Nursing, President, National Forum of State Nursing Workforce Centers

This presentation will compare new approaches being used to collect workforce demand data (including for nurses) in Washington, California and Utah and discuss the value of the findings.

“The Intrinsic Value of Board Service” (Panel)

Kimberly Harper, MS, RN, FAAN, CEO, Indiana Center for Nursing; Nursing Lead, Indiana Action Coalition – Future of Nursing Campaign for Action; Board Chair, Nurses on Boards Coalition

Karren Kowalski, PhD, RN, NEA-BC, ANEF, FAAN, President & CEO, Colorado Center for Nursing Excellence; Nursing Lead, Colorado Action Coalition – Future of Nursing Campaign for Action; Board Member, Nurses on Boards Coalition

Ann White, RN, PhD, MBA, NE-BC, Dean, College of Nursing and Health Professions, University of Southern Indiana

Karen Clark, Ed D, RN, Dean of Nursing and Health Sciences, IU East and President, Indiana Center for Nursing

Please join us for this lively session that will consist of an overview of resources available from Nurses on Boards Coalition at the national and state level, including the NOBC Competency and Readiness Models, which will be followed by a panel discussion consisting of nursing experts who currently serve in such roles & who will provide their personal journeys including:

- 1. How they were “called” to serve on their first board and where/how they began;*
- 2. What they wish they had known prior to starting their board service;*
- 3. Positive outcomes that have come about due to their involvement with the specific board or commission/appointment;*
- 4. The intrinsic value that serving on a board has brought to each of them.*

“Assessing Cultural Competence to Address Nursing Workforce Diversity Gap”

Amanda Quintana, DNP, RN, FNP, Project Director, Coach-CTI

Treatment of any problem generally begins with an assessment; therefore, it makes sense that personal and professional cultural competence be assessed to adequately address the nursing workforce diversity gap. Solutions begin with self-awareness, awareness of others, and the ability to change one’s perspective and behavior. Strategies to do this will be explored in this session.

“Diversifying the Nursing Workforce: Holistic Admissions for BSN Candidates”

Shane Hoon, EML, MA, Assistant Dean of Student Affairs and Diversity, University of Colorado – College of Nursing

Amy Sturrock, MA, Senior Academic Advisor for Undergraduate Programs, University of Colorado – College of Nursing

Sandra Tapiceria-Adams, Senior Admissions Operations Analyst, University of Colorado – College of Nursing

The incorporation of a more holistic admissions process has aided the CU College of Nursing’s attempts to become more inclusive and diverse, and by doing so, better representing the patient populations we serve. During this session, we will discuss the different aspects of our holistic review process, the benefits, challenges, and subsequent outcomes.

“True” Interprofessional Education: A Significant Challenge with Monumental Outcomes

Deborah Center, MSN, RN, CNS, CTACC, PhD Candidate – Senior Director for Education and Coaching, Colorado Center for Nursing Excellence

Callie Anne Bittner, MS, RN, Coach-CTI, Project Director, Colorado Center for Nursing Excellence

Creating an interprofessional education program for provider-level students from multiple universities and geographic locations has many challenges and opportunities. We created two unique programs for developing team skills and leadership that has resulted in some significant change in interprofessional competencies and quality outcomes.



Podium Presenters

“Developing Regional Forecasts of Nursing Supply and Demand: Data and Methodological Challenges”

Joanne Spetz, PhD, Professor, University of California, San Francisco

This presentation provides a detailed look at a set of regional forecasts developed for California and candidly reviews the challenges and limitations of these forecasts.

“Primary Care Nurse Practitioner Supply and Population Health”

Lynn Unruh, PhD, RN, LHRM, Professor, University of Central Florida

This study looks at the relationship between primary care nurse practitioner (PCNP) supply and county level population health. It finds PCNP supply is significantly related to better quality of clinical care and prevention of ambulatory care-sensitive hospital admissions in the county population. Population levels of insurance, socio-economic status and environmental and behavioral factors are related to other health outcomes.

“Models of Care for Frail Older Adults Living in the Community”

Karen Donelan, ScD, EdM, Senior Scientist, Health Policy Research Center, The Mongan Institute, Massachusetts General Hospital, Associate Professor of Medicine, Harvard Medical School

This presentation will report on key findings from a two-year mixed methods study of health care teams and professional staffing serving frail older adults in the community.

