Florida Blue Foundation

In Partnership with the Florida Action Coalition

THE PROCEEDINGS

2013 Statewide Nursing Summit

November 13-15, 2013

Nursing in Florida: Celebrating the Past and Advancing the Future

Florida Blue Foundation

Mission

Help people and communities achieve better health

Vision

A leading innovator enabling healthy communities

Guiding Principles and Values

Respect, Integrity, Imagination, Courage, Excellence

Focus Areas

The Florida Blue Foundation has enhanced its focus areas and programming, with a focus on health solutions in delivery systems, multicultural and growing populations, and critical issues of affordability, access and quality. Our four focus areas will:

Advance innovation and promote solutions in the health care system

- Focus on innovative ideas, programs and best practice models for new health solutions serving underserved populations
- Focus on access to affordable, nontraditional health service delivery

Build healthy, strong communities

- Local grants to meet local community needs in the areas of Education/Literacy, especially birth through 5; Health and Human Services; Arts and Culture; and Community Development

Improve consumer health with focus on healthy lifestyles to promote better health in communities

- Use already demonstrated sound evidence-based materials for programs for family wellness in multicultural populations

Improve quality and safety of patient care

- Continue to co-lead Florida Action Coalition
- Develop health professional programs with focus on workforce shortages and expertise to serve special populations (seniors, disabled, etc.)
- Explore opportunity for caregiver education and support for "aging in place" programs

Florida Blue Foundation is a trade name of Blue Cross and Blue Shield of Florida Foundation, Inc., an Independent Licensee of the Blue Cross and Blue Shield Association.

Florida Blue Foundation

In Partnership with the Florida Action Coalition

THE PROCEEDINGS

2013 Statewide Nursing Summit

November 13-15, 2013

Nursing in Florida: Celebrating the Past and Advancing the Future

Center for Advanced Medical Learning and Simulation (CAMLS), USF Health, Tampa, Florida

Satellite Locations

Florida State University, Tallahassee

Pensacola State College, Pensacola

University of Miami, Miami

Florida Blue Foundation

Florida Action Coalition

2013 Statewide Nursing Summit Purpose

Nursing in Florida: Celebrating the Past, Advancing the Future

For more than a decade, Florida Blue and Florida Blue Foundation have advanced nursing in Florida as part of a focus to improve the quality and safety of patient care. Key to this improved patient care is a well-trained and prepared nursing workforce.

The purpose of the summit is to promote nursing and nursing education in Florida by:

- Providing learning and networking opportunities
- Showcasing best practices and innovations in Florida's nursing care delivery
- Hearing from national experts in the field
- Acknowledgment and involvement of Florida Blue and Florida Blue Foundation's nursing scholars
- Highlighting Florida Blue's and Florida Blue Foundation's commitments and contributions to nurses and nursing education

Themed Celebrating the Past, Advancing the Future, the summit program is designed to meet the educational needs of nurse educators, researchers, administrators, nurse practitioners, physicians, psychologists, students and others in health and health-related fields. Speakers and panelists represent the broad spectrum of nursing, health and health-related fields, and are recognized nationally and internationally for their expertise.

In an effort to reach nurses and other health and health-related professionals from across Florida, the summit will be simulcast in real time at satellite centers located across Florida. In addition to the in-person presentation at the Center for Advanced Medical Learning and Simulation (CAMLS), USF Health, Tampa location, the summit will be simulcast at Florida State University, Pensacola State College and University of Miami.

With more than 3 million members, the nursing profession is the largest segment of the nation's health care workforce. Working on the front lines of patient care, nurses can play a vital role in helping realize the objectives set forth in the 2010 Affordable Care Act. Florida Blue and the Florida Blue Foundation are positioned to continue to develop Florida's nursing workforce through strong partnerships and investments across Florida.

SUMMIT PROCEEDINGS

TABLE OF CONTENTS

Introduction	6
Proceedings	8
Integrating QSEN and Magnet to Improve Health Outcomes and Florida Blue Update on Healthcare Reform	8
Dr. Peter Buerhaus	9
Collaborative Labs	10
Dr. Donna Shalala	12
Florida Action Coalition Panel Presentation	13
World Café Sessions – Voting Responses	14
World Café Small Group Discussions	27
Final Plenary Session – The Future	30
Conclusions	32
Nursing Summit Agenda	Appendix 1
Nursing Summit Advisory Committee, Satellite Center And Other Information	Appendix 2
Pre-and Post Surveys	Appendix 3

2013 Statewide Nursing Summit
Proceedings

INTRODUCTION

On November 13-15, 2013 the Florida Blue Foundation, in conjunction with the Florida Action Coalition, hosted the 2013 Statewide Nursing Summit, *Nursing in Florida: Celebrating the Past and Advancing the Future* at the Center for Advanced Medical Learning and Simulation (CAMLS) in Tampa, Florida. More than 135 Florida nurses and nurse champions attended the on-site summit, and upwards of 100 nurses, nursing students, and professors attended via satellite linkages from campuses in Tallahassee, Miami, and Pensacola.

The summit program was developed over 15 months by a 21 member volunteer advisory committee, made up of representatives from Florida Blue, nurse leaders and nurse champions representing diverse groups that impact nursing and the nursing profession across Florida. The summit program included keynote presentations, panel discussions, and facilitated working sessions, all designed to engage participants in dialogue around issues critical to Florida's nurses. The summit also aimed to engage nurses across the state of Florida to further the work and recommendations from the Institute of Medicine's report entitled, *"The Future of Nursing: Leading Change, Advancing Health*." This report, released in December 2010, initiated a national Campaign for Action under the direction of the Robert Wood Johnson Foundation and the Center to Champion Nursing in America at American Association of Retired People (AARP). Fifty-one Action Coalitions, in all fifty states and Washington D.C., have embarked on an initiative to address the series of recommendations designed to improve the healthcare system and provide better healthcare to all Americans. The Florida Action Coalition was formed in February 2011.

Unlike many other conferences or seminars, this summit was designed to be highly interactive with collaborative work, brainstorming, and facilitated dialogue interspersed with presentations. The format permitted highly engaged and meaningful discussions among participants.

Each session varied slightly based on the nature of the presentation or facilitation, and thus the data collection varied accordingly. Dr. Peter Buerhaus, PHD, RN, FAAN, Valere Potter Distinguished Professor of Nursing, and Director, Center for Interdisciplinary Health Workforce Studies, Institute for Medicine and Public Health at Vanderbilt University Medical Center, delivered a fact-filled keynote address, followed by a

question and answer session. Next, Collaborative Labs of St. Petersburg College divided participants into small groups and facilitated a discussion based on Dr. Buerhaus' presentation. Each small group addressed two of four posed questions and brainstormed responses/strategies which were documented on white boards. After prioritizing the responses/strategies, the final key points were presented back to all of the participants.

Dr. Donna Shalala, PhD, President, University of Miami, also delivered a riveting keynote address to the assembled audience and the three satellite locations, followed by a question and answer session. Notes were taken during Dr. Shalala's presentation and during the question and answer period. Next, a panel comprised of team leaders from the Florida Action Coalition discussed and presented the current work of the three Florida Action Coalition Committees.

In order to expand the work of the Florida Action Coalition, the attendees then participated in a brainstorming session called "The World Café." Drs. Denise Harris from Baptist Health South Florida, Karen Valentine from MGH Institute of Health Professions School of Nursing, and Evelyn Gonzalez-Morlote from Mercy College of Nursing and SFONE Nursing Consortium of South Florida Past President, conducted the World Café session according to the principles outlined in the "World Café" session guidebook ("*The World Cafe Book: Shaping Our Futures Through Conversations that Matter*.") As with the Collaborative Labs session, participants were divided into 16 small groups with a facilitator and recorder at each table. Each table responded to three questions that had been previously refined by the Florida Action Coalition Action Teams. The table could choose which questions to answer and discuss, with the facilitator insuring that all participants had an opportunity to participate, and the recorder attempting to capture any and all comments on an Excel spreadsheet. After extensive discussion, all teams reconvened in the auditorium and at the satellite locations to vote on various demographic, attitude and preference questions, using the clicker technology. A significant amount of data was collected through the "World Café" session. This data is presented in the session notes below, along with the data analysis provided by Drs. Harris, Valentine, and Gonzalez-Morlote the following morning to participants.

After the reporting of the data from the "World Café" and follow-up questions and discussions, a Nurse Leadership panel discussion took place with four of Florida's outstanding nurse leaders. This panel preceded the only breakout session of the summit and a final closing session facilitated by Dr. Debra Harrison, DNP, RN, NEA-BC, Chief Nursing Officer for Mayo Clinic. No data was collected from these final sessions.

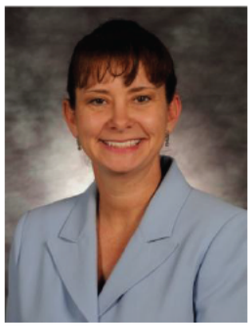
THE PROCEEDINGS

The Statewide Nursing Summit Proceedings follow the discussion flow over the three days of meetings. A member of the Florida Blue Foundation staff or board of directors, or the staff of the Florida Center for Nursing, introduced each session at the summit. For Dr. Peter Buerhaus and Dr. Donna Shalala, the comments included are taken from the remarks made at the summit. For the Collaborative Labs, World Café, and report-out sessions, these proceedings contain data collected and analyzed following the presentations.

For full presentations, please visit the Florida Blue Foundation website at www.bluefoundationfl.com and click on 2013 Statewide Nursing Summit Videos and Program under Quick Links.

