



NEW HORIZONS *in* WORKFORCE SOLUTIONS

NEW JERSEY COLLABORATING CENTER
FOR NURSING • ANNUAL REPORT

2018



VISION

*To be the dominant voice
on nursing workforce solutions for
New Jersey citizens.*

MESSAGE *from the* EXECUTIVE DIRECTOR



Dear Friends and Colleagues,

The New Jersey Collaborating Center for Nursing led the way to new horizons in nursing workforce solutions in 2018.

Quality data continued to be our hallmark and the foundation of our success. We addressed nursing workforce issues across all settings, transforming calls to action into opportunities that resulted in achievement in the areas of leadership, research, education and innovation.

The Center continued to be a leader in connecting funders, healthcare providers and educators in undertakings to optimize healthcare delivery. It has been a particular point of pride for us to be able to match workforce challenges to collaborative solutions, accessing the talent and dedication of countless individuals beyond our exceptional board, advisory council and staff. Remarkable partnerships were integral to our success.

Our abiding commitment to healthcare consumers and nurses inspired us to embark on multiple evidence-based research projects. Our strategic plan organized these endeavors into six key areas: Advanced Practice Nurses (APNs), home health aides, Licensed Practical Nurses (LPNs), nurse faculty, nurse residencies and school nurses.

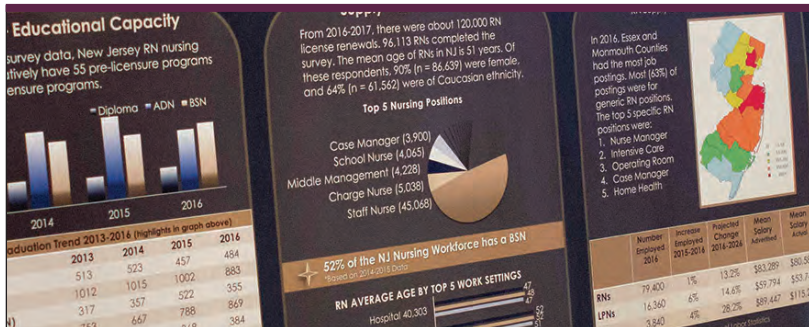
As 2019 begins, we are engaged in innovative work determined by our mission. I invite you to learn more about us by reading *New Horizons in Workforce Solutions* and visiting our informative website, www.njccn.org, throughout the year.

MY VERY BEST REGARDS,

A handwritten signature in blue ink that reads "Dr. Edna Cadmus". The signature is fluid and cursive.

EDNA CADMUS, *PhD, RN, NEA-BC, FAAN*
Executive Director

TRANSFORMING DATA into ACTION



Greater Access to Primary Care

Thirteen of New Jersey's 21 counties experience a shortage of primary care physicians, simultaneously showing poor health outcomes and lower socioeconomic status. One solution to this problem is modernizing APN regulations in order to eliminate the physician contract and remove barriers to practice. Twenty-two states and the District of Columbia have recognized the wisdom of eliminating this encumbrance. Still, regulations in New Jersey prevent APNs from practicing to the full extent of their education and licensure.

The Institute of Medicine findings released in 2010 and a new report from the

United States departments of Health and Human Services, Labor and the Treasury have strongly recommended removing these deterrents. *Reforming America's Healthcare System Through Choice and Competition*, which was released in 2018, cautions that undue restrictions for healthcare professionals are likely to reduce healthcare competition and harm consumers.

The Center partnered with various stakeholder organizations that endorse APNs practicing to the top of their license, including the AARP, New Jersey State Nurses Association, New Jersey League for Nursing and Organization of Nurse Leaders, NJ. State legislators have introduced the Consumer Access to Health Care Act, which would lay the groundwork for greater access to primary care.



Unlocking the Potential of New Nurses

A qualitative study in which Drs. Cadmus and Wurmser interviewed 10 chief nursing officers (CNOs), 19 nurse educators and 21 nurse residents underscored the need for nurse residency programs in hospitals to transition new nurses into practice. The research reflected the 2010 Institute of Medicine's recommendation in *The Future of Nursing: Leading Change, Advancing Health* that new nurse residency programs should be implemented and supported.

