



# OUR LEADERSHIP GROWS

## NEW JERSEY COLLABORATING CENTER FOR NURSING

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NEW JERSEY COLLABORATING CENTER  
FOR NURSING • ANNUAL REPORT

**2019**



## VISION

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

## MESSAGE *from the* EXECUTIVE DIRECTOR



Dear Friends and Colleagues,

Established in 2002 with a unique mission, the New Jersey Collaborating Center for Nursing (NJCCN) collects nursing workforce data and applies it to initiatives that support the profession and address statewide challenges. Since our inception, NJCCN has been creating collaborative solutions for nursing workforce challenges through empirical research, innovative strategies, creative partnerships, and trailblazing programs for New Jersey nurses and healthcare consumers. In this report you will see:

- Unprecedented research that is transforming the rapidly evolving healthcare landscape.
- Advocacy for change that will directly impact the quality of healthcare in New Jersey and beyond.
- Statewide and national leadership in research, education, and professional development for registered nurses, advanced practice nurses, and licensed practical nurses.
- Nurse-led activities that are building a culture of health in our communities.
- Research and programming on mental health and substance use.

Our growing constituency has enabled us to initiate endeavors that address new sectors of the healthcare workforce. NJCCN's partners include professional nursing organizations, healthcare providers, state government, and consumer groups. These partnerships have strengthened our leadership role.

We invite you to learn about these initiatives and others by reviewing this annual report, *Our Leadership Grows*, and visiting [njccn.org](http://njccn.org) throughout the year.

