## Indiana Action Coalition: Transforming Healthcare

### Action Committee Quarterly Report

**Date of Report:** September 18, 2013

**Committee Name:** ICN Nursing Practice Committee  
**Co-Chairs:** Cherona Hajewski & Yvonne Culpepper

**Committee members with contact info** (please attach as an addendum to this report)

### Update on goals assigned to the specific committee to include prioritization, estimated timeline, member(s) responsible:

<table>
<thead>
<tr>
<th>Goal</th>
<th>Nursing Practice</th>
<th>Assigned to:</th>
<th>Coordinated with:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop a white paper on reimbursement issues with APN practice groups related to reimbursement of services</td>
<td></td>
<td>Rachel Moody, Barbara Kelly, Marcia Jackson</td>
<td>Disposable and durable (see goal 5)</td>
</tr>
<tr>
<td><img src="image1.png" alt="" /></td>
<td>Nursing Practice</td>
<td>Rachel Moody, Barbara Kelly, Marcia Jackson</td>
<td>Stakeholder members to participate in a Access to Care (Scope of Practice) Task Force include:</td>
</tr>
<tr>
<td><img src="image2.png" alt="" /></td>
<td>Nursing Practice</td>
<td>Rachel Moody, Barbara Kelly, Marcia Jackson</td>
<td>• AARP Indiana</td>
</tr>
<tr>
<td><img src="image3.png" alt="" /></td>
<td>Nursing Practice</td>
<td>Rachel Moody, Barbara Kelly, Marcia Jackson</td>
<td>• Central Indiana Organization of Clinical Nurse Specialists</td>
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<tr>
<td><img src="image4.png" alt="" /></td>
<td>Nursing Practice</td>
<td>Rachel Moody, Barbara Kelly, Marcia Jackson</td>
<td>• Coalition of Advanced Practice Nurses of Indiana</td>
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<tr>
<td><img src="image5.png" alt="" /></td>
<td>Nursing Practice</td>
<td>Rachel Moody, Barbara Kelly, Marcia Jackson</td>
<td>• Council of Indiana Deans and Directors</td>
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<td><img src="image6.png" alt="" /></td>
<td>Nursing Practice</td>
<td>Rachel Moody, Barbara Kelly, Marcia Jackson</td>
<td>• Covering Kids and Families of Indiana</td>
</tr>
<tr>
<td><img src="image7.png" alt="" /></td>
<td>Nursing Practice</td>
<td>Rachel Moody, Barbara Kelly, Marcia Jackson</td>
<td>• Indiana Academy of Family Physicians</td>
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<tr>
<td><img src="image8.png" alt="" /></td>
<td>Nursing Practice</td>
<td>Rachel Moody, Barbara Kelly, Marcia Jackson</td>
<td>• Indiana Area Health Education Centers</td>
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<tr>
<td><img src="image9.png" alt="" /></td>
<td>Nursing Practice</td>
<td>Rachel Moody, Barbara Kelly, Marcia Jackson</td>
<td>• Indiana Association for Home and Hospice Care</td>
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<td><img src="image10.png" alt="" /></td>
<td>Nursing Practice</td>
<td>Rachel Moody, Barbara Kelly, Marcia Jackson</td>
<td>• Indiana Association of Area Agencies on Aging (Formerly CICOA)</td>
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<tr>
<td><img src="image11.png" alt="" /></td>
<td>Nursing Practice</td>
<td>Rachel Moody, Barbara Kelly, Marcia Jackson</td>
<td>• Indiana Association of Nurse Anesthetists</td>
</tr>
</tbody>
</table>

• INAC White Paper – Advanced Practice Nurse Reimbursement final version is available on the ICN website, [www.IC4N.org](http://www.IC4N.org).

• The completed roster was initiated by Kim Harper and reviewed by the ICN Executive Committee. Currently there are 26 listed stakeholders.

• Stakeholder members to participate in a Access to Care (Scope of Practice) Task Force include:
  - AARP Indiana
  - Central Indiana Organization of Clinical Nurse Specialists
  - Coalition of Advanced Practice Nurses of Indiana
  - Council of Indiana Deans and Directors
  - Covering Kids and Families of Indiana
  - Indiana Academy of Family Physicians
  - Indiana Area Health Education Centers
  - Indiana Association for Home and Hospice Care
  - Indiana Association of Area Agencies on Aging (Formerly CICOA)
  - Indiana Association of Nurse Anesthetists
Kim Harper, Executive Director, ICN, and Linda Everett, President, ICN, met with Carol Applegate the nurse attorney considered for the facilitator role to move forward the state-wide discussion on APRNs.

