

## What's the future of nursing?



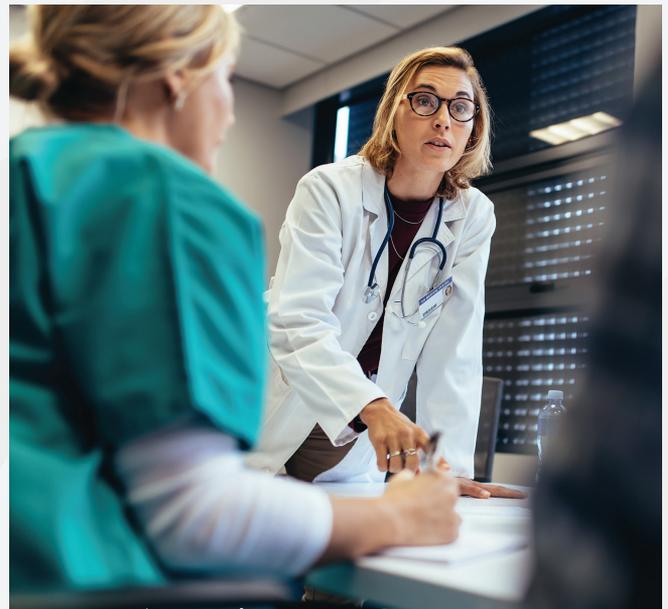
*Education*



*Practice and care*



*Diversity*



*Leadership*

- Cadet Nurses
- Mandatory immunization
- Nurses on boards

## Future of Nursing 2020-2030: Extending the vision

Nurses, healthcare leaders, and stakeholders are once again seeking to map out the future of the nursing profession into the next decade as a way to prepare for and meet ever-evolving healthcare changes.

The National Academy of Medicine (NAM) held a public session March 20 in Washington, DC, to launch a new study on the future of nursing. The goal of the Committee on the Future of Nursing 2020-2030, tasked by the Robert Wood Johnson Foundation (RWJF), is to extend the original vision and chart a path for the nursing profession to help our nation create a culture of health, reduce health disparities, and improve the health and well-being of the U.S. population in the 21st century.

“The entire ANA Enterprise, along with our constituent and state nurses associations, stands ready to engage with the committee in a robust dialogue on the future of nursing,” said ANA Enterprise CEO Loressa Cole, DNP, MBA, RN, NEA-BC, FACHE, who joined leaders from seven nursing organizations in presenting comments to the committee.

Cole expressed support for the committee’s goals and highlighted numerous ANA Enterprise programs that can serve to inform the committee’s thinking. Among them are the American Nurses Credentialing Center’s (ANCC’s) Magnet Recognition Program® and Pathway to Excellence Program®, the Substance Abuse and Mental Health Services Administration (SAMHSA) Minority Fellowship Program (MFP) at the American Nurses Association (ANA), the ANA Center for Ethics and Human Rights, and Healthy Nurse, Healthy Nation™.

Further, Cole noted the appointment of Allison Squires, PhD, RN, FAAN, an ANA-New York member, as the NAM Distinguished Nurse Scholar-in-Residence, who will focus on this work. For nearly 30 years the American Academy of Nursing, ANA, and the American Nurses Foundation have supported this influential fellowship.

The public session is one of the many processes that the committee will use to gather information and assemble evidence that members will examine and discuss in the course of making their findings, conclusions, and recommendations.

### Looking back

Nearly 10 years ago the Institute of Medicine (now NAM) published the landmark report, *Future of Nursing: Leading Change, Advancing Health*, which included recommendations designed to improve access to high-quality patient care and build a healthier America through nursing. The target year to implement many of the recommendations is 2020.



ANA Enterprise CEO Loressa Cole

Since that time, much progress has been made toward the goals outlined in the report in the areas of education, scope of practice, nurse leadership, and diversity, among others. ANA, along with leading nursing organizations, has supported the recommendations through key initiatives that align with the associations’ work on nursing issues.

After publishing the report, the IOM collaborated with RWJF to implement the recommendations. RWJF, in partnership with AARP, launched the Future of Nursing: Campaign for Action, which worked at national and state levels toward the goals. Many of ANA’s constituent and state nurses associations have provided leadership through the Campaign for Action – a strategy to move the report recommendations at the state level.