Integrating QSEN and Magnet to Improve Health Outcomes and Florida Blue Update on Healthcare Reform

Dr. Teri Chenot

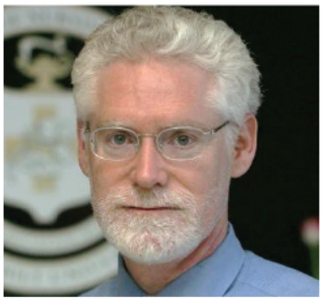


Roberta Christopher

Dr. Teri Chenot, EdD. RM. Associate Professor of Nursing, School of Nursing, College of Health Sciences, Jacksonville University, and Roberta Christopher, MSN, ARNP, Hit Pro-CP, Director of Nursing Research/Magnet, UF Health Jacksonville, presented a pre-summit workshop on integrating Quality and Safety Education for Nurses (QSEN) and Magnet Designation to Improve Health Outcomes for nurses and nurse leaders in acute care settings. The workshop addressed quality and safety content and innovation competencies that included: patient-centered care; teamwork and collaboration; evidence-based practice; quality improvement; safety; and informatics. These competencies were integrated with the Magnet designation strategies including: structural empowerment; exemplary professional practice; new knowledge, innovation and improvements; and transformational leadership. The presenters discussed how these are being integrated in an academic-service partnership in a collaborative manner, and participants were encouraged to initiate similar partnerships in their organizations. (Full presentations are available at www.bluefoundationfl.com.)

In an afternoon session, Jason Altmire, Senior Vice President, Public Policy and Community Engagement, Florida Blue, and two Florida Blue Government Affairs representatives, Kelly James, Senior Manager, and J. Gabriel McGlamerry, Health Care Reform Policy Consultant, discussed the current implementation of the Patient Protection and Affordable Care Cat (PPACA), and how it will influence healthcare access and costs. (Full presentations are available at www.bluefoundationfl.com.)

Dr. Peter Buerhaus



Dr. Peter Buerhaus

Dr. Peter Buerhaus, the Valere Potter Professor of Nursing at Vanderbilt University, opened the 2013 Statewide Nursing Summit on Thursday, November 14 with a keynote presentation.

Dr. Buerhaus, a distinguished nursing researcher well known across the United States, began with the remark that this will be the most important decade the nursing profession has faced. He commented that nurses have opportunities to shape the health care system and increase influence everywhere along the care continuum; however, it will require nurses to step into leadership positions. He recommended that nurses should anticipate challenges, especially as the healthcare delivery system undergoes transformation, and encouraged the audience to keep in mind the question: *How can I increase the value of nurses?*

Dr. Buerhaus presented some important nursing workforce data to frame his discussion. In the United States, there are approximately 2.7 million full-time-equivalent (FTE) RNs, and 1.6 million nurses work in hospital settings. While the average age of nurses in the U.S. is 43.4, 933,000 RNs are between the ages of 50-64 (35%). This points to one element of a potential nursing workforce issue, which is an aging nursing population.

During the Great Recession, nursing experienced a counter-cyclic increase in employment. During the 18 months of the Great Recession, the health care industry added 428,000 jobs, while the national economy lost 7.5 million jobs. In 2007-8, hospital RNs employment actually increased by 243,000 FTEs.

Dr. Buerhaus pointed out that there is a new influx of nurses coming into the nursing profession. A large group in their 30s entered nursing due to anticipated growth, and the number of 23 to 25-year-old FTE RNs has risen to the number of new nurses during the baby boom years. The growth is positive for young nurses.

During 2011-2012, the total RN employment grew, adding 125,000 RNs. Employment has grown twice as fast in non-hospital settings compared to hospitals. Growth in hospitals is in middle-age (35 to 49) nurses, while growth in non-hospitals is in the over 50-year-old nurses, and to a lesser extent the younger nurses.

Dr. Buerhaus asked: *What will happen next*?

If strong job recovery continues, will large numbers of older RNs retire, opening jobs for younger RNs? If the economic recovery continues to linger, and new economic pressures bear down on providers and limit growth, will young people still choose to become RNs?

With the new influx of new nurses into the field, *how do we open the doors to the new graduates?*

There is a surge of young people becoming RNs, through a surprising growth in nursing education – both numbers of new students and capacity of the nursing schools. The number of baccalaureate-trained nurses is on the rise.

Dr. Buerhaus noted that the Patient Protection and Affordable Care Act (PPACA) will provide a new context for nurses' futures. Primarily there is expanded access to care through insurance reforms.

Under health reform, there will be a change in the delivery system to improve coordination, quality, and efficiency, notably:

- Affordable Care Organizations (ACOs) and patient-centered medical homes
- Consolidation into health systems and fewer hospitals
- Physicians joining health care systems

Dr. Buerhaus noted that with respect to payment, the PPACA also changes the payment systems to strip away volume-based utilization incentives in the fee-for-service system in favor of more efficient value-driven care. This includes bundling and paying for episodes of care, and capitation.

Overall, while the prospect for nursing is very bright at this time, Dr. Buerhaus suggested that nurses need to focus on defining the value of nursing in the changing healthcare environment to continue to lead the coming changes.

Collaborative Labs

After the stimulating and provocative presentation by Dr. Peter Buerhaus, the participants, along with satellite participants in Pensacola, Tampa, and Miami, undertook a collaborative visioning and brainstorming session facilitated by Andrea Henning, CEO of Collaborative Labs at St. Petersburg College. Collaborative Labs has refined a process for quickly engaging large groups around a topic area so that the collective knowledge and wisdom of the group is focused on eliciting strategies and tactics to address problems, in this case ***Envisioning Florida Nursing Workforce Development in 2020.***

A team brainstorms ideas during the session led by Collaborative Labs

Sixteen teams in the Tampa venue, and comparable groups at the satellite locations, were randomly assigned, chose a facilitator and scribe,

and chose two of four areas to brainstorm: Training and Education; Retention; Nurse Transition; and Other. After a discussion period, each group of 8 to 10 people selected one top strategic priority to share with the entire group. Collaborative Labs provided an on-site, real-time commentator and graphic illustrator to reflect the main points to the group. A ***Real Time Record*** was then distributed through email to everyone in attendance the following morning. The strategic priorities are below.

Nurse Training and Education

- Focus on BSN – Increase BSN programs by 2020
- Practice and Education must collaboratively work together (mentioned 4 times)
- Policy changes must occur at accrediting bodies – require accreditation, exceed basic core curriculum
- Return the power to RN Board to oversee education
- Promote interdisciplinary and inter-professional education
- Teach value of diversity in nursing
- Prepare nurses for (currently) non-existing roles and working in non-traditional settings
- Teach nurses how to stay current/relevant
- Promote Residency Programs

Nurse Transition

- Promote succession planning
    - Residency/mentorship/growth
    - Structure of organization
- Ensure that nursing students receive basic foundational and leadership courses
- Build a flexible workforce – focus on economics and policy
- Create marketing policies and financial incentives for transition into new practice arenas
- Educate around career track and professional development
- Advocacy/policy – transition

Nurse Retention

- Create improved work environments: Civility, respect, collaboration, teamwork, culture of safety, effective leadership
- Help nurses with career planning and mentoring
- Address engagement as opposed to retention
- Redesign nurse work roles to deliver health prevention, health promotion
- Support with appropriate financial reimbursement, benefits and other incentives

Other

- Nurses need to be involved in health policy

- Promote interdisciplinary education and collaboration
- Promote and elevate the value of nursing
    - Value each other *first*
    - Improve collaboration
    - Use evidence-based practices
- Look for opportunities in emerging markets and adapt education to those

Some direct quotations:

"We were passionate about the need to collaborate between the education sector and the employment sector."

"We talked about engagement versus retention. We want engaged individuals to be retained. As a workplace, we need to figure out a way to engage folks so they stay. On the other hand, if they are not engaged, they are not retained. We also need to look at the career trajectory – they may be part-time, they leave, they come back – that needs to be part of that engagement process."

"Remove the glass ceiling for nurses in organizations. The young people need to know that the only limits they have are themselves. We need to end the 'nurses eat their young' mentality. Talk to organizations about eliminating that. Fix the perception that we don't mentor or help each other."

"Incorporate collaborative classrooms - medical students, health professionals and nursing students in one classroom. Do this from the beginning of their education. If they learn collaboration in the beginning, then it can transition into the clinical setting."

"Demonstrate the value of nursing by using evidence-based interventions. We should be leaders in promoting inter- & intra-disciplinary collaboration. Nurses need to be able to articulate our value clearly & with laser light focus. "

Dr. Donna Shalala

Dr. Donna Shalala

Dr. Donna Shalala presented an incredible overview of the development of the Institute of Medicine (IOM) report from her role as Committee Chair and future prospects for changes through the Patient Protection and Affordable Care Act (PPACA). With more than 30 years of experience as an accomplished scholar, teacher and administrator, she encouraged the group to "seize the opportunity" to help transform nursing. She served for eight years as Secretary of Health and Human Services (HHS) under President Bill Clinton, the longest serving HHS Secretary in U.S. history.

To frame her discussion, Dr. Shalala shared some important information about the implementation of social security and Medicare and the social impact on our quality of life. She pointed out that timing is everything in policy making and that consensus about problems and solutions are always critical to progress. She said that health care reform was the next giant step to be taken.

Dr. Shalala reviewed highlights of the IOM report with participants and stated that not only is health care reform about trying to give individuals health care coverage, it's also about providing them access to health care. She stressed that if we need to use the professionals in the system to the level of their training and that value, not volume, is the focus.