It was decided Carol would be the ideal person to facilitate this group. It was also decided to rename this task force as the “Access to Care” project given the primary goal is to increase access to primary care across Indiana.

The stakeholder group is invited to participate in the first session with Carol scheduled on October 31st from 2-4PM at ICN. Notification will be sent to each party to request their participation in this task force.

The ICN officers will meet with Carol Applegate the evening of September 26th to discuss this first planned stakeholder meeting on the 31st of October in greater detail. To identify long-term and short-term goals for this project and process for moving this work forward will be the focus of the
• Grow the numbers of clinical preceptors appropriate to fill advanced practice health care worker roles especially in rural health designated settings

| Nursing Practice |
| Assigned to: |
| Diana Sullivan |
| Bambi McQuade-Jones |

• Statewide APRN survey on access to clinical preceptorships resulted in 74 surveys returned.
• Preliminary review of the data is summarized into the following categories:
• Barriers to include:
  o Costs-5.2%
  o Time-58.4%
  o Space-28.6%
  o No benefit-9.1%
  o Workflow disruption-33.8%
  o No guideline-18.2%
• Increase capacity for accepting APN students include:
  o Grants/ Monetary Incentives-49.4%
  o Increased University Support-21%
  o Provider/Staff Trainings-28.6%
  o Increased Recognition-26%
  o Other-6%
• The Executive Summary on APRN barriers is attached. An action plan is in process
• Bambi McQuade-Jones, subcommittee lead is involved in the work of RWJ "think tank. Their goal is to develop a white paper with her fellowship on how to increase clinical preceptors. The RWJ think tank is hopeful to have their white paper completed by the end of September. Recommendations will be published in a white paper.
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| Collaborate with partners to propose language for legislative or regulatory consideration as deemed appropriate for this state | Nursing Practice  
Assigned to:  
Diana Sullivan  
Barbara Kelly  
Marcia Jackson  
Katherine Wallace | As already reviewed, the White Paper on APNs is posted on the ICN website. Next step as reviewed is to bring together the stakeholder members in a task force, the first session will be held on October 31st.  
Carol Applegate, an attorney will be the facilitator of this **Access to Care** group |
|---|---|---|
| Identify those organizations that can provide advocacy support and sponsorship | Nursing Practice  
Assigned to:  
Kim Harper  
Bridget Dolohanty-Johnson | Kim Harper, on behalf of INAC:TH/ICN submitted the grant proposal to the IONE License Plate Fund. Grants were due to IONE by the end of August. If awarded, the money would be available in January 2014. |
| Collaborate with Indiana schools and health care employers in exploring strategies to increase the | Nursing Practice | This work is addressed by the Education Committee |
Host a task force from education and practice to explore interest in nurse residency programming

- Cindy Adams, CNO, Community Health Network, leads this subgroup
- Current work with ICN is to evaluate how ICN website may be an option for the Residency program toolkit when it is completed that will create the access for facilities across the state
- When finished, a toolkit/resources would be available on the ICN website. It is intended to make these resources available on the website as content areas are developed rather than wait until the entire program is fully developed.
- Progress continues in developing content for the toolkit.
- A working draft of the Nurse Residency Resource Toolkit is in the review phase. The intent is to have the toolkit and resources available online after completion and approval by the ICN board.
- The Practice Resource Guide will contain three main categories: 1) Divergent tracks tailored to the specialized needs of ASN and BSN new graduates, 2) Curriculum content for nurse residents, 3) Preceptor training and development materials.
- Components of the Nurse Residency program proposal will be reviewed with the new Education/Practice subcommittee currently working on RN to BSN competencies for Schools of Nursing across Indiana.
- This new subcommittee charge is to promote a seamless progression with advancing education from RN to BSN.

