

The Most Trusted as a Trustee: The Quest to get More Nurses on Boards



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Background



- 2010 Institute of Medicine
 - *Future of Nursing: Leading Change, Advancing Health*
 - 8 recommendations and 4 key messages
- 2011 RWJF and AARP
 - Center to Champion Nursing in America and
 - Future of Nursing: Campaign for Action



More Background

- *Campaign for Action (CFA)*
 - Goal: Implement IOM Report recommendations
 - Workforce: State Action Coalitions (AC)
 - Scope:
 - 51 Action Coalitions (states & DC)
 - May 2012 Oregon nursing organizations united and became the...



Still more background



- ...Oregon Action Coalition
 - Nursing and other-than-nursing co-leadership
 - Oregon Center for Nursing and Oregon Public Health Association
 - Interprofessional Steering Committee
 - Workgroups
 - Education (80/20)
 - Communications
 - Leadership (Scope of Practice and...



Background again?!?



- ...actually I have to back up a bit
- November 2014 CFA national initiative
 - 10kNurses & Nurses on Boards Coalition (NOBC)
 - 20 national organizations
 - Ensure 10,000 nurses on boards by 2020



Why, you ask...

- *Future of Nursing* report: Key Message #3
 - “Nurses should be full partners, **WITH** physicians **AND OTHER** health professionals, in redesigning health care in the United States.”
 - “...nursing must produce leaders...from the bedside to the boardroom.”



But...?

- Current stats are **\$@*!** i.e., room for improvement
 - Largest segment of the healthcare workforce at > 3.1 million (~ 1% of total US population!)
 - Outnumber physicians ~ 3:1
 - But only comprise 1-4% of health system board positions whereas physicians > 20% *

and...

* Evidence that other professions are underrepresented as well



...nurses have a lot to contribute

- Nurses “provide the majority of
 - patient assessments,
 - evaluations, and
 - care in hospitals, nursing homes, clinics, schools, workplaces, and ambulatory settings.”
- Leadership increases safety and satisfaction
- **Most trusted 15 of last 16 years**



Maybe one of these days we'll have our own logo.

Finally, Our Endeavor

- ***Nurses on Boards (NoB)*** Committee
 - Subcommittee of the OAC's Leadership WG
 - Formed NoB March 2015 because
 - Compelled by preliminary Coordinated Care Organization Board data (**nurses < 3%**) and
 - Inspired to extend the national NOBC campaign



What are the NoB's 2015 goals?

1. Database of nurse trustees and potential trustees
2. Increased number of nurses prepared for boards
3. Increased awareness of nurses' value to boards
- 4. Increased number of nurses on boards**



What's the NoB's 2015 plan?

1. Database of nurse trustees and potential trustees
 - Develop roster of 15 nurse trustee candidates
 - Identify nurses already serving on boards
 - State nursing organizations (OSBN, ONA and OCN)
 - Acute care hospital boards
 - Coordinated Care Organizations (CCOs)
 - Community Advisory Councils (of CCOs) *
 - Federally Qualified Health Centers

* Considered “board” by NOBC but NoB more as pipeline to board



What's the NoB's 2015 plan?

2. Increase number of nurses prepared for boards

- Investigate interprofessional board trainings
- Sponsor board training for 15 candidates
- Solicit and gather “board mentors”
 - Focus group to glean necessary skills for service
 - Define role of the mentor and assign mentee(s)
 - Mentor aspiring and nascent trustees
- Create a board service toolkit



What's the NoB's 2015 plan?

3. Increase awareness of nurses' value to boards

- Talking points from OAC Communications WG
- Presentations: Nursing and interprofessional
 - ~~2015 IHI Western Regional Interprofessional Conference~~
 - ~~2015 Western Institute of Nursing Conference~~
 - ~~2015 Oregon Public Health Association Conference~~
- Oregon Center for Nursing *NurseCast* episode
- Oregon data in CFA “dashboard indicators”



What's the NoB's 2015+ plan?

4. Increase the number of nurses on boards
 - Establish key relationships with boards to whom we've
 - Shown nursing's value to governance so we can
 - Stay abreast of potential board vacancies and
 - Promote our prepared candidates to
 - Fill vacancies as the **MOST TRUSTED** and well-prepared **TRUSTEES** in the land



***Thank you for
your stewardship to
health and humanity!***

**We
want
you!**



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