Dr. Shalala added that if we are going to focus on quality and outcome, that nurses are the key to the future and that we must do the following:

- Remove the scope of practice barriers and use people up to the level of their training
- Expand the number of training programs to provide additional opportunities for nurses wanting to become faculty

She commented that "nursing will change but it is a wonderful time to be a leader in nursing."

Florida Action Coalition Panel Presentation

Mary Lou Brunell

Following Dr. Shalala's presentation, Mary Lou Brunell, MSN, RN, Executive Director of the Florida Center for Nursing and co-lead of the Florida Action Coalition, facilitated a panel presentation on the current work being conducted by the Florida Action Coalition, with presentations from the three Action Teams and the SIP grant staff. This session led into the "World Café" session, where participants could begin to suggest the next stages of work for the Florida Action Coalition.

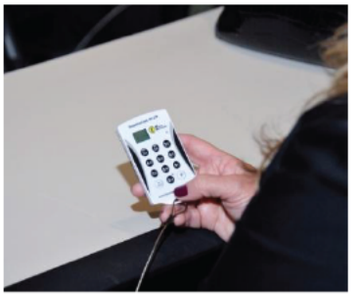
Jan Mauck

Donna Herrin-Griffith

Ann-Lynn Denker

Lori Schirle

World Café Session - Voting Responses



In the afternoon of Thursday, Nov. 14, Dr. Denise Harris, Baptist Health, and Dr. **Kathleen Valentine, now Massachusetts General Hospital, used the advanced voting** technology available through the CAMLS auditorium, to query the nurses in the audience about their thinking and preferences relative to various nursing related issues facing Florida's nursing community. The Florida Action Coalition Action Teams had previously identified these questions.

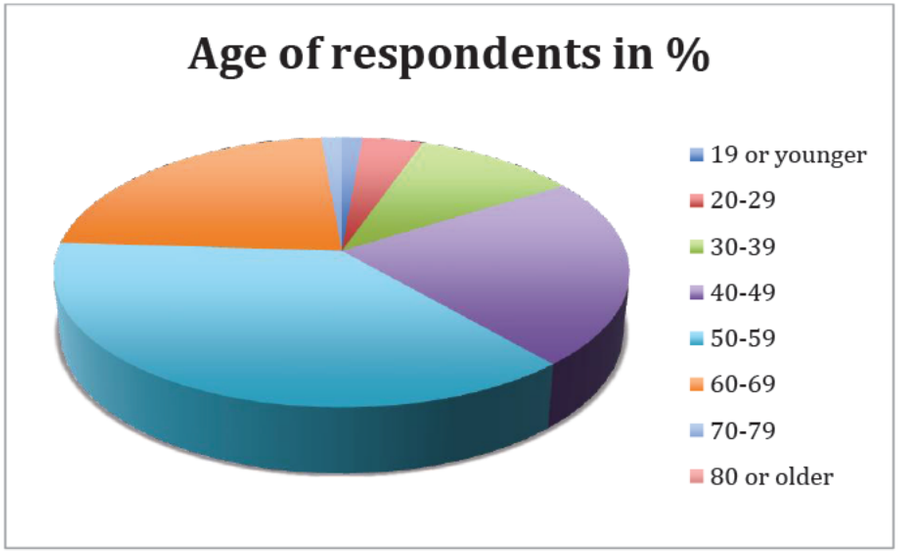
Methodology

The technology allows each individual to use a hand-held clicker to vote on a series of questions, starting with demographic data to establish who was in the audiences, and then moving into knowledge and understanding data on each question. Voting was done individually and was anonymous. The information collected was presented in aggregate. The results were tabulated automatically and were projected on the screen in real-time, in the front of the room. The participants viewed the results. Highlighted results are below.

The first four questions related to the demographics of the participants in the auditorium.

How old are you?

	Responses	
	Percent	**Count**
19 or younger	1.33%	1
20-29	4%	3
30-39	10.67%	8
40-49	22.67%	17
50-59	37.33%	28
60-69	22.67%	17
70-79	1.33%	1
80 or older	0%	0
Totals	**100%**	**75**



The modal age of 50-59 (37 %) mirrors the nursing population in Florida. An equal distribution of nurses was in the 40-49 year-old group and the 60-69 year-old group (23% respectively). It was noted that very few young nurses were in attendance. The participants were 90 percent female.

What is your race/ethnicity?

	Responses	
	Percent	**Count**
Hispanic or Latino	10.96%	8
Non-Hispanic White/Caucasian	67.12%	49
Non-Hispanic Black/African American	8.22%	6
Asian	4.11%	3
American Indian or Alaska Native	0.00%	0
Native Hawaiian or Other Pacific Islander	1.37%	1
Biracial or Multiracial	4.11%	3
Other	4.11%	3
Totals	**100%**	**73**

What is the highest level of education you have received in nursing?

	Responses	
	Percent	**Count**
Vocational/Practical Certificate	0.00%	0
Diploma Program	1.37%	1
Associate Degree	4.11%	3
Bachelor's Degree	20.55%	15
Master's Degree	36.99%	27
Doctorate	26.03%	19
I have not completed a nursing degree	10.96%	8
Totals	**100%**	**73**

Most attendees had completed a master's degree in Nursing (37%), with another 26% completing a doctorate degree. Twenty-one percent had a bachelor's degree.

What is the highest level of education that you have completed outside of nursing?

	Responses	
	Percent	**Count**
Vocational/Practical Certificate	1.43%	1
Diploma Program	0%	0
Associate Degree	8.57%	6
Bachelor's Degree	14.29%	10
Master's Degree	20%	14
Doctorate Degree	10%	7
Other	2.86%	2
I have not completed a degree outside of nursing	42.86%	30
Totals	**100%**	**70**

The largest number of respondents (43%) had not completed a degree outside nursing, however twenty percent (20%) had completed a master's degree and fourteen percent (14%) had a bachelor's degree outside nursing,

How long have you been practicing as a nurse?

	Responses	
	Percent	**Count**
0-2 years	2.82%	2
3-5 years	1.41%	1
6-10 years	5.63%	4
11-15 years	4.23%	3
16-20 years	2.82%	2
More than 20 Years	66.2%	47
I am not currently practicing as a nurse	16.9%	12
Totals	**100%**	**71**

Two-thirds of the respondents (66.2%) had over 20 years experience as a nurse, while almost 17% were not currently practicing as a nurse. Interestingly, two-thirds (65.75%) were also licensed as an RN, while eighteen percent (18%) were licensed at the Nurse Practitioner level.

Please identify the type of setting that most closely corresponds to your nursing practice position?

	Responses	
	Percent	**Count**
Ambulatory Care	6.76%	5
Home Health Care	1.35%	1
Hospital	25.68%	19
Nursing Home/Extended Care Facility	1.35%	1
Academic Setting	31.08%	23
Public or Community Health (School, Occupational, Correctional, Health Dept.)	2.7%	2
Insurance Claims/Benefits	2.7%	2
Other	16.22%	12
Not Applicable	12.16%	9
Totals	**100%**	**74**

The largest number of respondents hailed from academic settings (31%), with hospital employment being second (26%). The three most common positions reported were: Nurse Executive, Nurse Faculty, and Advanced Practice Nurse.

Leadership

Do you consider yourself a nurse leader?

	Responses	
	Percent	**Count**
Yes	92.65%	63
No	4.41%	3
Not sure	2.94%	2
Totals	**100%**	**68**

Almost 93% of the attendees consider themselves nurse leaders.

Which of the following is most important for nurse leaders to assume leadership roles within healthcare, academia, public policy and other industry settings?

	Responses	
	Percent	**Count**
Leadership skills training	25%	18
Mentors	4.17%	3
Opportunities to participate on a leadership level	13.89%	10
Ability to communicate the value proposition of nursing	23.61%	17
Willingness to become involved	33.33%	24
Totals	**100%**	**72**

Given the choices offered, the willingness to become involved (33%) was the most important characteristic identified for nurses to assume nurse leadership roles, along with receiving training in leadership skills (18%). In the broader context, the ability to communicate the value proposition of nursing (24%) is important in promoting nurse leadership at an organizational and policy level.

So how do nurses move into leadership roles? The next question addressed this.

Which of the following is most important in supporting nurses in pursuing and attaining leadership positions?

	Responses	
	Percent	Count
Identify opportune leadership activities	8.57%	6
Provide education in governance roles of leadership service	21.43%	15
Build relationships with supportive leaders	44.29%	31
Cultivate proactivity	25.71%	18
Totals	**100%**	**70**

For this audience, building relationships with supportive leaders was designated by almost half those present (44%) as the most important activity, followed by cultivating proactivity (26%), and providing education in governance roles of leadership positions (21%).

Special note (not related to the above chart):

Mentorships emerge as the most important activity, along with reaching out and seeking positions of leadership, and learning about the roles and responsibilities of sitting on boards and committees. Developing leaders can be seen as a two-way relationship, where current leaders reach out to younger or less experienced nurses to help train and groom them for leadership positions, and those less experienced become more active in reaching out for leadership positions and seeking help and guidance from those in higher levels of authority.

Likewise relative to promoting more diverse nurse leaders, mentoring was identified as the most important activity (58%), while reaching out to diverse nursing students was the second most important activity (29%). If nursing is going to see more diverse nurse leadership, clearly active engagement is necessary to get those current diverse nursing students on the path to leadership.

Which of the following academic-based initiatives do you believe should be the first priority to increase the proportion of working RNs with a BSN education or higher in Florida?

