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**The Institute of Medicine's  
Future of Nursing Report:  
Implications for Nurse Practitioners  
and Physician Assistants**  
***Acute Care NP/PA Leadership Summit***

**Janet D. Allan, PhD, RN, FAAN**

University of Maryland School of Nursing  
September 9, 2011

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**Overview**

- **Describe Four Key Messages of the Report**
- **Describe Recommended Strategies to Address Nurse Practitioners' Barriers to Practice**
- **Describe the functions of State Action Coalitions**

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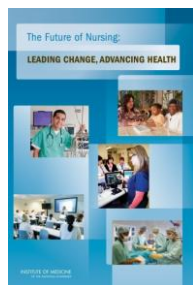
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**Report Goal:**

Transform  
nursing field to  
prepare nurses  
to lead change  
and advance  
health for all  
Americans



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**Campaign Vision:**

All Americans have access to high-quality, patient-centered care in a health care system where nurses contribute as essential partners in transforming the health care delivery system.



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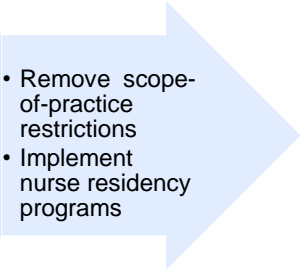
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**Four Key Messages**

**#1) Nurses should practice to full extent of their education and training**

- Remove scope-of-practice restrictions
- Implement nurse residency programs



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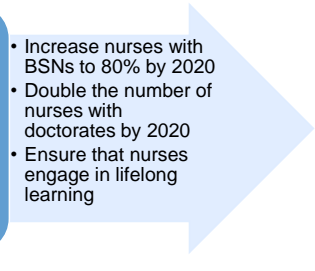
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**#2) Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression**

- Increase nurses with BSNs to 80% by 2020
- Double the number of nurses with doctorates by 2020
- Ensure that nurses engage in lifelong learning



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**#3) Nurses should be full partners with physicians and others in redesigning U.S. health care**

- Expand opportunities for nurses to lead and diffuse collaborative improvement efforts
- Prepare and enable nurses to lead change to advance health

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**#4) Effective workforce planning and policy-making require better data collection and an information infrastructure**

- Build an infrastructure for the collection and analysis of inter-professional health care workforce data

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**Advancing APRN Practice**

**IOM Report**

**“What nurse practitioners are able to do once they graduate varies widely for reasons that are not related to their ability, education or training, or safety concerns, but to the political decisions of the state in which they work.”**

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### Barriers to NP and PA Practice

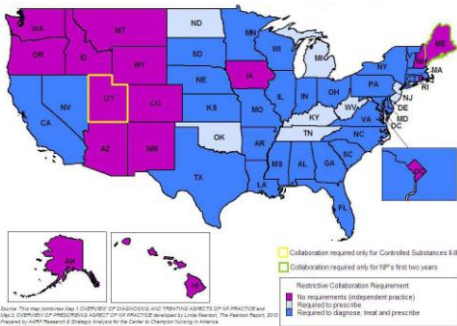
- Exclusionary language in federal/state reimbursement regulations
- Restrictive practice agreements
- Insurer not credentialing NPs on provider panels
- Restrictions on ordinary services
- Physician Organization resistance

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### Limits to APRN Practice



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**TABLE 3-1 Complexity of Evaluation and Management Services Provided Under Medicare Claims Data for 2000, by Practitioner Type**

Practitioner Type	Low Complexity (%)	Moderate Complexity (%)	High Complexity (%)
Primary care physician	55	34	11
Nurse practitioner	57	35	9
Physician assistant	59	34	7
Certified nurse midwife	77	19	4

NOTES: For evaluation and management services, low-complexity services are defined as those requiring straightforward or low-complexity decision making; moderate-complexity services are those defined as requiring a moderate level of decision making; and high-complexity services are defined as those requiring a high level of decision making.

SOURCE: Chapman et al., 2010. Copyright © 2010 by the authors. Reprinted by permission of SAGE Publications.



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### **Report Recommendations to Reduce Barriers to Practice**

#### ***Federal:***

- Federal Trade Commission – investigate states with high level of restrictive regulations
- Extend Medicaid reimbursement rates for ACA to APRNs
- Amend Medicare regulations to make APNs eligible for clinical privileges

#### ***State:***

- Reform Scope of Practice regulations to conform to NCSBN Nursing Model Practice Act
- Require 3<sup>rd</sup> party payers to provide direct reimbursement to APRNs
- Dialogue with Physician Organizations

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### ***Implementation Strategy***

- Action Coalitions (Regional/State)
- Must be co-led and form long term alliances
- Field strategy to move key recommendations forward at local, state and national levels
- Capture best practices, networking

States designated: CA, MISS, NY, NJ, MICH, WASH, ID, UT, COLO, NM, ILL, IND, LS, VA, FLA

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### ***Action Coalition Activities***

- Work to advance key IOM report recommendations
- Identify and set goals
- Form, mobilize and convene diverse stakeholders
- Educate policymakers and other decision makers
- Reach out to philanthropies/funders to seek financial support
- Gain visibility for their work through the media and other outlets

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### MARYLAND ACTION COALITION

The Steering Committee convened the Recommendation Chairs (and invited guests) on April 25<sup>th</sup> to establish the MD Action Coalition.

Dean Janet Allan, UM SoN

Neil Meltzer, President of Sinai Hospital and Sr. VP of LifeBridge Health

Lynn Reed, Executive Director, GWIB

Dr. Frank Calia, UM SoM, Vice Dean of Clinical Affairs

Pat Travis, President of the MNA

Nancy Adams, President of the Md Board of Nursing

Larry Strassner, President of MONE

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### Recommendation Chair(s):

1. Remove scope-of-practice barriers – Shannon Idzik & Ena Pierce
2. Expand opportunities for nurses to lead & diffuse collaborative improvement efforts – Maureen McCausland
3. Implement nurse residence programs – Sherry Perkins
4. Increase the proportion of nurses with a BSN to 80% by 2020 – Barbara Nubile & Caren Lewis
5. Double the number of nurses with a doctorate by 2020 – Denise Seigart & Senator Delores Kelley
6. Lifelong learning – Deana Holler & Beth Batturs
7. Prepare & enable nurses to lead change to advance health – Gloria Ceballos & Trudy Thompson
8. Build infrastructure for collection & analysis of inter-professional health care workforce data – Senator Paula Hollinger & Sharon Bloom

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### How to Get Involved

- MD – Working Summit will be held on September 23, at the University of Maryland School of Nursing
- Other States: Contact State Nurses Association or AARP to get involved
- Inform colleagues about IOM
- Begin dialogue with your physician colleagues

Summit: <http://nursing.umaryland.edu/calendar/event/3516>  
Join Recommendation Group

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*Closing Thoughts.....*

"I'm convinced that joining forces with APNs to develop innovative models of team care will lead to the best health outcomes. In a world of accountable health care organizations, health innovation zones, and medical 'neighborhoods,' we gain far more from collaboration than from competition. . . . Let's stop clinging to the past--and redirect our energies toward envisioning the future of health care."

Jeff Susman, MD, Editor-in-Chief  
*Journal of Family Practice*, 12/2010

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**Campaign Resources**

Web: [www.thefutureofnursing.org](http://www.thefutureofnursing.org)

Web: [www.nap.edu](http://www.nap.edu)

Twitter: [www.twitter.com/futureofnursing](http://www.twitter.com/futureofnursing)

Facebook: <http://facebook.com/futureofnursing>

Maryland Action Coalition:

<http://nursing.umaryland.edu/calendar/event/3516>

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