At the public session, Susan Hassmiller, PhD, RN, FAAN, senior scholar-in-residence and advisor to the president on nursing at NAM, and a New Jersey State Nurses Association member, reviewed key messages and goals from the 2010 report. With health reform at the forefront of the national agenda at that time, it was believed that nurses could fill new and expanded roles in care coordination, health promotion, and quality improvement.

“The 2010 report offered a clarion call for action to build the capacity of the nursing workforce, foster interprofessional collaboration, and improve diversity, to ensure all nurses are prepared to lead change and advance health,” Hassmiller said. “The IOM report became a blueprint that galvanized the nursing community and a broad spectrum of partners in and

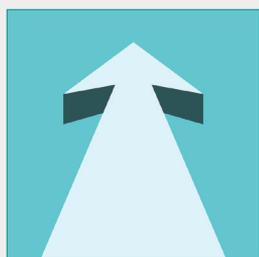
outside of healthcare.”

The 2010 goal was to prepare all nurses to lead change to advance health, including:

- Nurses should be able to practice to the full extent of their education and training.
- Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
- Nurses should be full partners, with physicians and other health professionals, in redesigning healthcare in the United States.
- Effective workforce planning and policy-making require better data collection and an improved information infrastructure.

## Progress made

Susan Reinhard, PhD, RN, FAAN, senior vice president and director of the AARP Public Policy Institute and chief strategist for the Center to Champion Nursing in America, presented what she referred to as unprecedented progress made through broad coalitions of nurses and other professionals.



Here are some of the highlights shared by Reinhard as identified in the Campaign for Action Dashboard and reported on the campaign website:

### Campaign vision in 2010:

Everyone in America can live a healthier life, supported by nurses as essential partners in providing care and promoting health equity and well-being.

## Education

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

- The percentage of employed nurses with a bachelor's degree or higher in nursing in the United States reached 56% in 2017, up from 49% in 2010.
- According to the American Association of Colleges of Nursing, the number of RN-to-BSN graduates rose from 22,531 in 2010 to 62,725 in 2017.

Double the number of nurses with a doctorate by 2020.

- The number of employed U.S. nurses with a doctoral degree grew to 28,004 in 2017—a figure that has more than tripled since 2009.



## Practice environment

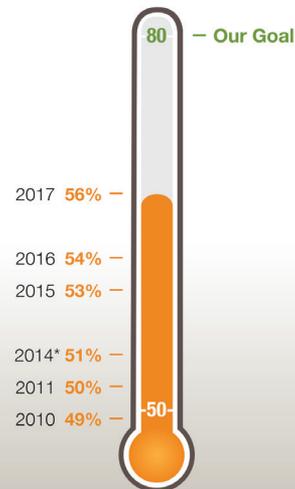
Advanced practice RNs (APRNs) should be able to practice to the full extent of their education and training.



- Nine states have fully modernized laws so that millions of people are now able to access the full range of care provided by APRNs. Six additional states made substantial improvements to their laws and 10 states made incremental improvements that have increased consumers' access to high-quality healthcare.
- At the federal level, the U.S. Department of Veterans Affairs (VA) in 2016 improved veterans' access to care by allowing most APRNs to practice without restrictions at VA facilities.
- A recent federal report recommending ways to increase Americans' access to healthcare calls on states to expand scope of practice laws for APRNs.

IOM Recommendation:  
Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020

Percentage of employed nurses with a baccalaureate (or higher) degree in nursing

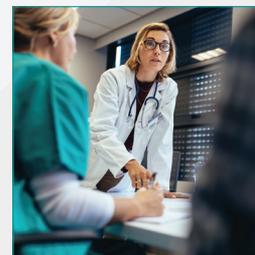


Source: Future of Nursing, Campaign for Action Dashboard.

## Leadership

Healthcare decision-makers should ensure that leadership positions are available to and filled by nurses.

- More than 5,600 nurses now officially report serving on boards, meaning the Nurses on Boards Coalition is more than halfway to its goal of getting 10,000 nurses on boards by 2020.



## Diversity

Make diversity in the nursing workforce a priority.

- From 2010 to 2017, the number of minority RN graduates increased by 43% and the number of male RN graduates increased by 29%.



