

PA Action Coalition

Southwest Regional Meeting

January 30, 2020



PA Action Coalition SW Meeting

Welcome

Mary Rodgers Schubert, DNP, MPM, RN
Director, Professional Development &
Continuing Nursing Education
University of Pittsburgh
School of Nursing

January 30, 2020



PA Action Coalition SW Meeting

PA-AC Updates

Sarah Hexem Hubbard, Esq.
Executive Director,
PA Action Coalition

Jenny Horn
Manager,
PA Action Coalition

January 30, 2020



What is the PA Action Coalition (PA-AC)?

- 2011 Report: *The Future of Nursing: Leading Change, Advancing Health*

FUTURE OF NURSING™
Campaign for Action
AT THE CENTER TO CHAMPION NURSING IN AMERICA



Future of Nursing Initiatives

- I. **Diversity**
- II. **Leadership**
- III. **Practice**
- IV. **Education**
- V. **Residency**



Diversity Council

- Promise of Nursing for PA Grants

**FUNDING
OPPORTUNITY**

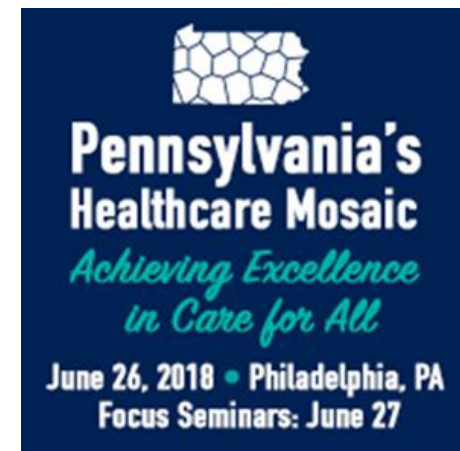
**Promise of Nursing
for Pennsylvania**

\$5,000 to \$25,000 grants
Applications Due Sept 23

1/30/2020

PA's Healthcare Mosaic Conference 2021: Advocacy and Equity in Action

- In partnership with Penn State College of Nursing
- SAVE THE DATE: March 3-5, 2021 at Hilton Harrisburg



Leadership

Objectives:

- Provide networking opportunities
- Provide educational opportunities
- Support the Nurses on Boards Coalition

Activities:

- Support PONL Conference September 26-27, 2019
- *Future of Nursing* Webinar Series
 - Leadership and the NOBC
 - Academic Progression and Pathways to the BSN
 - Patient Safety and the Consumer Experience
 - Improving Retention and Patient Outcomes through a Transition to Practice Program- November 13
- NOBC State Liaison



Nurses on Boards Coalition

- Monthly state liaison calls
- Quarterly data from NOBC
- **Sponsored participation in BoardsWork! Training and Matching Program for SW Regional Team April 19, 2018**



10,000 Nurses by 2020

News



Practice

Objectives:

- Increase consumer access to high quality care
- Foster and disseminate interprofessional collaboration to improve quality and safety of care

Activities:

- Support advocacy efforts to advance HB100
- *Future of Nursing* Webinar- Patient Safety and the Consumer Experience November 13, 2018
- Nursing Innovations Corps
- Social Innovations Journal
- Journal Launch Event April 11, 2018

Social Innovations in Nursing

- **Social Innovations Journal Edition**
- Journal Launch Event April 11, 2018



Residency

July 2014	First Pennsylvania Collaborative meeting
September 2014	Pennsylvania-specific data gathered
January 2015	Met with Maryland to understand their experience with creating a collaborative
June 2015	Assessed NRP curriculum options
November 2016	Official creation of collaborative with the State of Pennsylvania; Vizient chosen as official statewide NRP curriculum
January 2017	First facility signed to participate; Developed formal structure including a Steering Committee with monthly meetings; Started quarterly collaborative meetings to support work of NRP coordinators
January 2018	52 states signed
October 2018	First annual educational Summit
January 2019	79 sites signed
March 2019	Poster presentation at Vizient Annual Conference
June 2019	Poster presentation at National Forum of State Nursing Workforce Centers Annual Conference
July 2019	Presented at Future of Nursing 2030 Post Town Hall Summit
September 2019	Second annual educational Summit, Poster presentation at 2020 NNCC Annual Conference
October 2019	84 sites signed
November 2019	Future of Nursing Webinar Series Part 4: Improving Retention and Patient Outcomes through a Transition to Practice Program
January 2020	In-person PA-NRC Meeting in Lancaster, PA Creative Teaching Strategies and Techniques

1/30/2020

PA-NRC Summit September 26, 2019, 7:30 – 11:30 AM

A graphic banner for the PA Nurse Residency Collaborative Summit. The background is dark grey with teal triangular accents in the top-left and bottom-right corners. The text is white and teal.

