

*Join us for a
thought-provoking,
mind opening view of
the future nursing
workforce in America!*

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Group: Arizona Nurses Association

Taking the Long View: The Evolving Role of Nurse Leaders from Bedside to Boardroom

June 19-20, 2013
The Saguaro Hotel
Scottsdale, Arizona

Purpose

The tenth in a series of conferences focusing on the nursing workforce. The purpose of this conference is to showcase issues, trends and solutions related to nursing leadership, nurses in leadership roles and competencies needed at the individual, group and governance levels of leadership.

Objectives

1. Discuss leadership structure/accountability and aligning for excellence.
2. Describe innovative solutions for creating new practice models.
3. Identify strategies for nurses to lead and diffuse collaborative health care teams.
4. Identify leadership models and best practices for identifying, recruiting and retaining nursing leaders.

Agenda

Wednesday, June 19, 2013

12:00 – 1:30 pm

Registration

1:00 – 1:30 pm

Welcome-Announcements

Mary Rita Hurley, MPA, RN

President, Forum of State Nursing
Workforce Centers

Robin Schaeffer, MSN, RN, CNE

Executive Director,
Arizona Nurses Association

1:30 – 3:00 pm

Keynote Address

*Key Trends In The Nursing
Workforce During An
Era of Health Reform*

Peter Buerhaus, PhD, RN, FAAN

3:00 – 3:30 pm

Break

3:30 – 4:10 pm

Breakout Sessions

Session 1-A

*Effect of Authentic Leadership
on Leadership Attributes
and Positive State-Like
Capacities among Registered
Nurses*

Session 1-B

*Implementing the Clinical Nurse
Leader Role: A Leadership Model
Centered on Innovation,
Efficiency, and Excellence*

Session 1-C

*BSN Programs in the Community
College Setting: Challenges and
Successes*

4:20 – 5:00 pm

Breakout Sessions

Session 2-A

*Nursing: the Missing Voice in the
Board Room*

Session 2-B

*Advancing the Role of the
Informatics Nurse Leader to
Improve Care Delivery*

Session 2-C

*Building a Sustainable Workforce
Center: Models for Success*

5:00 – 6:00 pm

Reception and
Poster Presentations

Thursday, June 20, 2013

8:00 – 8:30 am

Continental Breakfast

8:30 – 10:00 am

Keynote Address

*Nurses as Leaders in Promoting
the Health of the Nation:
Innovations, Challenges, and Policy*
Diana Mason, PhD, RN, FAAN

10:00 – 10:30 am

Break

10:30 – 11:10 am

Breakout Sessions

Session 3-A

*Future of the Primary Care
Workforce: Comparative
Perspectives of Nurse Practitioners
and Primary Care Physicians*

Session 3-B

*Inclusive Excellence: A tool to
create 21st century nursing leaders*

Session 3-C

*The Power of Interdisciplinary
Academic-Practice Partnerships in
RN-BSN Program Development*

11:20 – 12:00 pm

Breakout Sessions

Session 4-A

Nursing Leadership Post-Election

Session 4-B

*A model of hospital employed APNs
collaborating within area long-term
care (LTC) corporations to optimize
care and reduce readmissions*

Session 4-C

*New Roles for Nurses in Health
Care Reform*

12:00 – 1:00 pm

Lunch

1:00 – 2:30 pm

Expert Panel

*Nursing's Crystal Ball: Envisioning
the Future Leader*

**Moderator: Kathy Malloch, PhD,
MBA, RN, FAAN**

Panel:

**Karen Daley, PhD, MPH, RN,
FAAN**, President, American Nurses
Association

Bill Lecher, RN, MS, MBA, NE-BC,
President, Assembly of Men in
Nursing

**Linda-Burnes Bolton, DrPH, RN,
FAAN**, Vice President, Nursing &
Chief Nursing Officer, Cedars-Sinai
Medical Center

2:30 – 3:00 pm

Break

3:00 – 4:00 pm

Update:

*Future of Nursing Campaign for
Action*

**Susan Hassmiller, PhD, RN,
FAAN**

4:00 – 4:30 pm

Closing Remarks

Keynote and Expert Panel Speakers

Peter Buerhaus, PhD, RN, FAAN



Dr. Buerhaus is a nurse and a healthcare economist, and is well known for his studies and publications focused on the nursing workforce in the United States. He is the Valere Potter Distinguished Professor of Nursing, and Director of the Center for Interdisciplinary Health Workforce Studies, the Institute for Medicine and Public Health, at Vanderbilt University Medical Center.