## ANA initiatives

ANA continues its long-standing efforts to position nurses in the best way to meet the needs of patients and populations now and into the future through advocacy, practice, leadership, educational programs, resources, and collaboration. Several highlights tied to the future of nursing goals are:

- ANA collaborated with the Organization for Associate Degree Nursing in 2015 to publish the position statement, “Academic progression to meet the needs of the registered nurse, the health care consumer and the U.S. health care system,” which emphasizes the importance of nurses having access to seamless models of academic progression from high-quality, accredited nursing education programs and defines five models of academic progression.

health by producing more than 400 of the nation’s leading behavioral health nurse professionals.

- The American Nurses Foundation and ANA are founding members of the Nurses on Boards Coalition and are dedicated to increasing the number of nurses serving on boards of directors. The Foundation offers resources to aid nurses in achieving their leadership goals.
- The ANA Enterprise launched Healthy Nurse, Healthy Nation in May 2017 to transform the health of the nation by first improving the health of its 4 million RNs. More than 50,000 individuals and 350 partner organizations have joined the initiative.

IOM Recommendation:

Health care decision-makers should ensure leadership positions are available to and filled by nurses

The number of nurses who report serving on boards to the Nurses on Boards Coalition

Our goal: to get 10,000 nurses on boards by 2020

**OUR GOAL**  
10,000 nurses on boards



As of 2/14/19  
**5,670 nurses**  
have reported  
serving on  
boards\*

Source: Future of Nursing. Campaign for Action Dashboard.

## What’s next

In reviewing the committee’s tasks, Paul Kuehnert, assistant vice-president-program for RWJF, noted nurses’ unique opportunity and responsibility to improve the nation’s health. He asked the committee to consider how to bring about changes that foster nurse innovation and allow nurses to address social determinants of health, influence policy, and serve as change agents, and to support resilience in the workforce so that nurses can support communities.

The committee will gather information and assemble evidence to produce findings, conclusions, and recommendations and plans to hold three regional town-hall meetings May through July. To stay informed and participate, sign up with NAM for emails and watch ANA member publications for updates.

## Resources

### The Future of Nursing 2020-2030

[nam.edu/the-future-of-nursing-2020-2030](http://nam.edu/the-future-of-nursing-2020-2030)

### ANA CEO comments to Committee on the Future of Nursing 2020-2030

[nursingworld.org/news/news-releases/2019-news-releases/future-of-nursing-committee-cale-re-marks](http://nursingworld.org/news/news-releases/2019-news-releases/future-of-nursing-committee-cale-re-marks)

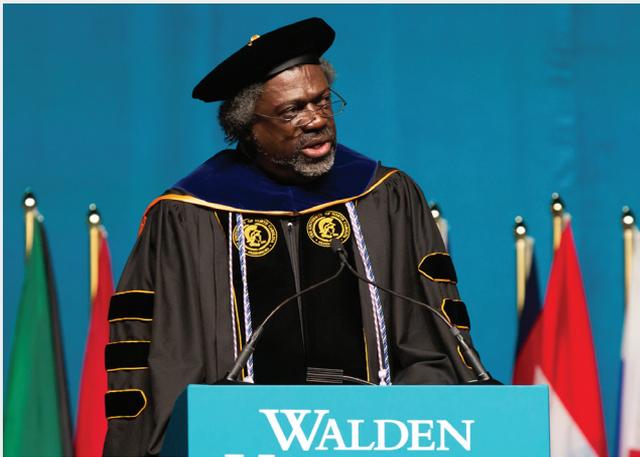
### Campaign for Action Dashboard

[campaignforaction.org/resource/dashboard-indicators](http://campaignforaction.org/resource/dashboard-indicators)

- ANA-New York-supported legislation known as “BS in 10” became law in December 2017, requiring future RNs to obtain a baccalaureate degree in nursing within 10 years after initial licensure, although it also maintains current multiple entry points into the profession.
- Over the past 45 years, the SAMHSA MFP at ANA has worked to address the shortage of underrepresented ethnic groups in behavioral

## ANA board members recognized for leadership

American Nurses Association (ANA) President Ernest J. Grant, PhD, RN, FAAN, and Director-at-Large Tonisha J. Melvin, DNP, CRRN, NP-C, were recognized by Becker's Hospital Review in its 2019 list of 68 African American leaders in healthcare. The article cited Grant's many accolades, including his 2002 Nurse of the Year Award for his volunteer efforts after the Sept. 11, 2001 attacks. Also noted were Grant's status as the first man elected president of ANA and as the first African American man to graduate from the University of North Carolina at Greensboro with a doctoral degree in nursing.