PA NURSE RESIDENCY COLLABORATIVE
SUMMIT
The Subtle Side of Leadership:
Change Management,
Resiliency, and Influence

PA-NRC Summit September 26, 2019, 7:30 – 11:30 AM



Breakfast meeting at the Sheraton Harrisburg Hershey Hotel before the PONL Conference

How do we measure our success?

Number of institutions signed

- 83 acute care

NRP coordinator “feeling supported”

- 78%=strongly agree
- 13%= agree

2018 Retention- 1st year

Without Vizient
Residency

82.5%

With Vizient
Residency

91.5%

The Future of Nursing: Campaign for Action

The Future of Nursing 2020-2030

| *A Consensus Study from the National Academy of Medicine*



- **Summer 2019 Town Hall events:**
 - Chicago: Education, Research and Practice
 - Philadelphia: Payment and Care for Complex Health and Social Needs
 - Seattle: High Tech to High Touch

Philadelphia Town Hall July 24

- **Serving Populations with, and at Risk for, Complex Health and Social Needs**
 - **Topics:** Maternal Child Health (NFP), School Health, Rural Health, Aging
 - **Speakers:** Antonia M. Villarruel, Erin Graham, Robin Cogan, Cheri Rinehart, C. Alicia Georges
- **Paying for Care for Those with Complex Health and Social Needs**
 - **Topics:** Federal, State, and Local/ Regional Perspectives on Payment
 - **Speakers:** Margaret Flinter, Ellen-Marie Whelan, Carole Johnson, Terrie P. Sterling

Philadelphia Town Hall July 24

JULY 24, 2019

The future of nursing put under microscope at Penn

Philadelphia forum examines innovations, opportunities and challenges in the decade to come



BY JOHN KOPP
PhillyVoice Staff



HEALTH INSURANCE Nursing



THOM CARROLL/PHILLYVOICE



PA Action Coalition
@PaAction

We are very excited to attend The Future of Nursing 2020-2030 Town Hall! [@theNAMedicine](#)
[@Campaign4Action](#)