	Responses	
	Percent	**Count**
RN to BSN programs	30.99%	22
BSN offerings at community or state colleges	14.08%	10
Consortia or agreements between community or state colleges and universities	25.35%	18
Grants or scholarships	18.31%	13
Other	11.27%	8
Totals	**100%**	**71**

The participants supported the development and continuance of RN to BSN programs (31%), academic progression programs that link the community or state college AND programs with BSN programs at universities (25%), and providing grants and scholarships to students to continue their education (18%). Some support for offering the BSN at community or state colleges was also noted (14%).

Which of the following employer-based initiatives do you believe should be the first priority to increase the proportion of working RNs with a BSN education or higher in Florida?

	Responses	
	Percent	**Count**
Pay differential according to level of education	35.21%	25
Tuition reimbursement for obtaining a BSN	36.62%	26
Preference in hiring of BSN prepared nurses	18.31%	13
Shared academic-clinical opportunities for nurse faculty	5.63%	4
Other	4.23%	3
Totals	**100%**	**71**

In terms of employer –based initiatives the results showed a preference for tuition reimbursement (37%) and pay differentials according to level of education (35%). Preference in hiring RNs with a BSN degree was also mentioned (18%).

Which of the following initiatives do you believe should be first priority in doubling the number of doctorally (PhD or DNP) prepared nurses in Florida?

	Responses	
	Percent	**Count**
Bridge programs (BSN to PhD, MSN/DNP, BSN to DNP)	20.00%	14
Support within academic institution to promote doctoral education of faculty (e.g., waiver of tuition for MSN faculty to obtain doctoral degree)	20.00%	14
Agreements between academic institutions and outside employers (e.g., health systems, retail stores) that facilitate doctoral education	30.00%	21
Scholarships and grants	27.14%	19
Other	2.86%	2
Totals	**100%**	**70**

The participants strongly supported agreements between academic institutions and outside employer that facilitate doctoral education (30%), and grants and scholarships for students completing the doctoral program (27%). Also supported were bridge programs for academic advancement (20%) and support within the academic institution to promote doctoral education (20%).

Which of the following initiatives do you believe should be first priority in ensuring that nurses advance their education and training beyond seeking degrees (i.e., lifelong learning)?

	Responses	
	Percent	Count
Increasing access to dedicated clinical educational units	8.45%	6
Increasing availability for nurses to obtain CEUs	12.68%	9
Supporting credentialing through sponsorship or pay differentials	38.03%	27
Offering residency programs to new and transitioning nurses	25.35%	18
Other	15.49%	11
Totals	**100%**	**71**

The largest response here was supporting credentialing through sponsorship or pay differentials (38%). Offering residency programs to new and transitioning nurses was also supported (25%).

Where you work, do you feel that you are able to practice nursing in the way that you were taught is the best for positive patient outcomes?

	Responses	
	Percent	Count
Yes, all of the time	15.00%	9
Most of the time	56.67%	34
Some of the time	25.00%	15
No, not at all	3.33%	2
Totals	**100%**	**60**

The majority of respondents report that they can practice nursing in the way they were taught most of the time (57%). An additional 15% reported they can practice in that way all the time.

What is the primary barrier that prevents you from practicing to the full extent of your education, training, and skills?

	Responses	
	Percent	**Count**
Restrictions on prescribing medications	13.33%	8
Restrictions on ordering tests	0.00%	0
Restrictions on prescribing therapies	0.00%	0
Reimbursement issues	18.33%	11
Lack of respect from other healthcare team members	28.33%	17
Restrictive institutional policies	40.00%	24
Totals	**100%**	**60**

The primary barriers to practicing to the full extent of a participant's education include: restrictive institutional policies (40%), lack of respect from other team members (28%), and reimbursement issues (18%).

What is the one best way to influence change in the way you practice nursing?

	Responses	
	Percent	**Count**
By participating on committees at work	27.03%	20
By belonging to professional organizations	20.27%	15
By changing where I work	6.76%	5
By being politically active	33.78%	25
By going back to school	10.81%	8
By complaining about the current restrictions	1.35%	1
Totals	**100%**	**74**

Being politically active (34%) and participating on committees at work (27%) were the top ways of influencing change in the ways one practices nursing, followed by belonging to professional organizations (20%).

Who is most likely to be successful at assisting nurses to work to the full extent of their education, training, and skills?

	Responses	
	Percent	Count
Chief Nursing Officers	23.61%	17
Nurse Lobbyists	11.11%	8
Hospital administrators	11.11%	8
Legislators	29.17%	21
Physicians	5.56%	4
Patients/Consumers of Health Care	16.67%	12
Other healthcare provider or organization	2.78%	2
Totals	**100%**	**72**

Participants suggest that legislators (29%) will be most successful at assisting nurses to work to the full extent of their education, training and skills, followed by Chief Nursing Officers (24%), and patients or consumers of healthcare (17%).

World Café Small Group Discussions

On the morning of Friday, Nov. 15, Dr. Evelyn Gonzalez-Morlote presented the findings from the World Café small group. The participants had been randomly assigned to one of 16 groups. Questions to be answered by these teams had been previously developed by the Florida Action Coalition Action Teams.

Data Analysis Methodology

Drs. Denise Harris, Kathleen Valentine, and Evelyn Gonzalez-Morlote collected all 16 tables' responses, as well as those from the satellite locations. These responses had been captured on spreadsheets developed beforehand, with responses to questions divided by pages, and individual's responses able to be coded to capture individual statements. Themes were extracted from each response and discussion item, with all three researchers agreeing on the common themes. Individual comments that did not match with others were not included in the analysis. Also, the researchers worked to articulate actionable items that could then be used by the Florida Action Coalition in their planning work. These responses are grouped into the domains of the three Action Teams: Leadership; Education, and Practice.

I. Leadership

What challenges do nurse leaders in Florida have?

- Vision
- Development
- Education
- Experience
- Economics/value
- Healthy work environment
- Respect/support
- Collaborative practice
- Aging workforce
- Adaptation of technology

*How will **expectations** change with healthcare reform? What additional **skill sets** might be needed?*

Expectations:

- Expanding roles of all nurses
- Collaborative practice
- Wellness and prevention focus
- Continuum of care management – care transitions
- Health without walls
- Evidence based practice

Skill sets:

- Innovation
- Flexibility/ fluid
- Politically savvy
- Negotiation

- Communication
- Courage
- Out of the box

Who are the important advocates to educate and engage concerning the value of nurse leaders?

- Politicians
- Educators
- Healthcare leaders
- Community
- Others

II. Education

What would be especially helpful for the Education Action Team Regional toolkit?[1] Provide recommendations on how this can be improved:

- The work in the toolkit is very good
- Evidence-based practice of the role of the BSN impacting patient outcomes
- Too unfamiliar with the toolkit to give feedback

What practices have you found to be an impact on the diversity of nurses? Provide recommendations to Florida Action Coalition Education Action Team regarding initiatives to promote diversity as the education of nurses is advanced in Florida?

- Diversity of faculty promotes diversity in students and vice versa
- Leverage diverse nurse leaders to promote a vision of acceptance
- Utilize diverse leaders to recruit and promote diversity among students
- Utilize and disseminate data from FCN to communities and schools

III. Practice

What are some opportunities to maximize nursing practice at the legal, institutional, and cultural levels in Florida?

- <u>Legal</u>
  Eliminate barriers to the scope of practice

[1] The Florida Action Coalition Education Action Team has developed a Toolkit for regions to address increasing the percentage of working RNs with a BSN degree. This Toolkit was previously presented to the participants.

- Institutional
  Promote nurse leaders at the highest level of the organization
  Develop shared governance
- Culture
  Nursing excellence demonstrating improved patient/ health outcome

Of the opportunities just discussed, which seem more likely to be able to be implemented?

- Driving a culture of nursing excellence to demonstrate improved practice and health outcomes – we have the most control over ourselves

What does the term Collaborative Team mean to you? What does an ideal collaborative team look like?

- Themes (meaning)
  Working together in lieu of opposition
  Co-participants with the same goals and missions
  Shared responsibilities and shared outcomes
- Theme (ideal)
  Synergistic interdisciplinary partnership with shared patient centered outcomes

Final Plenary Session – The Future

A closing session was held on November 15. An effort was made to capture the information from the last two sessions of the summit, entitled, "Claiming Your Own Leadership," a panel discussion facilitated by Denise Harris, and three breakout sessions.

The major points from each breakout session are listed below.

Claiming Your Own Leadership

- Recognize emerging leaders and support them in their development
- Develop a laser-focused vision
- Be a visible leader
- Recognize your responsibility: People are watching you!
- Advocacy comes in all shapes and forms
- Keep your nursing faculty informed
- Consider external organizations to join their board

Advanced Practice Nurse: Moving on in Florida

- Restricted Practice for ARNPs in FL is an *Economic Issue* (not only a safety issue); MDs/DOs are worried about financial competition
- Nurses must use their numbers, their voices (and their checkbooks) to help remove barriers
- What YOU can do:
    - Attend lobby days/rallies,
    - Write letters to the editor,
    - Conduct TV interviews
    - Write legislative proclamations,
    - Present to (non-nursing) community groups,
    - Fundraise for legislators,
    - Support the FL Action Coalition

Advancing Nursing Research in the Transforming Healthcare Environment

- The supply of nurse researchers (trained Ph.D.) has remained constant, but the demand for research has increased
- Nurse researchers must do the work that has clinical and policy relevance
- Research should address the Iron Triangle: cost-quality-access
- Make your research relevant!