Nursing Practice
Assigned to:
Susan Ahrens
Susan McRoberts
Cindy Adams
Jan Kirsch
Lynn Turner
Cherona Hajewski
| ICN Strategic Priority Areas | Identify 2 Practice Committee members to serve with identified Education committee members and AHEC to form a new subcommittee for advancing the Education-Practice Partnerships Priority. | Yvonne Culpepper will co-chair the Nursing Education-Practice subcommittee with Peggy Gerard
Given the scope of work, it was decided to form two subcommittees
Linda Wallace will co-chair another subcommittee with Cherona Hajewski focused on RN to BSN competencies
The work of these subcommittees is outlined in the revised ICN strategic plan last June.
These new subcommittees were assigned goals from the strategic planning day to include: determine clinical education model(s), develop a catalog of existing partnerships, identify RN-BSN competencies for a seamless progression for RN education in pursuit of the BSN and MSN practice levels
New members were identified for these subcommittees
Linda Wallace replaced Amy Knepp as co-chair to the Education Committee with Peggy Gerard |
Potential partners:

Ongoing Actions:

- Stakeholder members to participate in a Access to Care (Scope of Practice) Task Force include:
  - AARP Indiana
  - Central Indiana Organization of Clinical Nurse Specialists
  - Coalition of Advanced Practice Nurses of Indiana
  - Council of Indiana Deans and Directors
  - Covering Kids and Families of Indiana
  - Indiana Academy of Family Physicians
  - Indiana Area Health Education Centers
  - Indiana Association for Home and Hospice Care
  - Indiana Association of Area Agencies on Aging (Formerly CICOA)
  - Indiana Association of Nurse Anesthetists
  - Indiana Association of School Nurses
  - Indiana Center for Nursing
  - Indiana Hospital Association
  - Indiana Midwives Association
  - Indiana Organization of Nurse Executives
  - Indiana Practical Nurses Association
  - Indiana Public Health Association
  - Indiana Rural Health Association
  - Indiana State Board of Medicine
  - Indiana State Board of Nursing
  - Indiana State Department of Health
  - Indiana State Nurses Association
  - Indiana State Medical Association
  - Mental Health America Indiana
  - Veterans Affairs (Richard L. Roudebush VA Medical Center)
The Clinical Preceptor subgroup is to summarize the survey results with recommendations and action plan development addressing these preliminary findings as described below:

- **Barriers to include:**
  - Costs-5.2%
  - Time-58.4%
  - Space-28.6%
  - No benefit-9.1%
  - Workflow disruption-33.8%
  - No guideline-18.2%

- **What would increase capacity for accepting APN students include:**
  - Grants/ Monetary Incentives-49.4%
  - Increased University Support-21%
  - Provider/Staff Trainings-28.6%
  - Increased Recognition-26%
  - Other-6%

Nurse residency programming will culminate in a proposed model for a statewide residency program available to Indiana organizations (at no charge preferably), that would be accessible on a virtual basis through distance learning, web-based interaction. Individual work groups are moving this work forward. Subcommittee representatives meet with ICN to determine next steps with how to use ICN website for this program.

**Accomplishments:**

- Comprehensive White Paper INAC White Paper – Advanced Practice Nurse Reimbursement by Barbara Kelly & colleagues is finalized and available on the IC4N website.

- Kim Harper, Executive Director, ICN, and Linda Everett, President, ICN, met with Carol Applegate the nurse attorney considered for the facilitator role to move forward the state-wide discussion on APRNs
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- It was decided Carol would be the ideal person to facilitate this group. It was also decided to rename this task force project as the “Access to Care” project given the primary goal is to increase access to primary care across Indiana.
- The stakeholder group will be invited to participate in the first session with Carol scheduled on October 31st from 2-4PM at ICN.
- The Executive Summary on APRN barriers to clinical preceptors and sites is attached. An action plan is in process.
- Bambi McQuade-Jones is involved in the work of RWJ “think tank. Their goal is to develop a white paper with her fellowship on how to increase clinical preceptors. The RWJ think tank is hopeful to have their white paper completed by the end of September. Their recommendations will be published in this white paper.
- Nurse Residency Program working draft of the Nurse Residency Resource Toolkit is progressing with the intent to have the toolkit and resources available on line after completion and approval by the ICN board. The Practice Resource Guide will contain three main categories: 1) Divergent tracks tailored to the specialized needs of ASN and BSN new graduates, 2) Curriculum content for nurse residents, 3) Preceptor training and development materials.

Obstacles or areas of concern needing assistance:

Meeting minutes of all meetings held since last reporting period (please attach as an addendum to this report using Indiana Action Coalition minutes template)

Additional information not included in the above areas:

Dates of future meetings: Nursing Practice Committee meets every third Tuesday of the month from 4-5PM EST.