8:34 AM · Jul 24, 2019 · Twitter for Android

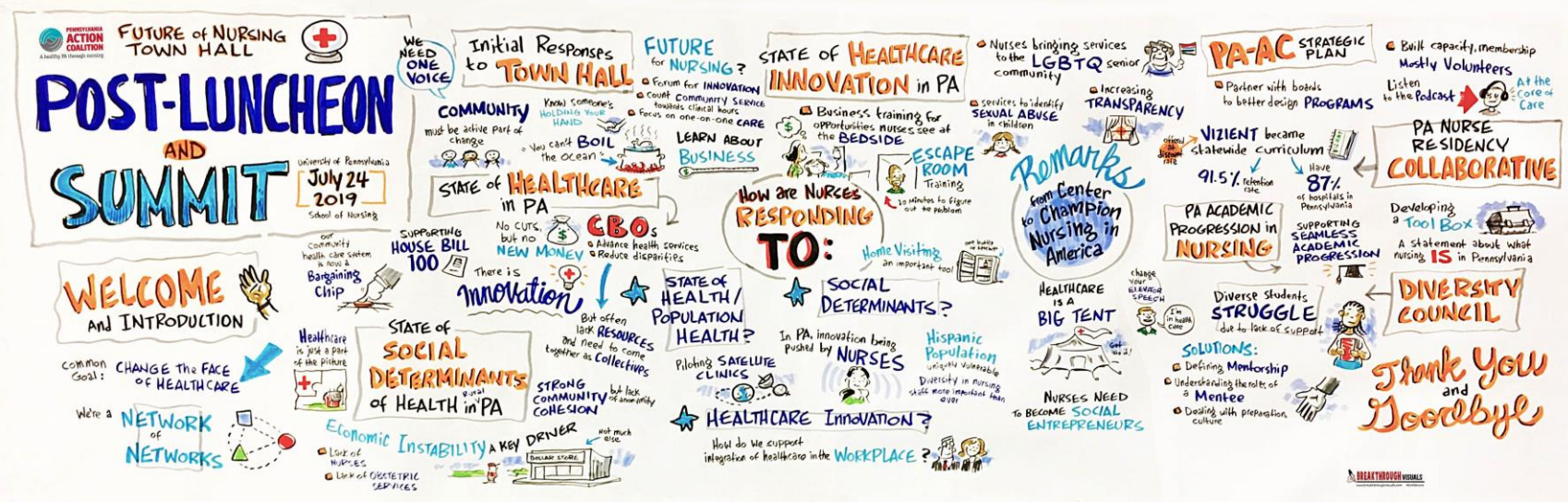
PA-AC Luncheon and Summit July 24

Event recap and recordings on PA-AC Website

Yesterday was terrific. I think the only thing that could have been better is if we had enough time during the CCNA portion to say how wonderful the PA AC is... You're an exemplary Action Coalition that gets important work done! – Winnifred Quinn



PA-AC Luncheon and Summit July 24



National Forum of State Nursing Workforce Centers and NNCC Conference

**SAVE THE
DATE**

JUNE 10-12, 2020
PHILADELPHIA,
PENNSYLVANIA



National Forum of State Nursing Workforce Centers & National Nurse-Led Care Consortium Annual Conference

- The Power of Data to Build a Healthier Nation
- June 10-12, 2020
- Philadelphia, Pennsylvania

1/30/2020

Podcast Series: At the Core of Care

**NURSING
PODCAST
SERIES**

Stories of nurses and the
communities they serve

SEASON ONE COMING 09/12/19

Listen on
Apple Podcasts

**AT THE CORE
OF CARE**

PENNSYLVANIA ACTION COALITION

Podcast Series: At the Core of Care

Season 1 Breakdown:

- Season 1 released September 12, 2019
- 1,470 plays
 - Ep. 1 Sexual Assault Nurse Examiners: 385 plays
 - Ep. 2 Breastfeeding Support at the Philadelphia Nurse-Family Partnership: 336 plays
 - Ep. 3 The Fight for Full Practice Authority: 232 plays
 - Ep. 4 Pediatric Home Care for Medically Complex Children: 222 plays

Podcast Series: At the Core of Care

Season 2: Episode themes

- Immigrant and Refugee Health Care in Pennsylvania, specifically Chester County, Lancaster, and Erie
- LGBTQ Health Care with Adrian Shanker, founder and executive director of the Bradbury-Sullivan LGBT Community Center, and editor of book, Bodies and Barriers: Queer Activists on Health
- Nursing Students' Vision for Health Care from participants at the 2019 SNAP Annual Convention

PA Action Coalition SW Meeting

PA Academic Progression in Nursing Updates

Amy H. Ricords, MEd, BSN, RN-BC
Director of Nursing Professional
Advancement,
PA Action Coalition

January 30, 2020



PA Action Coalition SW Meeting

PBNIA Mentorship Program Spotlight

Dawndra Jones, DNP, RN, NEA-BC
CNO, VP Patient Care Services
UPMC East and McKeesport