ANA President Ernest Grant gave a commencement address at Walden University in January.

### NAM Distinguished Nurse Scholar-in-Residence

Allison Squires, PhD, RN, FAAN, has been selected as the National Academy of Medicine (NAM) Distinguished Nurse Scholar-in-Residence for the Future of Nursing 2020-2030 Study.

NAM Distinguished Nurse Scholar-in-Residence is a yearlong opportunity for a fellow of the American Academy of Nursing to engage with nurse leaders and scholars at NAM while helping to develop health policy at the federal level. Squires is an ANA-New York member.

"Her unique contributions in policy, research, and community engagement will enable her to advance the important work of the Future of Nursing 2020-2030 study," said Foundation Board of Trustees Chair Tim Porter-O'Grady, DM, EdD, APRN, FAAN.



Allison Squires

Melvin is a nurse practitioner at Augusta, GA-based Norwood Veterans Affairs Medical Center, where she manages disability claims and is an environmental health specialist. She also serves on the audit panel for the Association of Rehabilitation Nurses and is a member of the Georgia Nurses Association. Melvin is a contributing author of a nurse curriculum that focuses on leadership and mentor training.



Tonisha Melvin

See the complete list of African American leaders in healthcare at [beckershospitalreview.com/lists/69-african-american-leaders-in-healthcare-2019.html](http://beckershospitalreview.com/lists/69-african-american-leaders-in-healthcare-2019.html).

## 2019 election news

Stay informed and be active in the American Nurses Association (ANA) by considering leadership opportunities.

### Candidates for ANA national office

The ANA Nominations and Elections Committee has prepared the slate of candidates for ANA's national elections, which will be held at the 2019 Membership Assembly, June 21-22 in Washington, DC. View the slate online at [tinyurl.com/y446jwb5](http://tinyurl.com/y446jwb5).

### ANA call for nominations

The ANA Committee on Appointments, a committee of the ANA Board of Directors, is currently accepting nominations for the following appointed positions on ANA committees until July 1:

- Committee on Bylaws
- Committee on Honorary Awards
- Committee on Honorary Awards Subcommittee
- Committee on Nursing Practice Standards
- Minority Fellowship Program (MFP) National Advisory Committee
- Professional Policy Committee.

Current C/SNA-ANA and ANA-Only members may nominate themselves and others to be considered for a committee position by completing an online form, currently open and available at [nursingworld.org](http://nursingworld.org). All nomination materials must be received by 5:00 PM Eastern Time on Monday, July 1, to be considered for appointment.

For additional information, contact the ANA Leadership Services Department at [leader@ana.org](mailto:leader@ana.org).

## Legislation introduced to honor Cadet Nurses

The American Nurses Association (ANA) is pleased to support bipartisan, bicameral legislation to honor nearly 120,000 Cadet Nurses who served during World War II. The legislation will designate them as honorary veterans and provide them with burial privileges. U.S. Reps. Cheri Bustos (D-IL), Greg Gianforte (R-MT), Cindy Axne (D-IA), and Troy Balderson (R-OH) introduced the House legislation on April 3, close to the birthday of former Rep. Frances Bolton (R-OH), who founded the U.S. Cadet Nurse Corps and was born on March 29, 1885. U.S. Sens. Elizabeth Warren (D-MA), Susan Collins (R-ME), Angus King (I-ME), and Steve Daines (R-MT) re-introduced the U.S. Cadet Nurse Corps Service Recognition Act in the Senate.

“The Cadet Nurses answered the call of duty to fill a critical need during World War II,” said ANA President Ernest J. Grant, PhD, RN, FAAN. “We are proud to support this bill to acknowledge and recognize these women for their selfless service to their country.”

The U.S. Cadet Nurse Corps was established in 1943 during World War II to address nursing shortages. Former Cadet Nurses have long advocated for hon-



Whitcomb J. Poster. UNT Libraries Government Documents Department.

orary veteran status, which this specific bill grants. In addition to ANA, the legislation garnered support from the American Association of Colleges of Nursing, the American Organization of Nurse Executives, and the Veterans of Foreign Wars.