Expanding the Role of Nursing

- Wellness Nurses – Nurse Health Navigator, Nurse Coach and Nurse Educator
- Holistic Coach – nursing coaching – art & science of self-care. Promote awareness & choice (i.e. food choices)
- Care Coordinator – not a new idea, but now more important than ever! Need has exploded in part due to chronic illnesses.

The Future

Each participant was invited to write a letter to themselves on the Future, covering:

- What have we learned?
- What do we see as the issues/challenges?
- What do we need to do?
- What am I going to do?

These letters were then placed in an envelope to be mailed back to the writer in six months.

CONCLUSIONS

The 2013 Statewide Nursing Summit was an energizing and thought-provoking gathering of nursing leaders and other healthcare professionals from across Florida. The venue, agenda, and variety of presentations and interactive sessions allowed participants to listen to and react to the information provided through the lens of their accumulated experience.

The summit benefitted from the strong commitment from all of the participants. The participants mirrored Florida's nursing leadership, averaging 50-59 years old, two-thirds White / non-Hispanic, with the majority having an advanced degree in nursing, some with advanced degrees outside nursing. Two-thirds had practiced more than 20 years as a nurse. These nurses overwhelmingly considered themselves nurse leaders, recognizing the importance of the willingness to be involved, and the ability to communicate the value proposition in nursing for leadership. They recognized the importance of building relationships with supportive leaders, and being proactive in their leadership development. They recognized the importance of mentorship in developing leaders.

The participants supported the attainment of the BSN degree through academic progression programs and partnerships, and a variety of employer-based incentives. They recognized the importance of developing more doctorally-prepared nurses through scholarships and school-employer partnerships. They supported expanding nurses' ability to practice to the full extent of their training, while most felt they could practice the way they were taught most of the time. Restrictive institutional policies were most often cited as a barrier to practice, as well as a lack of respect from other healthcare team members. Being politically active and participating in committees at work or professional organizations was seen as effective ways to address advancing nursing practice.

Nursing leaders can face the challenges of the transforming healthcare environment by strengthening their skill set to include innovation, flexibility, collaborative practices, and a renewed focus on learning wellness and prevention practices.

As nurse leaders, participants were encouraged to:

- Recognize emerging leaders and support them in their development
- Develop a laser-focused vision
- Be a visible leader
- Recognize your responsibility: People are watching you!

The data presented in the proceedings support the current work of the Florida Action Coalition, and the information will be used by other nurse leaders in crafting strategies and policies relative to nursing in Florida.

The major recommendations include:

- *Demonstrate and communicate the value of nursing*. One common theme throughout the summit was the recognition that the true value of nursing should continue to demonstrate through research and evaluation to measure data on effectiveness and efficiency. Nurses must learn to speak about their value with one clear voice, and communicate the value they bring to healthcare. Nurses should speak with policymakers, be more vocal and visible in their communities and associations, and address other healthcare professionals to reach across the nursing community.
- *Lead the way in transforming healthcare.* All nurses are leaders to some extent; however, nurses need to learn leadership competencies and move into greater positions of power and authority in healthcare organizations. Nurse leaders must demonstrate the willingness to become involved. Nurses need to recognize their leadership potential and empower themselves with leadership training. They need to develop a laser-focused vision. Current nursing leaders need to be more visible in their organizations, assume board and advisory positions, and identify, develop and nurture future young leaders. Nurse leaders should also be involved in succession planning at their organization to insure continuity and preservation of the institutional knowledge
- *Engage nurses at all stages of their careers.* Nurse leaders must work to engage students as they transition to employment, such as with Residency Programs, and help nurses transition to less physically demanding positions at later stages in their careers. Identify top performers and especially nurses from diverse backgrounds to support in advancement.
- *Academic and employment partnerships* can address many issues in both education and leadership. The unique vision and perspective that the academic community and employment settings bring to issues facing the nursing workforce and healthcare delivery can be enhanced through collaboration and partnerships. At numerous points in the discussion this type of partnership was recommended to advance practicing RNs to the BSN degree, to support nurses getting higher levels of education, and to develop the leadership necessary for the future of healthcare. Promoting interdisciplinary education is seen as critical. Also, further developing strong nursing researchers was highlighted as a way to continue to identify best practices in nursing. Dedicated Educational Units were one model mentioned as a promising practice.
- *Be active and visible.* Nursing leaders need to step forward to claim their leadership, to demonstrate their ability to lead, and to become active in a variety of more visible positions. Nurses are encouraged to get more active in policy development.

- *Continue the momentum generated through this summit*. The energy and enthusiasm of all of the participants was inspiring. The Florida Action Coalition will persevere in looking for ways to continue this positive momentum.

Finally, it should be noted that the entire process of managing, planning and executing this Statewide Nursing Summit took an enormous amount of work. Velma Monteiro-Tribble from the Florida Blue Foundation was the leader of this entire process from start to finish. Florida Blue Foundation would be happy to share lessons learned from this process to any group that may be considering undertaking such an event.

2013 Statewide Nursing Summit

APPENDIX 1

Agenda

Wednesday, November 13

8:30 am – 12:30 pm

Embassy Suites Hotel, Skyway II

Pre-Summit Workshop #1

Taking it to the Next Level: Integrating QSEN (Quality and Safety Education for Nurses) and Magnet to Improve Health Outcomes

Presenters

Teri M. Chenot, EdD, RN, is Associate Professor of Nursing, School of Nursing, College of Health Sciences, Jacksonville University. She served as Campus College Chair for the College of Nursing with University of Phoenix – North Florida Campus. She earned a Master of Science in Nursing and a Bachelor of Science in Nursing from the Christine E. Lynn College of Nursing, Florida Atlantic University. She served on the board of directors for the Florida Nurses Association and the Florida Organization of Nurse Executives. She is Past President of the Northeast Florida Nurses Association for Healthcare Quality.

Roberta Christopher, MSN, ARNP, Hit Pro-CP, is Director of Nursing Research/ Magnet, UF Health Jacksonville. She joined UF Health Jacksonville in 2006 and has also served as Director of Nursing Research & Magnet, Clinical Research Coordinator, and Nursing Informatics & Research Manager. Christopher earned a Master of Science in Nursing and a Bachelor of Science in Nursing from the University of North Florida. She is a member of the American Organization of Nurse Executives, the Healthcare Information and Management Systems Society and ANIA-Caring (American Nursing Informatics Association).

Wednesday, November 13

1:30 pm – 4:30 pm

Embassy Suites Hotel, Skyway II

Pre-Summit Workshop #2

An Update on the Affordable Care Act – Sponsored by Florida Blue

During this session, panelists will cover a variety of topics related to the Affordable Care Act, including background, major provisions, Marketplace overview, implementation updates, impacts to insurance markets, operational issues, Florida Blue's position in the Marketplace, grace period update and more.

Moderator

Jason Altmire, Senior Vice President, Public Policy and Community Engagement, Florida Blue, is a key spokesperson for the company's health care policy efforts and social responsibility programs. He served three terms as a U.S. Congressman and was a key participant in the congressional debate on health care reform. Before being elected to Congress, he led the Department of Government Relations and Community Health at the University of Pittsburgh Medical Center. Earlier in his career, he helped lead the legislative effort for the Federation of American Hospitals in Washington, D.C. He holds a Master of Science in Health Services Administration from George Washington University and a Bachelor of Science in Political Science from Florida State University.

Panelists

Kelly James, Senior Manager, Government Affairs, Florida Blue. In this role he is responsible for leading a team of analysts in the review of health care reform topics to determine potential policy and operational impacts.

J. Gabriel McGlamery, Health Care Reform Policy Consultant, Government Affairs, Florida Blue. In this role, he is responsible for analyzing and facilitating the implementation of health care reform guidance and finding solutions for the hurdles that implementation presents.

Wednesday, November 13

5:30 pm – 8:00 pm

Embassy Suites Hotel, Gandy Room

Fireside Chat

Shaping Florida's Aging Future Together

Welcome

David Pizzo, Market President, West Florida Region, Florida Blue

Moderator of Fireside Chat

Susan B. Towler, APR, Vice President, Florida Blue Foundation, and Executive Director of Corporate Social Responsibility, Florida Blue

Wednesday, November 13

5:30 pm – 8:00 pm

Embassy Suites Hotel, Gandy Room

Fireside Chat

Shaping Florida's Aging Future Together

Special Guest

John H. Armstrong, MD, FACS, was appointed by Governor Rick Scott as Surgeon General and Secretary of Health for the State of Florida on April 27, 2012. A graduate of Princeton University, the University of Virginia School of Medicine and the U.S. Army Command and General Staff College, Armstrong believes that education and training are drivers for change. He came to the Florida Department of Health having previously served as the Chief Medical Officer of the USF Health Center for Advanced Medical Learning and Simulation in Tampa, where he worked to bring health care professionals together through hands-on team training.

Completing his 17-year career as a Colonel in the Army Medical Corps, Armstrong served as Director of the U.S. Army Trauma Training Center in Miami, where he led the development and implementation of an innovative and award winning trauma training program for military medical units deploying to Iraq and Afghanistan. He subsequently served as Trauma Medical Director at the University of Florida in Gainesville, and was recognized as an Exemplary Teacher in 2011. In health policy, he has served as a national leader for performance improvement, older driver safety, and disaster readiness. He is Chair of the American College of Surgeons (ACS) delegation to the American Medical Association (AMA) House of Delegates; ACS Governor for Florida; and member of the ACS Health Policy and Advocacy Group. He is the 2011 ACS/American Association for the Surgery of Trauma Health Policy Scholar, and a former trustee and executive committee member of the AMA.