Researchers brought to light opportunities for improvement, including the preceptor system, new nurse retention, hiring practices, standardized curriculum and data collection.

The findings, which identified a need for consistency in residency programs across the state, were presented to the state's CNOs in a webinar. The Center, Rutgers School of Nursing and the New Jersey Nursing Initiative partnered to begin developing four online modules for preceptors. Discussion with CNOs about plans for a state-wide residency program began.

Top: Shanda Johnson and Vicki Hasser; Right: Joanne Leone, Edna Cadmus, Laura Mularz and Teri Wurmser

Licensed Practical Nurses: A Key Workforce

In *New Jersey Licensed Practical Nurse Supply and Demand*, a report commissioned by the New Jersey Board of Nursing, the Center presented LPN supply and demand data, which showed:

- Sufficient seats available for LPN educational program applicants.
- A 23.5% decline in the number of graduates through 2017, using 2014 as the base.
- An unemployment rate of 8.76% for LPN survey respondents.
- Most LPNs work in nursing home, home health and rehab facilities.
- An adequate supply of LPNs and an overall average demand for the state.
- A greater concentration of demand in the southern counties and Passaic County.

A team of the Center's researchers under the direction of Dr. Susan Weaver began examining the future role of LPNs and determining whether LPNs are practicing to the full extent of their licensure.



Leadership through Research

The Center’s signature supply and demand report expanded to include fresh insights on the projected impact of retirement on the nursing workforce through 2025. Data from current nursing schools and expectations for the number of retirees will assist stakeholders with decision-making and planning.

In the table below, the projections for LPNs may be overstated and should be used with caution. However, note that the

data from the national HRSA report also reflects an excess of LPNs by 2030 which is consistent with this report.

For more detail on assumptions, go to www.njccn.org/combined-report/.

Unprecedented School Nurse Toolkit

As part of the School Nurse Leadership Grant, the Center published a guide for quality care, leadership and community engagement titled *21st Century School Nurse Leadership: Moving*

Projected Trend of the New Jersey Active Nursing Workforce through 2025

	RN		APN		LPN	
	2020	2025	2020	2025	2020	2025
Expected number of retirements	7,169	23,831	179	786	826	3,161
Active workforce after retirements (projected)	98,855	82,193	7,201	6,594	20,004	17,670
Reduction in the workforce from 2018 (%)	-7%	-22%	-2%	-11%	-4%	-15%
Expected new graduates entering workforce	6,000	21,000	200	700	2,400	8,400
Net reduction in the workforce from 2018 (%)	-1%	-3%	0%	-1%	8%*	25%*
95% Confidence intervals for % net reduction in workforce	(-2%, -0.3%)	(-5%, -1%)	(-2%, 2%)	(-8%, 6%)	(0%, 15%)*	(-1%, 52%)*

Source: BON Workforce Survey 2018, NJCCN Educational Survey 2013-2018
 *Should be used with caution due to wide band of confidence levels.

READ THE CENTER’S SUPPLY AND DEMAND REPORT AT WWW.NJCCN.ORG.



Evidence into Action. This innovative publication is largely based on the National Association of School Nurse's *Framework for 21st Century School Nursing Practice* and conclusions from the Center's three retreats for school nurses. The grant, which ended in June, was funded by the Robert Wood Johnson Foundation through the New Jersey Health Initiatives. A growing partnership with the Mental Health Association in New Jersey provided educational events and workshops promoting Youth Mental Health First Aid at various locations.

LEADERSHIP PROGRAM EMPOWERS SCHOOL NURSES

OUTCOMES:

- 156 attended retreats.
- 268 trained in Youth Mental Health First Aid (YMHFA).
- 2 certified as YMHFA instructors.
- 13 became New Jersey Action Committee county coaches.

SIX SCHOOL NURSE POPULATION HEALTH MINI- GRANTS BRING RESULTS

- 217 parent education sessions.
- 40 families received 10 weeks of weekly food distribution.
- 2,182 students received early vision screenings with 237 referrals.
- 384 students participated in wellness screenings and preventative education.
- 1,532 students participated in incentivized school attendance art projects.
- 2,947 completed an attendance pledge.
- 2,429 students and family members attended health education events.
- 161 parents attended community cafes to discuss community engagement and wellness.