“Foreign-Educated Nurses: Their Experience and Role in the Evolving Nursing Workforce”

Mukul Bakhshi, JD, Director, Alliance for Ethical International Recruitment Practices, CGFNS International, Inc.

Foreign-educated nurses (FENs) can help alleviate nursing shortages, but they are particularly vulnerable to exploitation and unfair treatment. Interviews and surveys were conducted to understand the current state of international nurse recruitment and assess the range of FEN experiences in the U.S.

“At the Breaking Point: The State of Mental Health in Georgia”

Yin Li, PhD, Assistant Professor, Nell Hodgson Woodruff School of Nursing, Emory University

This study determined the need for adult mental health services in Georgia and examined if the mental health workforce is sufficient to address the needs of this vulnerable population.

“Redesign of the National Sample Survey of Registered Nurses (NSSRN)”

Anne L. Stahl, PhD

The NSSRN was conducted by HRSA approximately every 4 years from 1977-2008 and in 2012, HRSA conducted a National Sample Survey of Nurse Practitioners (NSSNP). The 2018 NSSRN combined components of previous NSSRNs with components of the National Sample Survey of Nurse Practitioners (NSSNP), employed an improved sampling frame by matching information to Census Bureau administrative data, and collected data on new delivery systems and health reform.

“State-Based Initiative to Create a More Highly Qualified Nursing Workforce: The Partnership Model”

Deana Wilhoite, MSN, RN, Clinical Instructor, University of Kansas

The Kansas Community College Nursing Partnership was created in response to the need to increase the number of baccalaureate-prepared nurses and to promote diversity within the nursing workforce. This Partnership provides nursing students an opportunity to obtain their associate nursing degree concurrently with their Bachelor of Science in Nursing degree at less cost and within less time as compared to programs utilizing traditional nursing pathways.

INTRODUCING OUR NEW CEO

Garrett K. Chan

PhD, RN, APRN, FAEN, FPCN, FCNS, FNAP, FAAN



The *HealthImpact* Board of Directors is pleased to announce that Dr. Garrett K. Chan has been chosen as President and Chief Executive Officer of *HealthImpact*. Dr. Chan looks forward to building on the organization's strong relationships with other state and national organizations and advancing the next steps for nursing to meet the evolving needs in healthcare and the nursing workforce.

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Podium Presenters

“NEPIN: Continuing Momentum for Academic Progression”

Tina Lear, MHA, National Program Director, NEPIN: National Education Progression in Nursing Collaborative
Building on the momentum of the former RWJF APIN program, NEPIN is continuing to highlight the positive outcomes of accessible educational advancement and professional achievement for the nursing workforce. This presentation will provide you with an update on activities and opportunities around academic progression, link between equity, achievement and thriving, innovations and alternatives for clinical education, and professional development of faculty.

“Trends in Registered Nursing Education: Findings from an Annual Survey of New York’s RN Education Programs”

David Armstrong, PhD, Project Director, New York Center for Health Workforce Studies
This presentation will describe trends in RN education in New York, including the supply and demand for new graduates.

“Nurse Practitioner Workforce Shortages in the Neonatal ICU”

Jessica Benes, MAN, RN, NNP-BC, NNP Clinical Manager, Children’s Hospital of Colorado
The development of a cost-effective hiring/orienting strategy to promote early transition into practice and onboard nurse practitioners sooner to alleviate workforce shortages.

“Promoting Workplace Wellness”

Rachel Whittaker, MS, RN–BC, CPN, Clinical Education Specialist, Children’s Hospital Colorado
Trish Julian, BSN, RN, CPN, Associate Clinical Manager, Children’s Hospital Colorado
Terri Ream, BSN, RN, Charge Nurse Liaison, Children’s Hospital Colorado
Laura Jaramillo, BSN, RN, Charge Nurse Liaison, Wellness Champion, Children’s Hospital Colorado
Allison Perry, BSN, RN, Wellness Champion, Children’s Hospital Colorado
Engaging frontline staff in fundamental wellness promotes personal resiliency and holistic well-being. The project aims were to:
1) align with ANA’s Healthy Nurse Healthy Nation;
2) recruit unit-based Wellness Champions;
3) implement real-time recognition; and
4) promote access to wellness resources.