MY VERY BEST REGARDS,

*Dr. Edna Cadmus*

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



## OUR LEADERSHIP GROWS



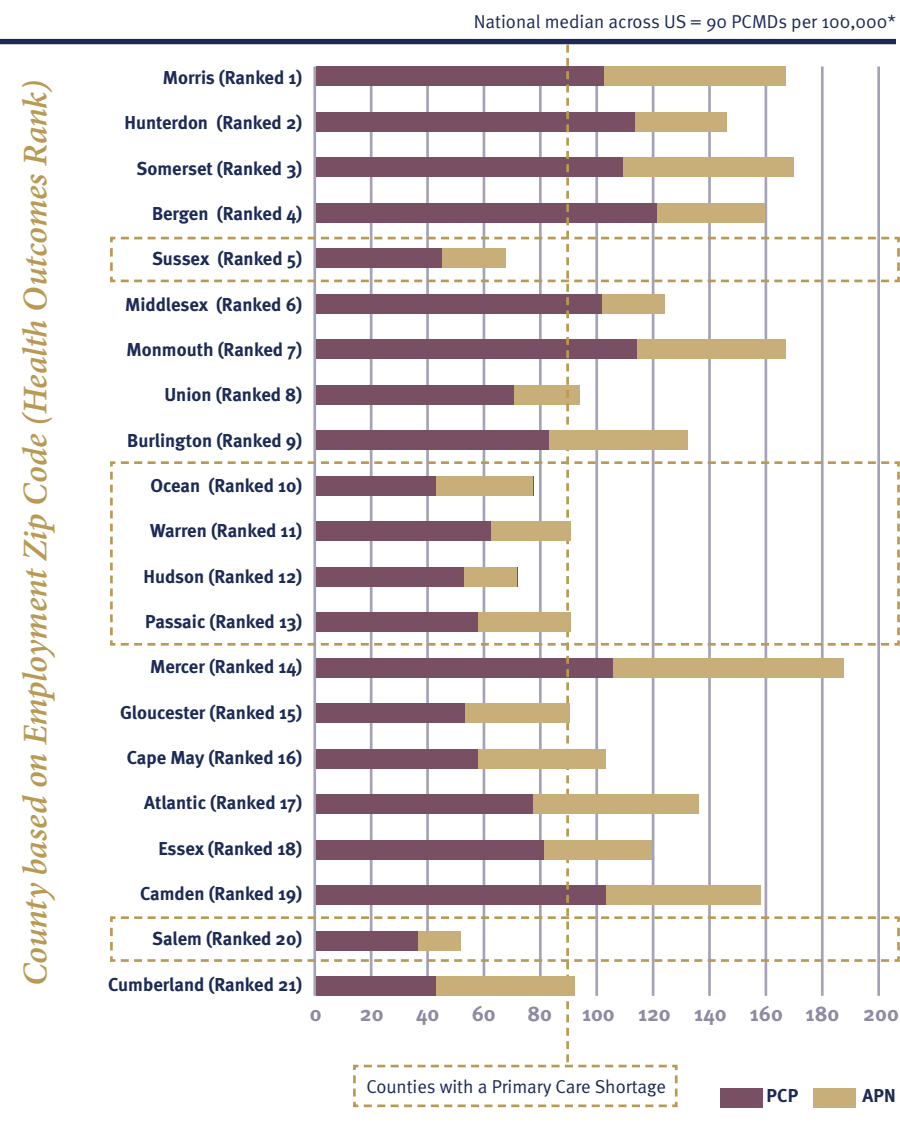
### Call to Action for Quality Care

The New Jersey Collaborating Center for Nursing (NJCCN) released *Policy Analysis: Improving Access to Care*, a definitive report identifying the current and potential effects of barriers to practice for advanced practice nurses (APNs). The comprehensive policy analysis cites mounting evidence that these arbitrary impediments negatively impact access to primary care as well as its cost and quality. Twenty-two states and the District of Columbia have removed such obstacles. New Jersey has yet to pass legislation to remove these barriers, even though approximately 90

percent of the state's APNs are educated in primary care settings.

Other factors contributing to New Jersey's primary care shortage include physician retirement and the possibility of nurse migration to other states where legislation may soon be modernized. New Jersey shows a shortage of primary care providers in 13 of 21 counties. Adding Primary Care APNs would reduce the number of counties facing a shortage from 13 to 6. Through this publication, NJCCN educated legislative partners and consumers on the potential role of APNs in addressing the primary care shortage.

## NJ PRIMARY CARE MDs AND PRIMARY CARE APNs PER 100,000 POPULATION



Source: *Policy Analysis: Improving Access to Care for New Jersey*, NJCCN

## On the Ground with New Nurses

NJCCN researchers Drs. Edna Cadmus and Teri Wurmser identified a need for consistency in nurse residency programs for new RNs in acute care settings. To meet this need, NJCCN created the New Jersey Nurse Residency Collaborative. This joint endeavor with 19 New Jersey hospitals will implement the nationally acclaimed Vizient/AACN Nurse Residency Program (NRP) as a standardized nurse residency

to enhance new nurse retention and patient safety. Under the leadership of Dr. Cadmus, NJCCN submitted a grant proposal to the New Jersey Department of Labor and Workforce Development (NJDL) Growing Apprenticeship in Non-Traditional Sectors to assist with the cost of the statewide Nurse Residency Program (NRP). This inaugural year will lay the groundwork for the NRP's expansion in the future.

## Breakthrough Study of the LPN Role

Funded by a two-year National Council of State Boards of Nursing grant, NJCCN investigators led by Dr. Susan Weaver began research to determine if licensed practical nurses (LPNs) in New Jersey are functioning in accordance with their scope of practice. LPNs are an important component of the nursing workforce in New Jersey, especially in long-term care and home health settings.

Nurse scientists are not only interviewing employers, but also holding focus groups with LPNs.

The study also aims to understand perceptions of patient safety culture and job satisfaction from the perspective of the state's LPNs. Based on its results, we will make recommendations to nurse leaders in policy, academia, and management.

## Addressing the Faculty Shortage

Educational data analysis led by Dr. Pamela de Cordova identified an increasing number of nursing faculty vacancies. NJCCN hosted an educational and networking event that brought together employers and nurses interested in becoming faculty. This event,

Transitioning from Practice to Faculty, presented in-depth information on how to achieve success as a faculty member. The program included an introductory panel discussion with featured speakers from across the state representing all levels of nursing education from diploma to PhD.



NJCCN's educational event, *Transitioning from Practice to Faculty*, encouraged RNs to seek faculty roles.