Special Guest

Connie Barden, RN, MSN, CCRN-E, CCNS, is the Director of Telehealth Initiatives, Baptist Health South Florida in Miami. She also works at the organization as Clinical Nurse Specialist, eICU. Before joining Baptist Health South Florida, she was the Director of Clinical Safety and Innovation and a Clinical Specialist/Coordinator of Cardiovascular Services for Mercy Hospital in Miami. She also held a variety of positions with Mount Sinai Medical Center, South Miami Hospital, Holmes Regional Medical Center, the University of Alabama Hospital and North Carolina Memorial Hospital.

Barden is a Past President of the American Association of Critical-Care Nurses as well as the Executive Editor of the 2005 publication, "AACN Standards for Establishing and Sustaining Healthy Work Environments." She has also served as Co-chair for two years for the Critical Care Best Practices Committee with Baptist Health South Florida. She holds a Master of Science in Nursing from the University of Alabama at Birmingham and a Bachelor of Science in Nursing from the University of North Carolina at Chapel Hill.

Thursday, November 14

6:00 am – 7:00 am

Tampa Riverwalk

Morning Energy

Embrace the flow and allow yoga to guide you when you need it most – first thing in the morning. Yoga allows transformation and radiant health, cultivating a vital energy and a relaxed being. Join in this morning practice to help you discover your inner strength both physically and mentally and take on the challenges of the day with a new perspective!

7:45 am

Registration Opens

CAMLS Foyer

8:30 am

Summit Opening

CAMLS Auditorium

Welcome

David Pizzo, Market President, West Florida Region, Florida Blue

Susan B. Towler, APR, Vice President, Florida Blue Foundation and Executive Director of Corporate Social Responsibility for Florida Blue

Mary Lou Brunell, MSN, RN, Executive Director, Florida Center for Nursing, Co-lead, Florida Action Coalition

Thursday, November 14

8:30 am – 10:30 am

CAMLS Auditorium

Plenary Session #1

Increasing the Value of Nurses in an Era of Health Care Reform

Introduction of Speaker

Jason Altmire, Senior Vice President, Public Policy and Community Engagement, Florida Blue, is a key spokesperson for the company's health care policy efforts and social responsibility programs. He served three terms as a U.S. Congressman and was a key participant in the congressional debate on health care reform. Before being elected to Congress, he led the Department of Government Relations and Community Health at the University of Pittsburgh Medical Center. Earlier in his career, he helped lead the legislative effort for the Federation of American Hospitals in Washington, D.C. He holds a Master of Science in Health Services Administration from George Washington University and a Bachelor of Science in Political Science from Florida State University.

Speaker

Peter I. Buerhaus, PhD, RN, FAAN, is the Valere Potter Distinguished Professor of Nursing, and Director, Center for Interdisciplinary Health Workforce Studies, Institute for Medicine and Public Health at Vanderbilt University Medical Center. A nurse and a health care economist, Buerhaus is well known for his studies and publications focused on the nursing and physician workforces in the United States. Buerhaus served as Senior Associate Dean for Research at Vanderbilt University School of Nursing, was Assistant Professor of Health Policy and Management at Harvard School of Public Health, and was Assistant to the Chief Executive Officer of The University of Michigan Medical Center's seven teaching hospitals and Assistant to the Vice Provost for Medical Affairs.

Buerhaus was inducted into the American Academy of Nursing in 1994 and elected into the National Academy of Sciences Institute of Medicine in 2003. He has published more than 100 peer-reviewed articles with five publications designated as "Classics" by the Agency for Healthcare Research and Quality (AHRQ) Patient Safety Network. Other publications have ranked as the most widely accessed articles published in the health policy journal Health Affairs. He is co-author of the 2008 book, "The Future of the Nursing Workforce in the United States: Data, Trends, and Implications." In 2010, Buerhaus was appointed Chair of the National Health Care Workforce Commission.

Thursday, November 14

10:50 am – 12:20 pm

CAMLS Auditorium

Collaborative Breakout Session

Envisioning Florida Nursing Workforce Development in 2020

Facilitated by Collaborative Labs at St. Petersburg College

Fueled by the presentation of Dr. Buerhaus, find your team breakout and identify 2020 Strategic Priorities to address Nursing Workforce Development.

Collaborative Labs at St. Petersburg College helps organizations create a shared vision for the future, reach consensus on key priorities and develop a plan of action in an accelerated period of time. They design, facilitate, document and illustrate highly interactive and dynamic meetings customized to achieve desired results and measurable outcomes.

Facilitator

Andrea Henning is Executive Director of Collaborative Labs at St. Petersburg College and has over 23 years' experience leading organizational strategic planning, corporate training functions and leadership development.

Collaborative Labs Team

Alan Martinez
Business Development Officer

Milo Paich
Executive Facilitator

PJ Petrick
Project Technologist

Jonathan Massie
Visual Illustrator

Trish Ballew
Documenter

Joyce Thompson
Documenter

Thursday, November 14

12:30 pm – 1:00 pm

CAMLS Auditorium

Keynote Address

Health Care Reform and the Future of Nursing

Introduction of Speaker

Charles S. Joseph, Senior Vice President, General Counsel and Corporate Secretary, Florida Blue, and Chair, Florida Blue Foundation Board of Directors, is accountable for leading the company's Corporate Affairs Group. He also serves as the senior legal advisor to management and the board of directors. He holds a Bachelor of Arts in Economics from Hamilton College and a Juris Doctorate from the University of Virginia School of Law.

Keynote Speaker

Donna E. Shalala, PhD, President, University of Miami, was named President of the University of Miami in 2001 and has more than 30 years of experience as an accomplished scholar, teacher and administrator. She served for eight years as Secretary of Health and Human Services (HHS) under President Bill Clinton, the longest serving HHS Secretary in U.S. history. Shalala received her bachelor's degree in history from Western College for Women, became one of the country's first Peace Corp Volunteers, serving in Iran, and earned her doctorate from The Maxwell School of Citizenship and Public Affairs at Syracuse University.

Shalala has held tenured professorships at Columbia University, the City University of New York, and the University of Wisconsin-Madison. She served as President of Hunter College of the City University of New York and as Chancellor of the University of Wisconsin-Madison. She has more than four dozen honorary degrees and a host of other honors, including the Presidential Medal of Freedom, the nation's highest civilian award presented in 2008 by President George W. Bush; and the Nelson Mandela Award for Health and Human Rights, which recognizes individuals for outstanding dedication to improving the health and life chances of disadvantaged populations in South Africa and internationally, presented in 2010.

1:15 pm – 2:15 pm

LUNCH

CAMLS Dining Room

Thursday, November 14

2:20 pm – 3:20 pm

CAMLS Auditorium

Plenary Session #2

Florida Action Coalition Panel Discussion

This panel presentation provides an opportunity for summit participants to learn the goals, objectives and current activities of the Florida Action Coalition Teams.

Facilitator and Panelist

Mary Lou Brunell, MSN, RN, is Executive Director, Florida Center for Nursing. She is a member of the Florida Chamber Foundation's Talent Supply and Education Caucus, an appointee to the National Advisory Council for Nurse Education and Practice, and in partnership with the Florida Blue Foundation Co-leads the Florida Action Coalition, convened to advance the Future of Nursing: Campaign for Action. Her professional activities are extensive, including two terms as President of the Florida Nurses Association.

Panelists

Jan Mauck, RN, BSN, MS, NEA-BC, is Chief Nursing Officer at Sarasota Memorial Hospital. She is the Co-Founder and Past President of the Suncoast Organization of Nursing Executives, and Past President of the Florida Organization of Nurse Executives.

Donna Herrin-Griffith, MSN, RN, NEA-BC, CENP, FACHE, FAAN, is Senior Vice President and Chief Patient Care/ Nursing Officer for Martin Health System. She served as President of the American Organization of Nurse Executives. In 2013, she was inducted as a Fellow of the American Academy of Nursing.

Ann-Lynn Denker, PhD, ARNP, is Project Director, State Implementation Program Grant. She worked with Jackson Health System/Public Health Trust for 38 years, most recently serving as Director of the Center for Nursing Excellence. Denker is a Past-President of the Florida Nurses Association.

Lori Schirle, CRNA, MSN, a practicing CRNA with Jackson Memorial Hospital, has served in various leadership roles with the Florida Association of Nurse Anesthetists (FANA), including President.

Thursday, November 14

3:30 pm – 5:40 pm

CAMLS Auditorium

World Café Session

Participants will assist in priority setting for Florida Action Coalition work in progress, assess statewide readiness, and collect current strategies and practices currently in place.

Focus areas are: Leadership, Education, Practice and Indicators for Success.

Moderator

Denise Harris, MBA, MSN, RN, NEA-BC, is the Chief Nursing Officer and Vice President, Nursing Administration, for West Kendall Baptist Hospital, Baptist Health South Florida. She is a Wharton Nurse Executive Fellow, Past President of the South Florida Organization of Nurse Executives and the Florida Organization of Nurse Executives.

5:40 pm – 5:55 pm

CAMLS Auditorium

Closing Announcements and Adjourn

6:30 pm – 9:00 pm

Tampa Bay History Center
801 Old Water Street, Tampa, FL 33602

Reception and Museum Exploration

Network with fellow Summit attendees and enjoy the Tampa Bay History Museum, one of Tampa's premier cultural attractions. Located along the Riverwalk in downtown Tampa's Channel District, the Tampa Bay History Center takes visitors on a journey through 12,000 years of powerful stories of Florida's first people, explorers, pioneer families, immigrant cigar rollers and sports legends. Guests may tour the center from 6:30 pm to 8:30 pm.

