

Task Force Meeting Summary

Tuesday, February 28, 2023 – 9:00 – 12:00

Attendees:

- *NCIOM staff:* Kathy Colville, Khristian Curry, Brienne Lyda-McDonald, Kaitlin Phillips, Michelle Ries
- *Co-chairs:* Ernest Grant, Catherine Sevier, Hugh Tilson
- *Steering Committee:* Lori Byrd, Katiria Delgado, Jill Forcina, Tina Gordon, Kimberly Hardy, Valerie Howard, Donna Wimberly
- *Task Force Members:* Tom Akins, Bimbola Akintade, Rumay Alexander, Debra Barksdale, Leslee Battle, Paige Brown, Pamela Edwards, Kelly Eller, Honey Estrada, Erin Fraher, Torica Fuller, Herbert Garrison, Vincent Guilamo-Ramos, Susan Hassmiller, Arlene Imes, Meka Ingram, Tatyana Kelly, Shelly Klutz, Virginia Knowlton Marcus, Tywana Lawson, Kae Livsey, Christopher McGrath, Janet Medford, Mark Reed, Chenita Rountree, Chris Shank, Ashley Sholar, Benjamin Simmons III, Joy Smith, Emma Kate Sowder, Carolyn Thompson, Crystal Tillman, Kimi Walker, Stephanie Wroten, Adam Zolotor

Welcome

Brienne Lyda-McDonald – Project Director, NCIOM

Ms. Lyda-McDonald welcomed task force participants, provided details about using Zoom, and welcomed co-chairs – Dr. Ernest Grant, Interim Vice Dean for Diversity, Equity and Inclusion, Duke University School of Nursing; Immediate Past President, American Nurses Association; Dr. Catherine Sevier, State President emerita, AARP NC; and Hugh Tilson, Executive Director, NC AHEC.

Co-Chair Introductions

Dr. Grant, Dr. Sevier, and Mr. Tilson introduced themselves and highlighted their perspective on the importance of the task force.

Agenda

Ms. Lyda-McDonald reviewed the [agenda](#) for the meeting:

1. Presentation - Introduction to the NCIOM and Purpose of the Task Force
2. Presentation – What the Data Say About the Nursing Workforce – North Carolina Nursecast
3. Presentations – Current Activities in North Carolina to Address Nursing Workforce
 - NC Future of Nursing Action Coalition
 - Report to General Assembly on Nursing School Graduation Rate
 - Center on the Workforce for Health
 - North Carolina Department of Labor Grant
4. Presentations – Current National Activities to Address Nursing Workforce
 - The Future of Nursing 2020-2030
 - American Nurses Association Journey of Racial Reconciliation



Task Force on the Future of the Nursing Workforce

5. Presentation – Strengths and Challenges of the Nursing Workforce in North Carolina

Introduction to the NCIOM and Purpose of the Task Force on the Future of the Nursing Workforce ***Kathy Colville – President and CEO, NCIOM; Brienne Lyda-McDonald – Project Director***

Ms. Colville introduced the NCIOM and the type of work the organization does. Ms. Lyda-McDonald discussed the purpose of the task force, timeline, and structure. The key purpose is to determine a shared vision for enhancing and supporting North Carolina's nursing workforce and develop recommendations on the structures, investments, and policies needed to achieve that vision. The task force will meet six times through 2023 and will be supported by five work groups:

- 1) Review of the 2004 NCIOM Task Force on Nursing report and lessons learned;
- 2) Education and career progression;
- 3) Retention – including workplace policies, pay, workplace culture, and workplace violence;
- 4) Nurses' role in achieving health equity; and
- 5) Health care payment models

NCIOM convened a previous Task Force on Nursing in 2004 that made 73 recommendations focused on nursing faculty recruitment/retention, RN education programs, PN education programs, Nursing Assistant education programs, and nursing work environments. A work group will review the status of the recommendations from the 2004 task force and determine lessons learned.