January 30, 2020





Pittsburgh Black Nurses in Action

Making a Difference Through Mentorship and Collaboration

Pittsburgh Black Nurses in Action's Future Nurses Academy

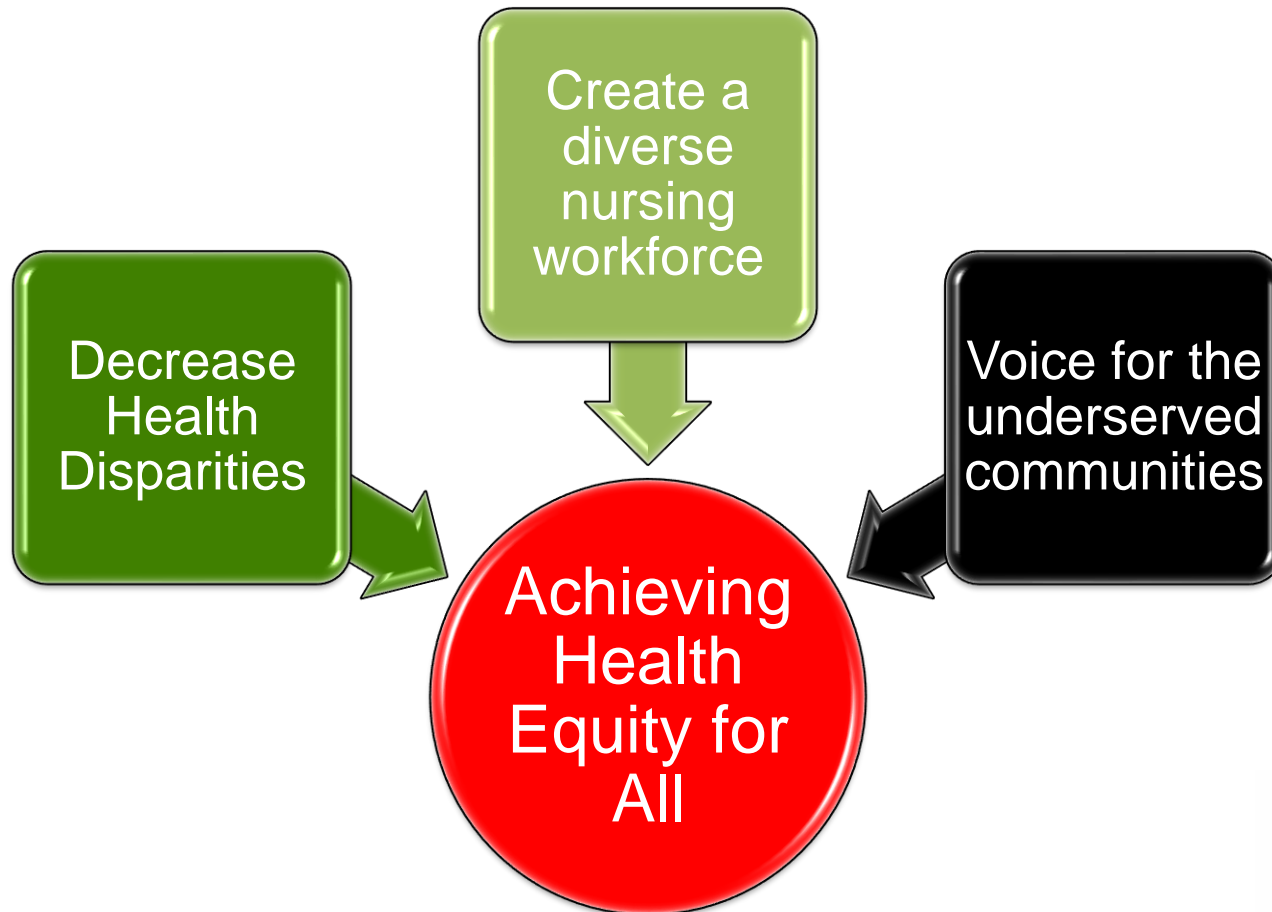
Dawndra Jones DNP, RN, NEA-BC

President Pittsburgh Black Nurses in Action

CNO, VP Patient Care Services UPMC East and McKeesport Hospital

PA Action Coalition Diversity Council Member

Vision and Mission of PBNIA



Mission Statement: To advance health and wellness in the community while facilitating diversity in the nursing profession, through mentorship and education



Sample Race Data per Region in PA:

White / Black

Ratio	NW	SW	SE
Ratio of Total White RNs to Total White Population	1:145	1:114	1:119
% of White RNs to Total White Population	0.69%	0.87%	0.84%
Ratio of Total Black RNs to Total Black Population	1:837	1:380	1:182
% of Black RNs to Total Black Population	0.12%	0.26%	0.50%
Odds Ratio of Blacks Compared to Whites	5.75	3.33	1.52

<http://www.paactioncoalition.org/resources>





PA Action Coalition Nurse Diversity Council

FUNDING OPPORTUNITY

REQUEST FOR PROPOSALS
[Learn more and apply here](#)
Deadline: Friday, July 14 at 11:59 PM

Funds raised from the Promise of Nursing for PA Gala are now available to support projects that build the capacity of a diverse nursing workforce prepared to care for all Pennsylvanians.