“Nursing Call to Action: Evaluating Outcomes in Injured Marijuana Users”

Pamela Bourg, PhD, RN, TCRN, FAEN, Group Director Trauma Programs, Centura Health
This presentation will review Colorado’s journey with marijuana and healthcare, identify clinical parameters in caring for patients that use recreational marijuana, and examine the patient care experience with trauma patients who use recreational marijuana in a hospital setting.

“A New Model for the Evaluation of Clinical Workforce Needs in Response to the Substance Use Disorder Epidemic”

Stephen Holloway, MPH, Branch Chief, Colorado
This presentation reviews a model to conduct quantitative assessment of community level needs by predicting the demand for substance use disorder treatment at small geographies and comparing that predicted demand with the estimated supply of treatment services. By evaluating the ratio of need to supply in an enhanced two-step floating catchment area framework, this model enables discrete, localized spatial evaluation of substance use disorder workforce capacity in a way not previously attempted.



Podium Presenters

“The Effect of Nurse Practitioner and Physician Assistant Regulations on the Growth of the Opioid Treatment Workforce”

Joanne Spetz, PhD, Professor, University of California, San Francisco

Since 2016, nurse practitioners have been able to obtain approval from the Drug Enforcement Agency to prescribe buprenorphine for opioid use disorder treatment in office settings. However, collaborative practice requirements may impact the ability of NPs to engage in opioid treatment. This presentation provides results from data analysis on whether scope of practice restrictions have affected NP engagement in opioid treatment.

“Strengthening the Primary Care APRN Workforce: An Innovative Collaborative Design to Build Primary Care Pediatric Nurse Practitioner Workforce-Training Capacity”

Stacey Wall, DNP, APRN, CPNP-AC/PC, NEA-BC, Director of Advanced Practice, Children’s Hospital Colorado

Rosario Medina, PhD, FNP-BC, ACNP, CNS, Assistant Dean and Associate Professor of Graduate Programs, University of Colorado College of Nursing

This presentation will describe a collaborative academic-practice partnership model that was created to expand access to primary care for the underserved pediatric population and increase PNP training opportunities. This model demonstrates the value of academic practice partnership to strengthen the primary care APRN workforce and meet the future needs of our healthcare system.

“Developing an Advanced Practitioner Fellowship in Inpatient Pediatrics”

Jolie Eirich, MSN, CPNP, AC/PC, Senior Instructor , University of Colorado, Department of Pediatrics, Director, Hospital Medicine Advanced Practice Program, Children’s Hospital Colorado, Co-Director, APP Fellowship, Children’s Hospital Colorado

Reduction in resident work hours, expansion of dedicated pediatric hospitals and efforts to increase access to care has increased the demand for advanced practice providers (APPs) in the inpatient pediatric setting. APP graduates have strong interest in post-graduate training, however, few programs exist in pediatrics, and gaps exist in the amount of inpatient training in graduate APP programs and the preparedness of new graduates to take on roles in subspecialty inpatient practice. APP and Physician faculty from the Critical Care and Hospitalist sections at Children’s Hospital Colorado collaborated to build a strong didactic and clinical training program, and collaborated with other inpatient subspecialties to develop experiences within those subspecialties to help address these needs.

“Are We Educating Enough Nurses to Meet Future Demand in Oregon?: A Comparative Analysis of the Nursing and Allied Health Workforce”

Rick Allgeyer, PhD, Research Director, Oregon Center for Nursing

Licensing data alone is often inadequate to understand the interaction between the education pipeline and employment. Data from the state’s employment department and higher education institutions were used to demonstrate regional variation in the supply of healthcare workers, and the capacity of the state’s education pipeline to meet future demand for nursing and allied health workers.

“Nurse Workforce Supply and Demand Projections: How Different Models and Source Data Influence the Results”

Susan Skillman, MS, Senior Deputy Director, University of Washington Center for Health Workforce Studies

Joanne Spetz, PhD, Professor, Philip R. Lee Institute for Health Policy Studies, University of California, San Francisco

David Armstrong, PhD, Project Director, New York Center for Health Workforce Studies and Director, Health Workforce Technical Assistance Center

Garrett Chan, PhD, MS, President and Chief Executive Officer, HealthImpact

This presentation will describe health workforce projection models, why findings vary, and how national and state projections should be used to influence nursing workforce planning and policy.