“I am proud to introduce this bipartisan legislation today with my colleagues to honor the women who served in the Cadet Nurse Corps during World War II,” Bustos said. “It’s only right that we recognize their actions and sacrifices, both at home and abroad, and grant them honorary veteran status. Our country is grateful for their service in its time of need and this piece of legislation is just one way we can express our

appreciation for their efforts.”

Said Gianforte, “Dedicated members of the Cadet Nurse Corps stepped up when our country desperately needed them. With America facing a nursing shortage, they helped contribute to our victories in World War II. Unfortunately, the federal government has not given them the recognition they rightfully deserve. This bipartisan bill honors their rich legacy and recognizes the sacrifices they made in service to our country.”

## Get ready for ANA Hill Day 2019

Plan to participate in ANA Hill Day on June 20, when RNs will share their expertise, patient stories, and passion with Congressional members and staff during scheduled and impromptu meetings in Washington, DC, in advance of the 2019 ANA Membership Assembly. For those not attending in person, Virtual Hill Day allows nurses to send messages to lawmakers via calls, letters, and social media.

Nurses in the nation’s capital will have the opportunity to speak to Congressional members on both sides of the aisle as patient advocates and representatives of the nation’s most honest and ethical profession. The impact of nurses’ voices cannot be overstated, as nurses make up the largest component of the healthcare workforce.



The day starts with a breakfast briefing with speakers from ANA and Congressional representatives, who will discuss current healthcare issues and legislation. Hill Day meetings and transportation are scheduled in advance. Last year, approximately 300 participants from 45 states, the District of Columbia, Guam, and the Virgin Islands had 277 scheduled visits with members of Congress and staff.

Hill Day is ANA’s most visible advocacy event and a powerful way to amplify nurses’ voices. As the most trusted profession, nurses are in a unique position to influence action on protecting access to affordable, quality healthcare and insurance coverage for all.

Register for Hill Day 2019 at [ana.confex.com/ana/ma2019/cfp.cgi](http://ana.confex.com/ana/ma2019/cfp.cgi). For Virtual Hill Day, use the hashtag #ANAHillDay.

## Should nurses be required to get flu shots?

To: **Ethics inbox**

From: **Concerned RN**

Subject: **Mandatory influenza vaccination**

The hospital where I am employed requires all nurses to get a flu vaccination (unless religion or medical reasons, such as allergies, conflict with vaccination) every season or they will be terminated. It seems to be unethical for an employer to dictate this aspect of an employee's health. What can I do?



From: **ANA Center for Ethics and Human Rights**

Nurses have often expressed concerns about mandatory influenza vaccination for healthcare workers since its advent over the past 10 years, despite evidence of the vaccine's safety and effectiveness. Influenza, a vaccine-preventable disease, is a leading cause of death throughout the world, and therefore, a significant threat to public health.

The Centers for Disease Control and Prevention (CDC) identifies vaccination as the most important control measure against influenza and recommends that healthcare workers be vaccinated annually to protect patients as well as themselves and others. Historically, the American Nurses Association has strongly supported immunizations to protect the public from highly communicable and deadly diseases. The ethical perspectives in the *Code of Ethics for Nurses with Interpretive Statements* ([nursing-world.org/coe-view-only](http://nursing-world.org/coe-view-only)) provides the framework for this discussion.

Provision 1 of the *Code*, respect for human dignity, outlines the ethical values and justification for the

nurse's professional duty to protect the patient, colleagues, and others by receiving the flu vaccine. Provisions 2 and 3 identify nurses' primary commitment to and role in advocating for the rights, health, and safety of the patient.

Nurses and other healthcare professionals are at increased risk of contracting the flu, which also puts patients at risk. That nurses are responsible and accountable for their practice and have a duty to self as well as to others for promoting health and safety is outlined in Provisions 4 and 5. When a nurse signs a declination form and provides medical documentation for doing so, alternatives such as the requirement to wear a mask are available.

In Provision 6, the role of nurses in maintaining a work environment conducive to safe, quality patient care is viewed as an ethical obligation. It's important that there is open communication and education about the characteristics of influenza and the effectiveness of the vaccine in preventing and decreasing mortality and morbidity in patients.

Nurse leaders and others play a role in using best practices to ensure that healthcare workers receive vaccinations that are accessible and at no cost to the individual. Successful strategies include the use of vaccination clinics and mobile carts to all units, designation of flu champions, and visible support of workplace leaders.