Grant proposals must be submitted by a 501(c)(3) non-profit organization or non-profit school of nursing in Pennsylvania.

- Funding for the grant program was contributed by several hospitals and health care agencies in the Pennsylvania area, by Johnson & Johnson, and by national companies with interest in supporting nursing education.
- The funds were raised at a gal fundraising event sponsored by Johnson & Johnson
- Promise of Nursing Gala held spring 2016
 - Raised over \$240,000
 - Scholarships
 - Small grants
- **PBNIA received grant for 2018 and 2020**

PBNIA

FNA Grant Committee

- Betty Jean Braxter, PhD, CNM, RN, TTS
- Christine Durham, MBA, BSN, RN-BC
- Letitia Y. Graves, MSN, RN
- Dawndra Jones, DNP, RN, NEA-BC
- Claudia Kregg-Byers, PhD, RN
- Alicia Scott, MSN, RN



Student Nurse Mentorship

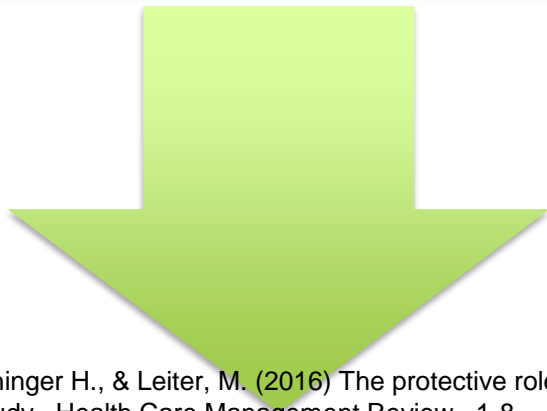
Goal to build self-efficacy within diverse nursing students -
One's belief in one's ability to succeed in specific situations or accomplish a task



Development of coping skills

- Managing job demands
- handling difficult interpersonal interactions

Confidence in handling incivility



Perceived incivility

Turnover intentions

Burnout – 1st yr

Mental health issues



FNA Proposal Submission

- **Target Audience:** underrepresented, non-RN licensed nursing students; middle and high school students; and members of PBNIA
- **Goals:**
 - 1) Mentorship of BSN students at the local and national level
 - 2) Co-mentor middle and high school students interested in the nursing profession.
- **Primary focus of the Academy**
 - Reduction in attrition rate
 - Increase pool of underrepresented registered nurses
 - Increase awareness of a diverse culturally competent work force and better health care, and assessment of mentee's knowledge, self-esteem, and self-efficacy



Recruitment into FNA

- Varied recruitment strategies were utilized to recruit BSN nursing students for enrollment in the FNA.
- Strategies used included
 - Social media (e.g., Facebook, Twitter, Instagram),
 - Submission of FNA flyers describing the mentoring programs to the contact persons listed on the websites of local Schools of Nursing
 - Personal contact with administrators at the schools.



Network and Travel with PBNIA Future Nurses Academy

Attention non-licensed nursing students enrolled in a BSN program!! Pittsburgh Black Nurses in Action, Inc., professional nursing organization, is launching the Future Nurses Academy. Our 2017-2018 inaugural mentorship class is seeking BSN nursing students that reside or attend a nursing program within the greater Pittsburgh Area. Time commitment is from November 2017 to December 31, 2018.

Highlights include:

- ♦ Paid membership to 2 professional nursing organizations: Pittsburgh Black Nurses in Action and National Black Nurses Association.
- ♦ 1:1 mentorship with an experienced registered nurse.
- ♦ Free Quarterly dinners with your mentor.
- ♦ Mentorship opportunity for you with a secondary education student interest in nursing.
- ♦ Two all expense paid trips to two 2018 conferences; The PA Action Coalition Diversity Council, PA Healthcare Mosaic Conference in Philadelphia, PA. Spring 2018 and National Black Nurse Nurses Conference in St. Louis July 31st to Aug 5th.