Bill Lecher, RN, MS, MBA



Bill Lecher, Sr. Clinical Director of the Specialty Resource unit at Cincinnati Children's Hospital Medical Center was recently voted to the national board of the Assembly of American Men in Nursing. Lecher hopes his experience will become commonplace as more men consider nursing as a career. Lecher, has made it his mission to get the word out that nursing, can offer just as many opportunities for men and help solve the nursing shortage.

Linda-Burnes Bolton, DrPH, RN, FAAN



Dr. Burnes Bolton is Vice President, Nursing, Chief Nursing Officer and Director of Nursing Research at Cedars-Sinai Medical Center in Los Angeles. Her areas of research, teaching, and clinical expertise include nursing and patient care outcomes, improving organization performance, quality care, and cultural diversity within the health professions.

Kathy Malloch, PhD, MBA, RN, FAAN



Dr. Malloch, President, KMLS, LLC, Associate Professor, Arizona State University College of Nursing and Health Innovation, Clinical Consultant, API Healthcare, Inc., is a recognized expert in leadership and the development of effective evidence-based processes, innovative leadership models, insight into complex systems, decision-making, and futures strategy.

Karen Daley, PhD, MPH, RN, FAAN



Dr. Daley is the President of the American Nurses Association, the nation's largest nursing organization representing the interests of the nation's 3.1 million registered nurses. She spent more than 26 years as a staff nurse at Brigham and Women's Hospital in Boston. Dr. Daley was recently selected as one of Modern Healthcare's 2013 "Top 25 Women in Healthcare."

Diana Mason, PhD, RN, FAAN, DHL (Hon.)



Dr. Mason, Rudin Professor of Nursing at the Hunter College-Bellevue School of Nursing of the City University of New York, directs a Center for Health, Media, and Policy. She served as Editor-in-Chief of the American Journal of Nursing for 10 years, and continues in an emeritus capacity. During her tenure there, she developed numerous grant-funded projects to produce and disseminate cutting edge information on a variety of topics.

Susan Hassmiller, PhD, RN, FAAN



Dr. Hassmiller, Sr. Advisor for Nursing, Robert Wood Johnson Foundation, shapes and leads the Foundation's strategies to address nurse and nurse faculty shortages. Hassmiller directs the Foundation's Future of Nursing: Campaign for Action, which seeks to increase access to high-quality, patient-centered care in a health care system where nurses contribute as essential partners in achieving success.

For more information on each speaker visit www.aznurse.org and click on the Taking the Long View 2013 Annual Conference link.

Breakout Sessions Overview

1-A: Effect of Authentic Leadership on Leadership Attributes and Positive State-Like Capacities among registered nurses

Judy Martin, DNP, MSN, BSN

Leaders who inspire confidence are accountable, collaborate well with others and demonstrate initiative. The presentation will explore the process of creating nurse leaders from bedside to boardroom. In order for an organization to remain sustainable, leaders must be adaptable and prepared for the unexpected. Adaptability of an organization requires leadership from everyone at every level.

1-B: Implementing the Clinical Nurse Leader Role: A Leadership Model Centered on Innovation, Efficiency, and Excellence

Denise Wienand Med, MSN, RN, CNL

This is a new nursing leadership role implemented to improve the delivery of health care across the continuum. The implementation and pilot of the new care model utilizing Clinical Nurse Leaders (CNL) was put in place using best practices to drive care for improved patient outcomes and staff satisfaction. The CNL role helps provide for improved outcomes and quality as well as providing a more cost-effective approach to healthcare using best practices.