Graduation Trends Analyzed

Pre-Licensure Graduation Trend Analysis 2014-2017

Pre-licensure nursing graduates have increased by 3.8% from 2016 to 2017. However, there was only a 1.5% increase over the four-year period from 2014 to 2017.

	2014	2015	2016	2017
Diploma	523	457	484	457
ADN Generic	1015	1002	883	1008
ADN Bridge	357	522	355	337
BSN Generic	667	788	869	966
BSN Accelerated	500	368	384	330
MSN Pre-Licensure	15	24	32	24
Total	3077	3161	3007	3122

Source: NJCCN Educational Survey 2014-2018

The primary focus of the New Jersey Action Coalition (NJAC) for 2018-2019 has been mental health literacy. Representatives from diverse organizations form NJAC’s advisory committee, which contributes vision and essential support. Numerous productive activities across the state have connected New Jersey’s nurses and citizens.

The Henry and Marilyn Taub Foundation funded education in Bergen and Passaic counties for Older Adult Mental Health First Aid (TM). The Mental Health Association in New Jersey provided the instructors.

Seventy volunteer nurses moved into the community to lead various initiatives. Nurses from 30 organizations were

matched to 80 projects, including:

- New Jersey Health Care Quality Institute Conversation of Your Life Program: Twenty nurses participated in advanced care planning panels.
- Alzheimer’s New Jersey: Twenty-five nurses hosted educational sessions and provided education in the community.



matched to 80 projects, including:



Nancy Friedrich, Barbara George Johnson, Teresa Merola and Sue Weaver

Stronger Outreach

Continuing education for nurses, poster presentations and in-person networking contributed to the Center’s rising visibility. Dr. Cadmus was the keynote speaker at the New Jersey League for Nursing’s annual convention, at which she presented the current state of supply and demand of nurses in New Jersey.

Marketing and communications continued to be a priority with branded merchandise and a new postcard. The Center started its own electronic newsletter, which has achieved a readership of more than 500 subscribers.

Tools for Grant-Seekers

A well-received workshop by Dr. Wurmser imparted essential skills for writing grants. Participants strengthened their knowledge associated with the planning, budgeting and writing of grant proposals. The program also was an opportunity to promote the George J.

Hebert Legacy Grant Award to the larger nursing community.

Later in 2018, attendee Dr. Valera Hascup was chosen as grant award recipient for her research on *Nursing Faculty Incivility and the Impact titled the Nursing Shortage*.

A Brighter Future for Nursing Education

The Center launched a timely committee focused on pressing matters regarding the shortage of nurse faculty. One priority was to conduct research determining if nursing scholars funded by a Robert Wood Johnson grant through the New Jersey Nursing Initiative were employed in academic settings. Results showed that the majority of respondents were working in academic settings, indicating that the funding initiative was successful. However, nursing faculty shortages are continuing to trend upward, raising concern for the future.

Nursing Faculty Vacancy Trend

	2014		2015		2016		2017	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Diploma	4	10	1	1	2	0	5	1
Associate	9	12	5	6	1	16	10	13
Baccalaureate & Higher	23	14	30	25	36	19	36	3
Total	36	36	36	32	39	35	51	17

Source: NJCCN Educational Survey 2014-2018

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Edna Cadmus, PhD, RN, NEA-BC, FAAN
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Nurse Scientist
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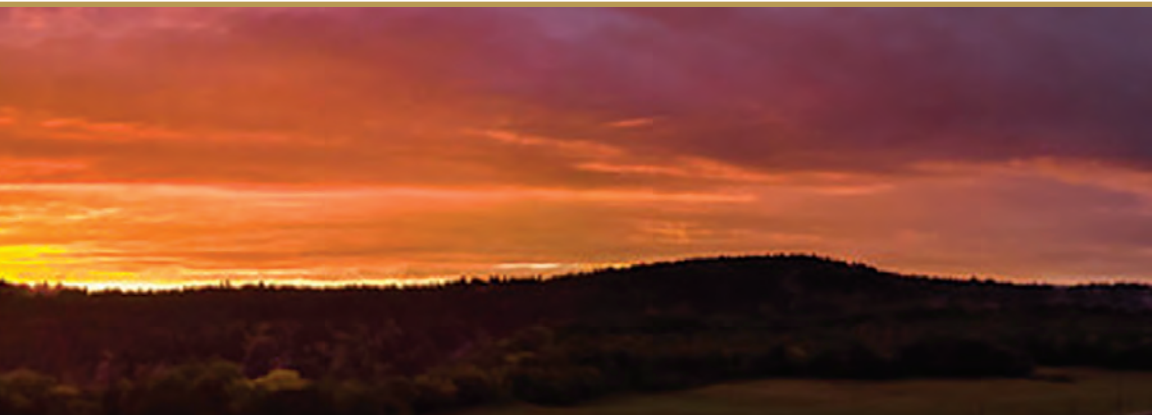
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Library Association