Space is limited in this inaugural class. If this interests you please send an email of your interest with contact info to pittsburghblacknursesinaction@gmail.com. Deadline to apply is 11/18/2017.

Pittsburgh Black Nurses in Action
PO Box 5544
Pittsburgh, PA 15206



Phone: (412) 223-7642
E-mail:
pittsburghblacknursesinaction@gmail.com



Recruitment Process

- **Recruitment activities initiated Nov. 2017; ended December 2017.**
- **Ten students expressed an interest in participating in the FNA.**
- **Seven students met the FNA inclusion criteria and were enrolled in the program.**
- **The most productive recruitment strategy utilized was the personal contact by telephone or email directly with School of Nursing administrators.**



FNA 1st Cohort Demographics

Variables	Weighted Percent (%)
Age (years)	
18-22	100
Race	
African-American	100
Marital status	
Single	100
Allegheny County Resident	
Yes	57
No	43
Employed	
Yes	100
No	0
Level of Student	
Freshmen	n-3
Sophomore	n-3
Junior	n-1
Senior	0
Student Type	
Traditional BSN	100
ABSN	0

Mentor-Mentee Matching

- “Speed Matching”
 - Questionnaire for each mentee to briefly talk with each mentor
 - Mentors select mentees

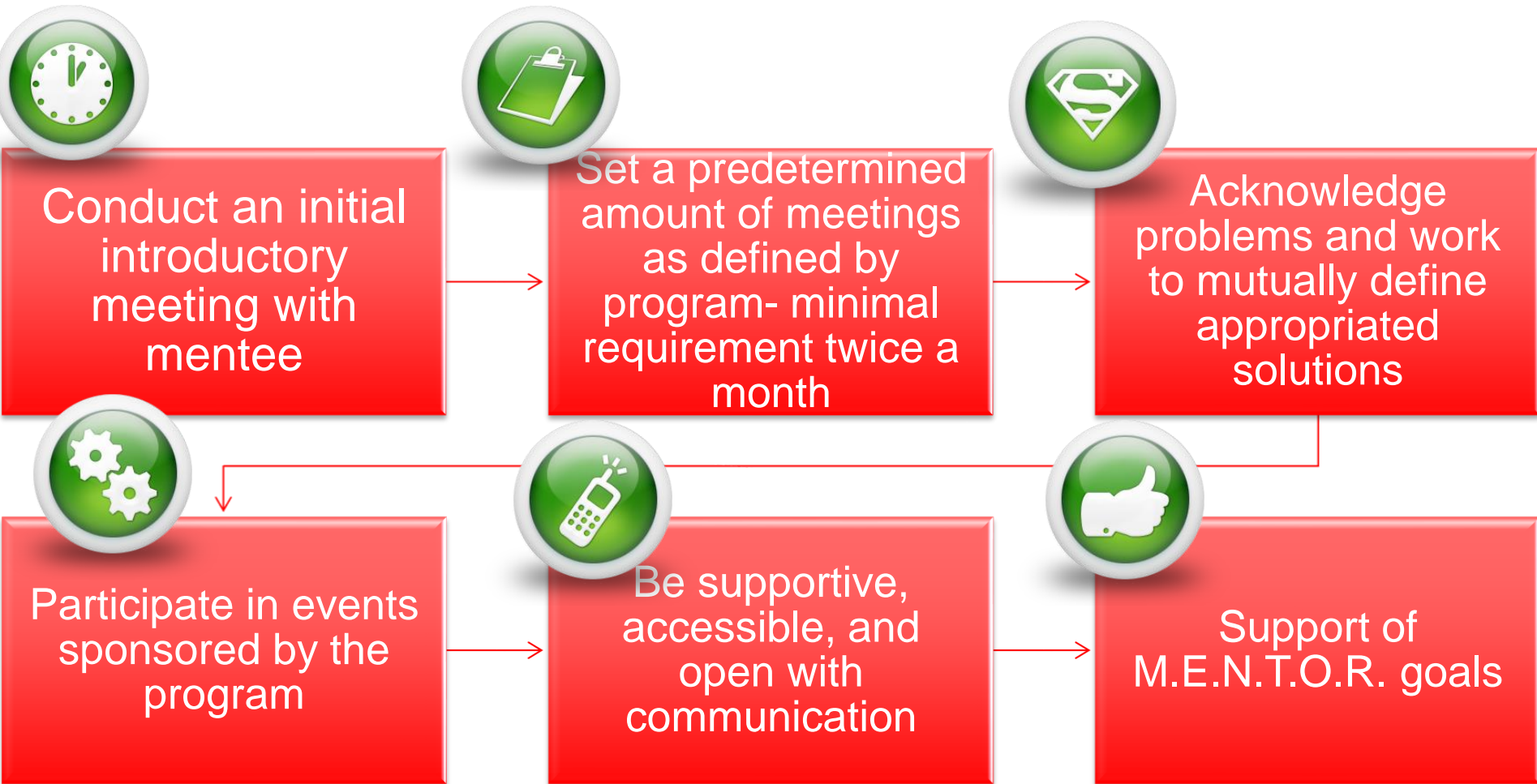


M.E.N.T.O.R. Goals

- **M eetings** - focus on inclusion and active participation-provide exposure at all levels
- **E very Time** - focus on consistent communication, performance feedback, recognition, and participation in events
- **N etworking** - focus on expanding networks and making introductions across PBNIA/NBNA
- **T eamwork** - focus on working within core discipline as well as concepts of teamwork across PBNIA/NBNA
- **O perations** - focus on teaching the “nuts & bolts” of your discipline
- **R espect** - focus on treating everyone with dignity and respect



Mentor Expectations



PBNIA/NBNA Resources

- There are a **number of resources within PBNIA to support you** within the context of the mentoring relationship. Resources available to provide support include:
 - The PBNIA FNA leadership
 - Dawndra Jones – Program Coordinator