Podium Presenters

“How to Excel at Evaluating a New Graduate Nurse Residency Evidence-Based Practice Program”

Donnya Mogensen, MS, RN-BC, Nurse Residency Manager, Children’s Hospital Colorado

This presentation will describe a nurse residency programs EBP curriculum, project development, and program evaluation.

“Urgent Care Registered Nurse Residency Pilot Program”

Chris Huth-Thompson, MSN, BSN, RN, Professional Development Consultant, Professional Development and Quality for Nursing, Kaiser Permanente of Colorado

Stacie Sidberry, BS, BSN, RN, Urgent Care RN, Kaiser Permanente of Colorado

Develop an educational program enhancing required knowledge and skills of the primary care registered nurse (RN), enabling proficiency in urgent care setting.

“Rural Health Workforce Challenges: A State Journey Toward Improvement”

Jennifer Kowalkowski, MS, MPH, RN, Doctoral Student, University of Wisconsin-Madison School of Nursing

Barb Pinekenstein DNP, RN-BC, FAAN, Clinical Professor, University of Wisconsin-Madison School of Nursing

To describe Wisconsin’s journey toward improving the rural health nursing workforce.

“Enhancing Workforce Diversity: The Indiana NEEDS Initiative”

Karen Clark, Ed D, RN, Dean of Nursing and Health Sciences, IU East and President, Indiana Center for Nursing

Ann White, PhD, RN, Dean of the College of Nursing and Health Professions, University of Southern Indiana

Kimberly Harper, MS, RN, FAAN, Chief Executive Office, Indiana Center for Nursing, Nursing Lead, Indiana Action Coalition

This session will discuss the Indiana NEEDS (Nursing Education Engagement and Diversity Statewide) Initiative which strives to improve healthy equity and build a culture of health by increasing diversity and inclusion in the Indiana nursing workforce.

“What’s On Your Mind? The Role of Apprenticeships in Nursing Education, the Nurse Faculty Shortage, and Other Hot Topics for National Forum Members”

Sofia Aragon, JD, BSN, RN, Executive Director, Washington Center for Nursing, President, National Forum of Nursing Workforce Centers

Cynthia Bienemy, PhD, RN, Director, Louisiana Center for Nursing, Louisiana State Board of Nursing

Jana R. Bitton, MPA, Executive Director, Oregon Center for Nursing

Clark Ruttinger, MPA, MBA, Director, Workforce Research, Director, Utah Nursing Workforce Information Center

As a collection of states focused on nursing workforce development, National Forum members identify hot topics that their members are exploring in their respective states. Join our discussion about these topics, the common themes among states, and share ideas to collectively work together to address these issues.



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presentations

Nurse Workforce Supply and Demand Projections: How Different Models and Source Data Influence the Results

Describing workforce demand: Three states' data collection and dissemination approaches and examples of uses of the data

Routes to Rural Readiness: Enhancing Clinical Experiences for Nurse Practitioner Practice in Rural Primary Care
(Research funded by Rural PREP)

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Poster Presenters

“Creating a Dialogue Between Nursing Education and Nursing Practice to Promote a High Quality Workforce in the State of Texas”

Virginia D. Ayars, EdD, MS, RN, CNE, Nursing Consultant for Education, Texas Board of Nursing

Pamela Lauer, MPH, Program Director, Texas Center for Nursing Workforce Studies, Center for Health Statistics

The Texas Board of Nursing charged a Board-appointed Task Force to Study Implications of Growth of Nursing Education Programs to create a dialogue between nursing education and clinical partners to facilitate optimal clinical learning experiences. This poster presentation describes the methodology, outcomes, and future implications of the work of the Task Force.

“Bedsides to Boardrooms: A Tri-State Nurse Leadership and Board Service Training Initiative”

Ashley Davis, MNsc, RN PhD (c), Executive Director of the Arkansas Center for Nursing

Tina Lear, MHA, BS, Executive Director of the Missouri Center for Nursing; National Program Director for NEPIN

We will highlight the process of developing a Tri-State Nurses on Boards Training Initiative. The purpose of this initiative was to develop an innovative Nurses on Boards (NOB) training model that prepares nurses for leadership roles and board service that will impact population health.