**Table 1.32: RN Faculty Positions and Vacancies**

	DIP	ADN	BSN & Higher	Total
<b>Full-Time Positions Available</b>	74	167	395	636
Full-Time Faculty Employed	71	159	349	579
Full-Time Position Vacancies	3 (4%)	8 (5%)	46 (12%)	57 (9%)
<b>Part-Time Positions Available</b>	89	297	284	670
Part-Time Faculty Employed	89	293	283	665
Part-Time Position Vacancies	0 (0%)	4 (1%)	1 (0%)	5 (1%)

Source: Nursing Data and Analysis, NJCCN 2017-2018

## Research for a Stronger Nursing Workforce

As its mission requires, NJCCN is the primary source for data on New Jersey's nursing workforce. NJCCN's annual data publication on the supply and demand of the nursing workforce, available at njccn.org, provides new insights as well as updates to long-term trends. According to two years of data from the nurse licensure renewal survey, the average age of RNs is 51, 66% have a

baccalaureate or higher degree in nursing, and the majority continue to work in acute care settings. Most RNs intend to retire when they are between the ages of 66-75. APNs are primarily licensed as nurse practitioners, but 44% are working in hospital settings. LPNs are the most diverse arm of the nursing workforce. They are primarily employed in nursing homes, long-term care, and home health.



## *The Power of Data to Create a Healthier Nation*

NJCCN joined the Pennsylvania Action Coalition and the New York Center for Nursing to organize the 2020 conference of the National Forum of State Nursing Workforce Center and National Nurse-Led Care Consortium. Leaders from nursing,

healthcare, and workforce research will convene to explore the theme of The Power of Data to Build a Healthier Nation. Three NJCCN researchers will present findings at the conference. Due to COVID-19, the conference has been postponed to 2021.

## *Nurses Driving Change*

The New Jersey Action Coalition (NJAC) operates under the auspices of NJCCN. In October, NJAC hosted the national conference of the Campaign for Action, a partnership of the Robert Wood Johnson Foundation (RWJF), AARP and AARP Foundation. Twenty-three action coalitions from

across the country attended this two-day program which called nurses to advocate for policy change and tackled numerous matters of national concern in building a culture of health. NJAC used the opportunity to present about their recent activities to a national audience.

## *Mental Health First Aid Studied*

The Henry and Marilyn Taub Foundation provided funding for NJAC to provide training in Mental Health First Aid (MHFA) for older adults to community members in Bergen and Passaic counties. MHFA is a tool that provides a simple plan to help individuals facing mental health crises. The training included listening nonjudgmentally and risk assessment for suicide or self-harm. Program partners included the Mental Health Association in New Jersey, Mental Health USA, and Meals on

Wheels New Jersey. A subsequent grant from the New Jersey Health Foundation enabled NJCCN to evaluate the effects of MHFA training. NJCCN researchers and partners distributed surveys to more than 5,500 professionals and community leaders who had received MHFA training within a 12-month period. Results showed that participants reported increased awareness of mental health misconceptions and the deleterious effect of the stigmas associated with mental illness and substance use.



Nursing Faculty: (left to right) Charlotte Thomas-Hawkins, PhD, RN, FAAN, Margaret Quinn, DNP, RN, APN-C, CPNP, Edna Cadmus, PhD, RN, NEA-BC, FAAN, Martin Manno, PhD, RN, ACNS-BC, NEA-BC, and Teresa Merola, MSN, RN, PNP-BC, CCRN, CPN

## *Transforming Nursing Education*

NJAC was chosen to benefit from the proceeds of continuing education modules developed by New Jersey Nursing Initiative (NJNI) for clinicians, educators, and mentors/preceptors. These online modules are employed by individuals and organizations, covering topics such as *Metrics Matter - The Role*

*of Data in Population Health, Opioid Use: Understanding Mechanisms and Treatment, and Social Determinants of Health*. Four modules were developed by Drs. Edna Cadmus and Nancy Bohncarczyk specifically to educate preceptors in the skills that they need to help new nurses transition into practice.

## *Blueprint for Innovation*

NJAC served as a consultant for the American Heart Association in their endeavor to evaluate the effectiveness of the Corner Store Community Hub Initiative in Vineland, New Jersey. The hubs, largely based on a federal project, offered access to services for mental health, nutrition, physical

activity, chronic disease prevention, education and careers. To assess these community hubs, NJAC developed survey tools for clients, providers, and business owners with the assistance of Vineland's public health officer and team members. Findings were disseminated in a formative research brief.

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*is a publication of the New Jersey  
Collaborating Center for Nursing, a leader in  
the evolving healthcare environment.*