1-C: BSN Programs in the Community College Setting: Challenges and Successes

Gerianne Babbo, MN

Will describe the leadership skills used and the challenges and successes of developing and implementing a community college RN-BSN program. Providing academic progression opportunities to working RN's with multiple roles in their communities.

2-A: Nursing: the Missing Voice in the Board Room

Lola Fehr, MSN, BSN

Will provide a model that can be replicated in preparing nurses for board appointments and helpful tips that have contributed to success in Colorado. Participants will be able to assist nurses in seeing themselves as qualified to fill positions on non-profit boards and take action to seek an appointment.

2-B: Advancing the Role of the Informatics Nurse Leader to Improve Care Delivery

Joyce Sensmeier, MS, RN-BC, CPHIMS, FHIMSS, FAAN

Will examine the impact of nursing informatics leadership on the healthcare environment and patient-centered care by articulating an understanding of the competencies for this new role. In addition, key characteristics/attributes of a nurse leader in transforming healthcare and nursing practice through informatics and innovation will be discussed.

2-C: Building a Sustainable Workforce Center: Various Models for Success

**Deborah Gardner, PhD, RN, FAAN-Moderator
Linda Tieman, RN MN FACHE
Carole Stacy MA, MSN, RN
Lynne Dunphy, PhD, RN
Wanda Jones, RN, MS**

Will serve to inform nurse leaders interested in starting a new nursing workforce center or interested in different funding mechanisms to sustain existing state centers. Key questions and networks critical to success will be highlighted.

3-A: The Evolving Primary Care Workforce: Comparative Perspectives of Nurse Practitioners and Primary Care Physicians

Peter Buerhaus, PhD, RN, FAAN

Will describe results of two studies: 1) ongoing analysis of the types, quantities, costs and quality of primary care services provided to Medicare beneficiaries by nurse practitioners using Medicare Claims data from 2008 – 2010; and 2) Key results of the 2012 National Survey of Primary Care Nurse Practitioners and Physicians.

3-B: Inclusive Excellence: A Tool to Create 21st Century Nursing Leaders

**Brent MacWilliams, PhD, ANP
Bonnie Schmidt PhD, RN, CNE**

Achieving diversity and excellence through inclusion requires a transformational approach to measurable change. The second purpose is to bring awareness to the work being done on inclusion – creating a culture where diverse perspectives and voices become the norm for socializing the next generation. We call for a broad view of diversity, not as an end point, but as a dynamic, multidimensional, and interprofessional process that has garnered increasing attention in higher education.

3-C: The Power of Interdisciplinary Academic-Practice Partnerships in RN-BSN Program Development

Mary Baroni, PhD, RN

Will provide an overview of the process used to increase access to seamless academic progression from associate degree to a new BSN completion program developed through innovative partnerships between a public university, three community/technical colleges and community-based practice partners.

4-A: Nursing Leadership Post-Election

Ann-Lynn Denker, PhD, APRN

The era of the Affordable Care Act will require skillful nurse leaders to address policy, planning and business challenges in new ways. Nursing leadership will expand its scope and responsibility requiring new governance and relationship models. More than ever nursing leaders must engage in the larger disciplinary team of healthcare business. Resilience, collaboration, engagement and transparency make up an updated skill set for success in today's complex business of healthcare.

4-B: A Model of Hospital Employed APNs Collaborating Within Area Long-Term Care Corporations to Optimize Care and Reduce Readmissions

Karen Mayer, MSN, MHA

Will focus on APN Case Management for the application of evidence-based practice through education, coaching, and mentoring of RNs across the care continuum related to chronic illness and management of episodic events to improve the quality of care to the frail elderly. The APNs developed a LTC-based heart failure wellness unit/clinic to transition patients back to their home.

4-C: New Roles for Nurses in Health Care Reform

**Judee Berg, MS, RN, FACHE
Mary Dickow, MPA**

Will examine the new roles for Registered Nurses in a reformed health care environment where the incentives are populations and wellness based, in order to inform the preparation and transitioning of future nurses.