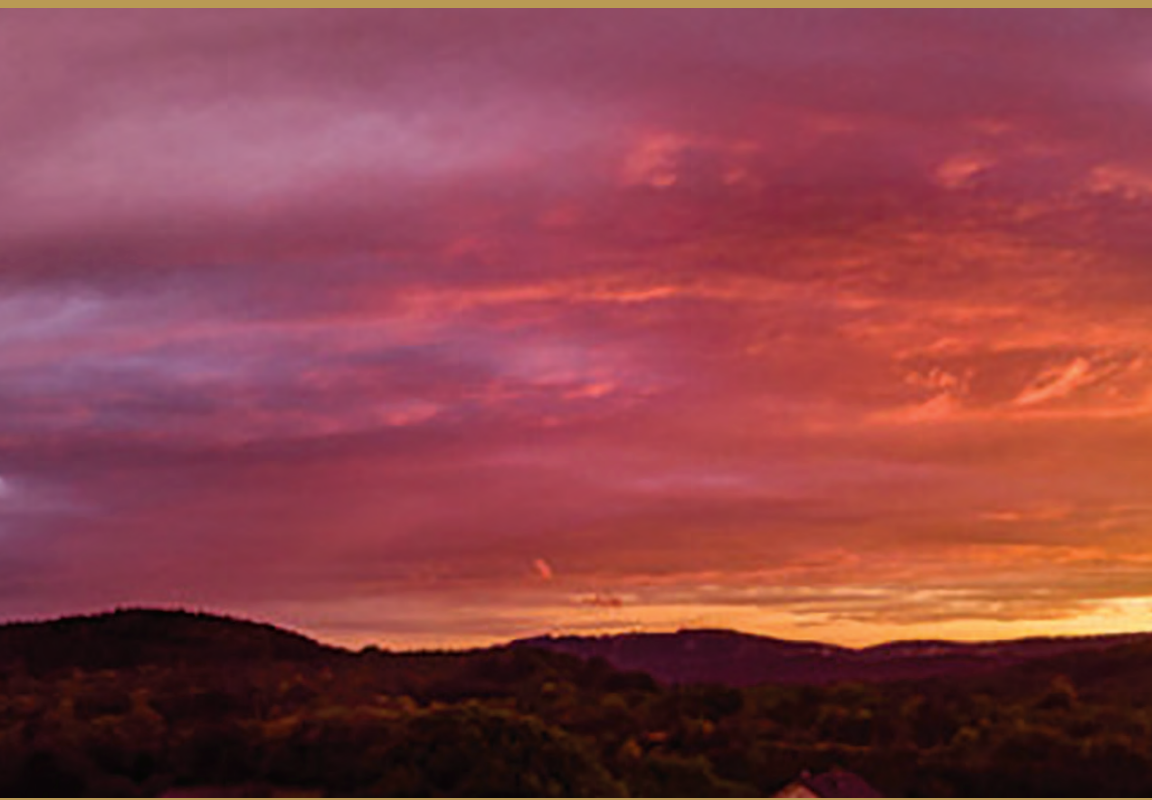
Mary Wachter
Co-Lead, NJAC



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the evolving healthcare environment.*





**NEW JERSEY COLLABORATING
CENTER FOR NURSING**

180 University Avenue

Room 238

Newark, New Jersey 07102

973-353-2715

info@njccn.org

<http://www.njccn.org>