 - Betty Braxter - Outcomes coordinator
 - Letitia Graves – Outcomes coordinator
 - NBNA collaborative mentorship Program
 - Dr. Angela Allen – program chair
 - NBNA Scholarship opportunities
www.nbna.org/content.asp?contentid=82
 - PBNIA Scholarship opportunities www.poisefoundation.org/evelyn-paige-parker-scholarship-fund/
 - **IMPORTANT: If your relationship with your mentor/mentee is estranged and is truly not working out, please contact the program's leader because they can facilitate changing the mentoring relationship.**

1:1 Mentor Relationships



PBNIA Activities

- Monthly PBNIA meetings
- Health Fair Participation
- Networking fun



Pittsburgh Black Nurses In Action shared Ed Gainey's live video — at The Kingsley Association.

Published by Dawndra Jones [?] · April 21 · Pittsburgh · 🌐

2018 Health Fair!! We love Ed Gainey!! Thank you for your support!! Come see us at the Kingsley Association



PBNIA Annual Scholarship Brunch

Scholarship Awardees

The Evelyn Paige Parker Scholarship Fund was established in 2004 by the Pittsburgh Black Nurses in Action (PBNIA) and was named after Evelyn Paige Parker who was a dedicated nurse and member of the organization. Each year PBNIA awards a deserving nursing student a \$1,000 scholarship from the fund managed by the Poise Foundation. Based on sponsorships received by Pittsburgh Black Nurses in Action, more scholarship funds become available and follow the same eligibility criteria as the Evelyn Paige Parker Scholarship.

2018 Corporate Sponsored Scholarship
UPMC \$5,000
Allegheny Health Network \$2,500

2018 PBNIA Evelyn Paige Parker Scholarship



Charis Allen
Carlow University
\$1,000 Evelyn Paige Parker
\$1,500 Corporate sponsored

2018 PBNIA Corporate Sponsored Scholarship
\$1,500



Jennifer Allison
UPMC Shadyside School of Nursing



Mya Ford
Duquesne University



Leah Johnson
University of Pittsburgh School of Nursing



Krista Nash
University of Pittsburgh School of Nursing

2019 PBNIA Evelyn Paige Parker Scholarship



Leah Johnson
University of Pittsburgh
\$1,000 Evelyn Paige Parker
\$1,500 Corporate sponsored