[Colville/Lyda-McDonald presentation slides](#)

What the Data Say About the Nursing Workforce – North Carolina Nursecast ***Erin Fraher - Director, Program on Health Workforce Research and Policy, Cecil G. Sheps Center for Health Services Research, University of North Carolina – Chapel Hill***

Dr. Fraher described the current outlook of nurse supply and demand and projections into the future modeled by the [NC Nursecast](#). The data projects shortfalls in RN and LPN supply out to 2033 by geographic region of the state and practice setting. A particularly a large shortfall is projected for LPNs in long-term care. Data also show the distribution of nurses from the state's community college and university nursing programs. See Dr. Fraher's slides and the NC Nursecast website for additional information and details.

[Fraher presentation slides](#)

Current Activities in North Carolina to Address Nursing Workforce

NC Future of Nursing Action Coalition

Catherine Sevier, President Emeritus, AARP NC; Valerie Howard, Dean and Professor, School of Nursing, University of North Carolina – Chape Hill

Drs. Sevier and Howard described the current plans and activities of the NC Nursing Action Coalition. See their presentation slides for further details.



Task Force on the Future of the Nursing Workforce

[Sevier/Howard presentation slides](#)

Report to General Assembly on Nursing School Graduation Rate

Daniel Harrison, Vice President for Academic and Regulatory Affairs, University of North Carolina System

Mr. Harrison discussed the primary takeaways from a [report on recommendations](#) to increase nursing graduates that was requested by the North Carolina General Assembly. The key findings of the report include the challenge of nurse faculty shortage, attrition from community college programs due to socioeconomic and student preparation needs, and need for increase opportunities for clinical placements and preceptors. Please see the report linked above for further details.

Center on the Workforce for Health

Hugh Tilson, Jr., Director, NC AHEC

Mr. Tilson described the purpose and status of the developing Center on the Workforce for Health in partnership between NC AHEC, NCIOM, and the Cecil G. Sheps Center for Health Services Research. Please see Mr. Tilson's slides for further details.

[Tilson presentation slides](#)

North Carolina Department of Labor Grant

Jill Forcina, Director of Education and Nursing, NC AHEC

Dr. Forcina reviewed the purpose and plan for a potential grant from the North Carolina Department of Labor for a nursing faculty expansion program. Please see Dr. Forcina's slides for further details.

[Forcina presentation slides](#)

Current National Activities to Address Nursing Workforce

The Future of Nursing 2020-2030

Susan Hassmiller, RWJF Senior Advisor for Nursing Emeritus, Executive Leadership Coach, Sulu Coaching

Dr. Hassmiller reviewed the various activities, reports, and tools that are part of the Campaign for Action Activities to implement 2020 recommendations of the Future of Nursing 2020-2030 report. Activities includes:

- AARP Center for Health Equity Through Nursing (A-CHEN)
- A-CHEN Ambassadors program
- Health Equity Innovation Awards
- 2022 Health Equity Summit: Building Equity in Nursing and Health Care Leadership
- State-level actions related to Advanced Practice Registered Nurses



Task Force on the Future of the Nursing Workforce

- Activities to build a more diverse nursing workforce, including a national dashboard that compares the RN nursing workforce to the nation's population
- Equity-Minded Nurse Initiative

American Nurses Association Journey of Racial Reconciliation

Ernest Grant, Interim Vice Dean for Diversity, Equity and Inclusion, Duke University School of Nursing; Immediate Past President, American Nurses Association

Dr. Grant reviewed the background and development of the National Commission to Address Racism in Nursing, goals, outcomes of listening sessions and a national survey, and the activities that have taken place and are planned to address issues of racism in nursing. Please see Dr. Grant's presentation slides for more details.

[Grant presentation slides](#)

Strengths and Challenges of the Nursing Workforce in North Carolina

Cheryl Jones, Interim Associate Dean, PhD Program and Division; Sarah Frances Russell Distinguished Professor; and Director of the Hillman Scholars Program – School of Nursing, University of North Carolina – Chapel Hill

Dr. Jones discussed challenges and opportunities related to nurse workforce retention, including nurse leadership and management turnover. Opportunities are related to strengthening employee loyalty, improving work-life balance, and using technology to help nurses. Please see Dr. Jones' presentation slides for more details.

[Jones presentation slides](#)

Wrap-Up

Brienne Lyda-McDonald, Project Director, NCIOM

Ms. Lyda-McDonald gave a reminder of the next meeting on March 30. That meeting will include much more opportunity for discussion.