From a legal perspective, laws reflect the values of the profession, and allow the government to act to prevent risk when there are threats to public health and patient safety.

Provisions 7, 8, and 9, which outline aspects of duties beyond individual patient encounters, also have significance to the issue of influenza vaccination. The evidence from research indicates that vaccination of healthcare staff is effective and safe in promoting patient safety (Provision 7), nurse participation in public health initiatives supports health policy to reduce health disparities (Provision 8), and nursing professional organizations develop evidence-based position statements with recommendations for nursing practice and education (Provision 9).

— Response by Linda L. Olson, PhD, RN, NEA-BC, FAAN,  
an ANA Ethics Advisory Board member.

Do you have a question for the Ethics Inbox?  
Submit at [ethics@ana.org](mailto:ethics@ana.org).

### Resource

Read ANA's position statement on vaccinations at [nursing-world.org/practice-policy/nursing-excellence/official-position-statements/id/immunizations](http://nursing-world.org/practice-policy/nursing-excellence/official-position-statements/id/immunizations).

## New board development webinars make an impact and continue to pay it forward

By Allison Nordberg

For many nurses, knowing how to begin their board journey is a daunting task. The American Nurses Foundation (Foundation) recently released four free webinars to address some of the most common areas of confusion when considering board service, and they are already having an impact.

The webinar series, funded by the Rita & Alex Hillman Foundation, includes a conversation between the Foundation’s board chair, Tim Porter-O’Grady, DM, EdD, ScD(h), APRN, FAAN, FACCWS, and Sharon Papas, PhD, RN, NEA-BC, FAAN, chief nurse executive for Emory Healthcare, on the link between nursing excellence and board service; a session on understanding board finances; and a two-part case study featuring two nurse leaders on their board journeys. Each of these free webinars offers practical instruction and advice to help others envision their path forward.

The second case study webinar features Kelly Edmondson, MSN, RN, NEA-BC, chief nursing officer at Bon Secours Mary Immaculate Hospital in Newport News, Virginia, a Magnet®-recognized facility. Mary Immaculate is one of seven hospitals participating in the Foundation’s nurses on boards pilot initiative, a year-long program working to increase the presence of Mary Immaculate nurses on boards of directors in the community by incorporating educational tools and support into existing programming.

Edmondson expressed her board aspirations and interest in participating in the pilot. Recognizing this, the Foundation invited her to participate in the webinar session focused on creating her personal path to board service. For the case study, she received coaching from Cynthia Vlasich, MBA, BSN, RN, an Indiana State Nurses Association member, who video recorded their sessions discussing Edmondson’s interest in board service and how to adapt her four-page curriculum vitae into a one-page board biography, a prerequisite to board service.

On working with Vlasich, Edmondson shared: “She taught me that I needed to change my approach and take a step back and talk about myself as a leader. She got me thinking about what I wanted and could provide the organization.” At the end of their sessions, Edmondson had both a better understanding of her interests and a clearer path forward, including the board résumé. Segments from their discussions were included in the webinar. ([nursingworld.org/continuing-education/webinars/creating-a-board-resume-case-study-2-free](http://nursingworld.org/continuing-education/webinars/creating-a-board-resume-case-study-2-free))

Edmondson put these lessons learned through the webinar to immediate use. She learned that the



Kelly Edmondson

YMCA on Granby in Norfolk, Virginia, was recruiting for a new board member via an online volunteer matching website. Edmondson applied and was selected. The YMCA is a cause near to her heart. “As a kid I had a lot of Y time,” Edmondson said. She also was drawn to the sense of community and appreciated that the values aligned with those of Bon Secours Mary Immaculate.

Edmondson noted that YMCA on Granby, which is 8 years old, never had a healthcare provider, let alone a nurse, on its board of directors. She is already using her healthcare and nursing expertise. The organization offers discounted memberships to military personnel, and Edmondson suggested expanding this to include first responders, another high-stress community she knew would benefit from the YMCA—a suggestion that has been well received by the board.

Edmondson, like thousands of nurses across the country, is stepping into a new leadership role on a board and having an impact. Nurses who are interested in following her lead can visit [nurseboardleadership.org](http://nurseboardleadership.org) or visit ANA’s learning management system to access the free webinars to help them on their board journeys.

— Allison Nordberg is project manager for the Nurses on Boards Initiative at the American Nurses Foundation.