2019 PBNIA Corporate Sponsored Scholarships



Charis Allen
Carlow University
UPMC Corporate
\$1,500



Jasmine Collier
Citizen School of Nursing
\$1,000



Tyra Patterson
Community College of Allegheny County Boyce Campus
\$1,000

2019 Victor D Fagan Sr LPN to RN Continuing Education Scholarship \$1,000



Catherine Manson

Pittsburgh Black Nurses in Action
Making a Difference Through Mentorship and Collaboration

The 10th Evelyn Paige Parker Scholarship Brunch
Honoring Men in Nursing

June 16, 2018
11:00am to 2:30pm

Le Mont Restaurant
1114 Grandview Ave., 15211
412-431-3100

KEYNOTE SPEAKER
Eric Williams, DNP, RN, CNE, FAAN
President of National Black Nurses Association

For more information contact: Pittsburgh Black Nurses in Action
PO Box 5524, Pittsburgh, PA 15206
email: pbnia@blacknursesinaction.org
website: pbnia.org
(Phone: 412-233-7643) (Fax: 412-233-7643)



2018 PA Action Coalition Mosaic Conference

Summary [Speakers](#) [Contact Us](#)



SPEAKERS



Sylvia Trent-Adams

As Deputy Surgeon General, Rear Admiral (RADM) Sylvia Trent-Adams, U.S. Public Health Service (USPHS) Commissioned Corps member, is a leader in the nation. She served as the Chief Nurse Officer of the U.S. Department of Health and Human Services, the Surgeon General and the U.S. Department of Health and Human Services, the career development of Corps nurse professionals.

RADM Trent-Adams received her Bachelor of Science in Nursing from the University of Maryland, Baltimore, and a Doctor of Nursing Practice from the American Academy of Nursing in 2014.

Websites: [Bio](#)



The Promise of Nursing for PA Nursing School Grant Program administered by Foundation of the National Student Nurses' Association

2018 NBNA Annual Conference St. Louis, Missouri

- Grant Funding
 - Registration
 - Flight
 - 4 Night Hotel
 - Food Stipend

The Promise of Nursing for PA
Nursing School Grant Program
administered by Foundation of the
National Student Nurses' Association





**2019 NBNA Annual Conference
New Orleans, Louisiana**

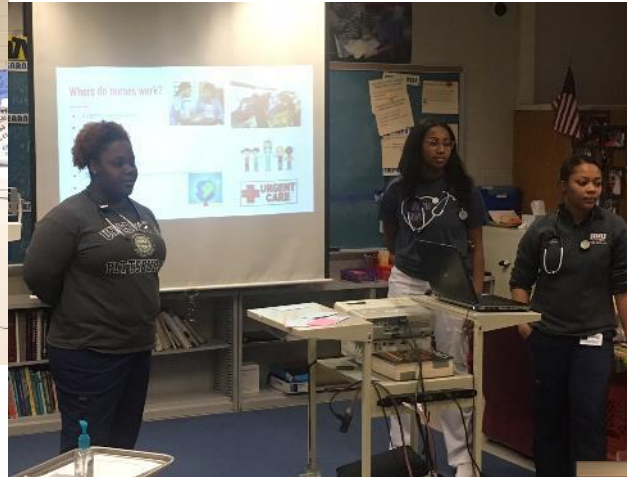
Funding by UPMC



NBNA Collaborative Mentorship Program



Mentorship with Secondary Education



Outcomes

- Increased FNA participation by 57% from 2018 to 2019
- April/May 2020 – anticipating 7 graduate nurses
- ~ 95% retention rate in the program
- First graduate –April 2019 – Amanda Ifill



FNA Testimonials





Pittsburgh Black Nurses in Action

Making a Difference Through Mentorship and Collaboration

Questions

PA Action Coalition SW Meeting

Action Planning

Mary Rodgers Schubert, DNP, MPM, RN
Director, Professional Development &
Continuing Nursing Education
University of Pittsburgh
School of Nursing

January 30, 2020



PA Action Coalition SW Meeting

Closing

Mary Rodgers Schubert, DNP, MPM, RN
Director, Professional Development &
Continuing Nursing Education
University of Pittsburgh
School of Nursing

January 30, 2020



1/30/2020

Thank you

**Thank you for all the work you do to
advance a healthy Pennsylvania through
nursing!**