“A Collaborative Approach to Enhance Primary Care Nursing at the Undergraduate Level”

Shawn Elliott, DNP, RN CPNP-PC, Project Director, Colorado Center of Nursing Excellence / Denver College of Nursing

Jama Goers, PhD, RN, Dean of Nursing, Platt College

Melissa Milner, DNP, MSN-Ed, RN, Adams State University

Three Colorado based nursing education programs collaborated on two objectives (a) recruit 60 nursing students to participate in a longitudinal clinical experience in community-based primary care sites and (b) enhance didactic and clinical education curricula to integrate primary care.

“Clinician Well Being & Staff Turnover: Strategies to Address Burnout”

Cheryl L. Fattibene, DNP (c), MSN, MPH, CRNP, Chief Nurse Practitioner Officer, National Nurse-Led Care Consortium (NNCC)

This poster addresses the scope of the clinician burnout epidemic, contributing vs. protective factors for preventing burnout as well as organizational and personal strategies to move beyond burnout.

“Moving Healthcare Upstream in Washington State: Understanding the Opportunities and Barriers Nurses Encounter When Addressing the Social Determinants of Health at the Point of Care”

Dorene Hersh, MN, RN, Chief Nursing Officer, Public Health, Seattle & King County

Sofia Aragon, JD, BSN, RN, Executive Director, Washington Center for Nursing

This project highlights the role of nursing in improving health equity. We explored how nurses might serve as chief health strategists in partnership with the healthcare system and nonprofit sector to incorporate the social determinants of health (SDOH) into plans of care.

“Tracking the RN Workforce Through the Great Recession in South Carolina”

Nicole McCleary, MA Research Associate, South Carolina Office for Healthcare Workforce

This study reviews workforce attachment of RNs in South Carolina from 2006 to 2016 to summarize the effect of the Great Recession on RNs of different ages, and how workforce dynamics changed as the economy recovered.



Poster Presenters

“Bringing the Institute of Medicine Report to Life: A Statewide Nurse Residency Program for All”

Jennifer Horn, Manager, Pennsylvania Action Coalition

PA Nurse Residency Collaborative Steering Council:

- Amy Ricords, MEd, BSN, RN-BC, PA Action Coalition Director of Nursing Professional Development
- Kelly Gallagher, MSN, RN-BC, PA Nurse Residency Collaborative Chair
- Denise Ratkiewicz, MSN, RN-BC
- Ann Rollman, MSN, RN-BC
- Brianna Blackburn, BSN, RN, CMSRN, RN-BC
- Cathy Levonian, PhD, MPH, RN-BC
- Cathy Griffin, BSN, RN
- Jennifer Barton, DNP, RN
- Lydia Kim, BSN, RN
- Sarah Hexem, JD
- Jennifer Horn, BA
- Zaharaa Davood, BS

The Pennsylvania Action Coalition partnered with Vizient, Inc. in 2016 to offer a state-wide residency curriculum to all graduate nurses in Pennsylvania, forming the PA Nurse Residency Collaborative (PA-NRC). In January of 2019, the PA-NRC consisted of 79 hospitals working together to better support the next generation of nurses across the state: learn more about their innovative model, successes and lessons learned.

“Restoration of Credentials and Re-certification of Refugee Health Professionals”

Franklin A. Shaffer, EdD, RN, FAAN, FFMRCIS, President & CEO, CGFNS International, Inc.

Mukul Bakhshi, JD, Director, CGFNS Alliance for Ethical International Recruitment Practices

This presentation highlights the importance of re-certification and re-qualification of refugee health professionals, and how this recognition can address both current and projected shortages in human resources for health. With an estimated 22.5 million persons considered refugees globally, CGFNS has developed a program to identify those that are health care professionals, restore their credentials and re-certify their competencies in order to reintegrate them into the workforce.

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Continuing nursing education contact hours will be awarded based on sessions attended and the submission of an evaluation form. A link to the form will be provided after the meeting has ended.

There is no conflict of interest for any individual in a position to control or influence the content of this activity.

Contact Information

For more information about this conference or **The National Forum of State Nursing Workforce Centers**, please contact **Liana Camacho** at liana@coloradonursingcenter.org or visit us online at www.nursingworkforcecenters.org