Friday, November 15

6:30 am – 7:30 am

Tampa Riverwalk

Morning Energy

Embrace the flow and allow yoga to guide you when you need it most – first thing in the morning. Yoga allows transformation and radiant health, cultivating a vital energy and a relaxed being. Join in this morning practice to help you discover your inner strength both physically and mentally and take on the challenges of the day with a new perspective!

8:30 am

Registration Opens

CAMLS Foyer

9:00 am – 10:45 am

CAMLS Auditorium

Plenary Session #3

Report from the Collaborative Breakout Session and the World Café Session

Presentation on results of the work completed in the previous day's Collaborative Breakout Session and the World Café – priority setting for Florida Action Coalition work in progress, assess statewide readiness, and collect strategies and practices currently in place.

Moderator

Evelyn N. Gonzalez-Morlote, PhD, MPH, RN, CPH, is Assistant Professor, School of Nursing and Health Studies, Mercy College of Nursing. She is a member of and has served in leadership roles with numerous organizations, including National Association of Hispanic Nurses, Miami Chapter; University of Connecticut School of Nursing Advisory Board; and Nursing Shortage Consortium of South Florida.

Friday, November 15

11:00 am – 12:30 pm

CAMLS Auditorium

Plenary Session #4

Claiming Your Own Leadership

Panelists will describe leadership from their respective roles in nursing as student, educator, administrator, advanced practice and advocacy.

Moderator

Denise Harris, MBA, MSN, RN, NEA-BC, Chief Nursing Officer and Vice President, Nursing Administration, for West Kendall Baptist Hospital, Baptist Health South Florida, is a Wharton Nurse Executive Fellow, Past President of the South Florida Organization of Nurse Executives and the Florida Organization of Nurse Executives.

Panelist – Student President

Joseph Potts, BSN, RN, was the 2012-2013 President, National Student Nurses Association. He is a 2013 graduate of the University of North Florida and is currently pursuing his Master of Science in Nursing at the University of Central Florida.

Panelist – Dean

Dianne Morrison-Beedy, PhD, RN, WHNP-BC, FNAP, FAANP, FAAN, is Senior Associate Vice President, University of South Florida Health; Dean of the University of South Florida College of Nursing; and Professor of Nursing and Public Health.

Panelist – Administrator

Pamela A. Thompson, MS, RN, CENP, FAAN, is Chief Executive Officer of the American Organization of Nurse Executives and the Senior Vice President for Nursing for the American Hospital Association.

Panelist – Advanced Practice Nurse

Connie Barden, RN, MSN, CCRN-E, CCNS, is the Director of Telehealth Initiatives, and Clinical Nurse Specialist, eICU, Baptist Health South Florida in Miami.

Panelist – Advocacy

Andrea C. Gregg, RN, DSN, is Associate Professor and Director of the Jacksonville Campus of the University of Florida College of Nursing. Gregg was recently elected to a four-year term on the American Nurses Association Board of Directors.

Friday, November 15

12:30 pm – 1:30 pm

CAMLS Dining Room

Networking Lunch

No formal program

1:30 pm – 3:00 pm

CAMLS Breakout Rooms

Transforming Health Care Environment Breakout Sessions

Breakout Session #1

Advanced Practice Nursing – Moving on in Florida

Panelists will share their perspectives of the legal and practice challenges for advanced practice nursing in Florida. They will also discuss strategies to move forward, reimbursement issues, and efforts to maximize scope of practice.

Moderator

Debra Harrison, DNP, RN, NEA-BC, is the Chief Nursing Officer for Mayo Clinic in Jacksonville, Florida. She is Co-chair for First Coast Nurse Leaders, a consortium that includes Chief Nursing Officers for practice organizations and Directors/Deans of schools of nursing in Northeast Florida.

Panelists

Susan Lynch, MSN, NP-C, is Chief Executive Officer and Vice Chair of Public Affairs, Florida Association of Nurse Practitioners. Lynch volunteers for Good Samaritan Health Clinic.

Edward Briggs, DNP, ARNP-C, is an Advanced Registered Nurse Practitioner with clinical specialty in Family Practice and is full-time staff at Key Largo Medical Center Emergency Department, and Family Nurse Practitioner, Florida Institute of Family Medicine, St. Petersburg. He is the President-elect (2013) of the Florida Nurses Association and is a Director-at-Large for the Florida Nurses Foundation.

Doreen Cassarino, ARNP, MSN, BC-ADM, is a Family Nurse Practitioner with NCH Physician Group, Anchor Health Centers. She also serves as President of the Florida Nurse Practitioner Network.

Photos of other panelists not available at press time.

Friday, November 15

1:30 pm – 3:00 pm

CAMLS Breakout Rooms

Transforming Health Care Environment Breakout Sessions

Breakout Session #2

Nursing Research in the Transforming Health Care Environment

In this session, panelists will analyze the forces driving nursing research in the present and future health care environments; examine future directions in nursing research on patient outcomes; and discuss potential areas for nursing research priority in Florida in the era of the Affordable Care Act.

Moderator

LaRon E. Nelson, PhD, RN, NP, is an Assistant Professor and Assistant Dean of Global & Community Affairs in the College of Nursing at the University of South Florida. Nelson is the past Chair of the Black Gay Research Group and a Distinguished Practitioner in the U. S. National Academies of Practice and in 2011 was named one of Canada's Rising Stars in Global Health for his HIV prevention research in Ghana.

Panelists

Sean Clarke, RN, PhD, FAAN, is a health services researcher and nurse educator specializing in health policy and hospital safety issues. In 2012, he was named the inaugural Susan E. French Chair in Nursing Research and Innovative Practice with the Ingram School of Nursing, McGill University in Montreal, Canada.

Cindy L. Munro, RN, ANP-BC, PhD, FAAN, is Associate Dean for Research and Innovation, College of Nursing, University of South Florida. She also serves as Co-editor of American Journal of Critical Care.

Friday, November 15

1:30 pm – 3:00 pm

CAMLS Breakout Rooms

Transforming Health Care Environment Breakout Sessions

Breakout Session #3

Expanding the Role of Nursing

This panel will describe the impact of expanded nursing roles to patients and on practice. Panel members will discuss the role of the nurse as coach, care coordinator and wellness navigator. Participants will appreciate the impact of nurses practicing in these expanded roles as the Accountable Care Act is implemented.

Moderator

Pamela S. Chally, PhD, RN, is Dean and Professor of Brooks College of Health, University of North Florida. She serves in leadership positions with several nonprofits and has received numerous awards.

Panelists

J. Grace Eves, DNP, RN, Senior Nurse Educator, Health Promotions and Wellness Programs, Florida Blue, provides clinical oversight for the wellness nurses located throughout the state, and the Childhood Obesity and Medicare Wellness programs.

Susan Luck, RN, BS, MA, HN-BC-CCN, is adjunct faculty at the University of Miami; Clinical Nutritionist at Mercy Hospital in Miami, Fla; Co-director of the International Nurse Coach Association; and maintains a private practice in Nutrition and Wellness Coaching.

Deborah Boeff, RN, BSN, is a Project Administrator for Mayo Clinic Primary Care in Florida with a focus on assisting practices in their transformational journey towards Population Health Management and Patient Centered Medical Homes.

Friday, November 15

3:10 pm – 4:10 pm

CAMLS Auditorium

Plenary Session #5

The Future

What have we learned from the Statewide Nursing Summit, and how do we respond to the following questions:

- What do we see as the issues and challenges?
- What do we need to do?
- What am I going to do?

Moderator

Joe Baker, Jr., is Executive Director of the Florida Board of Nursing Florida. He joined the Department of Business and Professional Regulation in 1995 and was previously responsible for the Boards of Chiropractic Medicine, Podiatric Medicine, Optometry, Nursing Home Administrators, Orthotists & Prosthetists, and Clinical Laboratory Personnel. Baker also serves as a Director-at-Large for the National Council of State Boards of Nursing Board of Directors.

4:10 pm – 4:15 pm

CAMLS Auditorium

Closing Remarks and Adjourn

2013 Statewide Nursing Summit

APPENDIX 2

Nursing Summit Advisory Committee, Satellite Center and Other Information

2013 Statewide Nursing Summit Advisory Committee

Joe Baker, Jr., Executive Director, Florida Board of Nursing and Council on Certified Nursing Assistants, Florida Department of Health; Tallahassee, Fla.

Constance Brown*, BSN, RN-BC, CCM, President, Central Florida Black Nurses Association of Orlando, Inc.; Orlando, Fla.

Mary Lou Brunell, MSN, RN, Executive Director, Florida Center for Nursing; Co-Lead, Florida Action Coalition; Orlando, Fla.

Pamela S. Chally, PhD, RN, Dean/ Professor, Brooks College of Health, University of North Florida; Jacksonville, Fla.

Ann-Lynn Denker*, PhD, ARNP, Chair, Florida Board of Nursing; Miami, Fla.

J. Grace Eves, RN, DNP, Senior Nurse Educator, Health Promotions and Wellness Programs, Florida Blue; Miami, Fla.

Rosa Maria Gonzalez-Guarda*, PhD, MPH, RN, CPH, Assistant Professor, School of Nursing and Health Studies, University of Miami; Miami, Fla.

Evelyn Gonzalez-Morlote, RN, MSN, Mercy College of Nursing/SFONE Nursing Consortium of South Florida Past President; Miami, Fla.

Judy Green*, President, Florida College System Foundation; Tallahassee, Fla.

Denise H. Harris, RN, MSN, MBA, NEA-BC, Vice President, Chief Nursing Officer, West Kendall Baptist Hospital, Baptist Health South Florida; Miami, Fla.

Debra A Harrison*, DNP, RN, NEA-B, Chief Nursing Officer, Mayo Clinic; Jacksonville, Fla.

Li Loriz*, PhD, GNP, BC, Director, School of Nursing and Interim Chair, Clinical and Applied Movement Sciences, Brooks College of Health, University of North Florida; Jacksonville, Fla.

Dianne Morrison-Beedy, PhD, RN, WHNP-BC, FNAP, FAANP, FAAN, Senior Associate Vice President, University of South Florida Health; Dean, College of Nursing, University of South Florida; Tampa, Fla.

LaRon E. Nelson, PhD, RN, NP, Assistant Dean for Global & Community Affairs; Assistant Professor, College of Nursing; Assistant Professor, College of Pharmacy, Department of Pharmacotherapeutics and Clinical Research, University of South Florida; Tampa, Fla.

Suzanne Shaw*, MSN, RN, Nurse Administrator, Mayo Clinic; Jacksonville, Fla.

Kathleen Valentine, PhD, RN, Associate Dean, Clinical Affairs and Community Engagement, MGH Institute of Health Professions School of Nursing; Boston, Mass.

**Not shown in Photo*

Satellite Centers

Pensacola State College

Dusti Sluder, MSN, RN, Director of Nursing

Liz Gomez, Director of Information Technology

Florida State University

Dianne L. Speake, PhD, RN, Interim Dean and Professor, College of Nursing

Marilyn McGhee, Alumni Outreach Coordinator

University of Miami

Rosa Maria Gonzalez-Guarda, PhD, MPH, RN, CPH, Assistant Professor, Robert Wood Johnson Foundation Nurse Faculty Scholar, School of Nursing and Health Studies

Mary Hooshmand, PhD, MS, RN, Assistant Clinical Professor, School of Nursing and Health Studies

Rosa M. Lamazares-Romero, Communications Manager

Person Behind the Scenes Who Provided the Vision, Development, Management and Supervision of the Total 2013 Statewide Nursing Summit

Velma Monteiro-Tribble, Director of Grants and Programs, Florida Blue Foundation

Florida Blue Foundation Board of Directors

Charles S. Joseph, Chair

Gary M. Healy, Vice Chair

Mark S. McGowan, Secretary

Charles DiVita, III, Treasurer

Jason Altmire

Camille I. Harrison

Joyce A. Kramzer

Robert I. Lufrano, MD

Maria E. Moutinho, MD

Penny S. Shaffer, PhD

Darnell Smith

Deidre M. MacCarthy, Assistant Secretary to the Foundation Board

Florida Blue Foundation Staff Involved with the 2013 Statewide Nursing Summit

Susan B. Towler, Vice President

Velma Monteiro-Tribble, Director, Grants and Programs

Rene' Bridges, Administrative Assistant

Jay Farley, Executive Assistant

Susan F. Wildes, Senior Program Manager

Special thanks to Susan F. Wildes for serving as editor of this publication.

Others Involved with the 2013 Statewide Nursing Summit

Heidi Curtis, Consultant

Michael S. Hutton-Woodland, PhD, Consultant

Cindy Nixon-Witt, Consultant

Jennifer Sharp, Consultant

Kathleen Zwart, Meeting and Events Manager, Florida Blue

Center for Advanced Medical Learning and Simulation (CAMLS)

A special thanks to **Deborah Sutherland, PhD,** CEO, Center for Advanced Medical Learning and Simulation; Associate Vice President, USF Health; and Associate Dean, Continuing Professional Development, USF Health Morsani College of Medicine; and her staff for their great work to advance the 2013 Statewide Nursing Summit.

2013 Statewide Nursing Summit

APPENDIX 3

Pre- and Post-Surveys

Pre-Summit Survey Results

A pre-and post-summit survey was distributed to those registered for the summit, and data collected from those surveys is presented here and at the end of this Proceedings.

A pre-summit survey was distributed to registered attendees approximately three weeks before the summit was to be held. Forty (40) registrants responded to the survey. Of those:

- Forty-nine percent (49%) were 51-60 years of age (ninety percent were 41-70)
- Forty-two percent (42%) were in executive or administrative positions
- Twenty-five percent (25%) were nursing faculty
- Forty-one percent (41%) held a Master's degree
- Twenty-five percent (25%) held a nursing doctorate
- Sixteen percent (16%) were BSN-trained
- Twenty-nine percent (29%) held a Master's degree other than in nursing
- Twenty-two percent (22%) held a doctorate in a field other than nursing

Given multiple choices to identify what they were hoping to gain from the summit, the registrants wanted to learn about:

- Best practices
- Innovations in nursing care delivery
- Networking
- Awareness of statewide activities
- Transforming the healthcare environment
- Expanding the role of nursing

In terms of familiarity with the Florida Blue Foundation contribution to nursing, thirty-nine percent (39%) were very or extremely familiar, and thirty-three percent (33%) were moderately familiar, while fifty-seven percent (57%) were only slightly or not at all familiar with Florida Blue Foundation's nursing scholars.

Regarding the Florida Action Coalition, there was a range of responses of familiarity with its work:

- Twenty-four percent (24%) were moderately familiar
- Twenty-four percent (24%) were very familiar
- Twenty-two percent (22%) were extremely familiar

Eighty-nine percent (89%) were aware of the Institute of Medicine's *Future of Nursing* report and recommendations, and seventy-nine percent (79%) were currently or planning to implement those recommendations.

Post-Summit Survey Results

A post-summit survey was fielded electronically to all summit participants. Seventy-seven responses (57%) were received from the onsite participants. Preliminary results indicate that the 2013 Statewide Nursing Summit was a resounding success. Highlights from the respondents included:

- 53 (77%) rated their familiarity with Florida Blue and Florida Blue Foundation's contribution to nursing as better or much better. Almost half (48%) rated their familiarity as much better.
- 51 (74%) rated their familiarity with Florida Blue's nursing scholars as better or much better.
- 54 (81%) rated their familiarity with the work of the Florida Action Coalition as better or much better. 48 (72%) rated their familiarity as much better.
- 42 (62%) rated their familiarity with the Institute of Medicine's *Future of Nursing* report recommendations as better or much better. 28 (41%) rated their familiarity as much better.
- 55 (83%) plan to work on implementation of the IOM report recommendations.
- Of these, over 60% plan to either network with other professionals, provide education, or conduct advocacy. Additionally, over 25% plan to conduct research or provide trainings.
- 64 (96%) of respondents participated in networking opportunities at the conference.
- 48 (71%) rated the summit's demonstration of new best practices and innovation in nursing care delivery as effective or very effective.

In terms of quality of the sessions, the scores (1 to 6 scale, 6 = excellent) ranged from 4.27 to 5.39 (average 4.77). The breakout sessions (Advanced Practice Nursing, Research, and Expanding the Role of Nursing) scored 5.38, 5.39. and 5.14, respectively. The two keynote presenters (Buerhaus, Shalala) both scored 4.77.

Other overall results:

- 42 (64%) rated the price of the summit as "just right." 16 (24%) rated it as "somewhat expensive."
- 60 (91%) would attend another nursing summit.
- 60 (91%) think that providing Continuing Education Units (CEUs) to attend was important.
- 53 (80%) rated the hotel meeting space (Embassy) as very good or excellent.
- 59 (89%) rated the CAMLS meeting space as very good or excellent.
- 55 (83%) rated the meals as excellent.

Comments from participants:

- "Wonderful event! It is so important for different areas to come together to share information. Speakers and panels were excellent."
- "Very enlightening. Thank you so much for the opportunity to come together with other nurse leaders."
- "This was great. I really liked that there was so much opportunity for discussion and input. Thank you."
- "Thank you Florida Blue for modeling true support, commitment, and quality in leadership. It was great."
- "The Nursing Summit was excellent and provided much needed data. The Summit was a good way to network with other FL nursing leaders. It would have been nice to open it up to nursing students so they could observe the caliber of nursing leaders in their state working towards advancing the future of the nursing profession in the state of FL." [USF nursing students were in attendance.]
- "It was wonderful to have the off-site satellites represented."
- "This was the best learning and interactive session I have ever been to. Great job!"
- "The summit provided great visibility for the coalition and BCBS."

SPECIAL NOTE

Each participant received 16.75 contact hours for this continuing nursing education activity. The contact hours were awarded from USF Health, the approved accredited provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

SPECIAL THANKS

Special thanks to Deborah Southerland, PhD, CEO, Center for Advanced Medical Learning and Simulation; Associate Vice President, USF Health; and Associate Dean, Continuing Professional Development, USF Health Morsani College of Medicine; and her staff for their great work to advance the 2013 Statewide Nursing Summit.

Special thanks to Michael Woodland-Hutton, Woodland & Associates, who served as a consultant on the project.

Florida Blue Foundation

Florida Blue Foundation
4800 Deerwood Campus Parkway, DCC3-4
Jacksonville, FL 32246
(800) 477-3736, ext. 63215

Website: **www.bluefoundationfl.com**
Email: **thebluefoundation@bcbsfl.com**

facebook.com/floridabluehealth
twitter.com/@FLBlue#NurseSummit
youtube.com/floridablue

Florida Blue Foundation is a trade name of the Blue Cross and Blue Shield of Florida Foundation, Inc., an Independent Licensee of the Blue Cross and Blue Shield Association
78890 0814