

## Appendix A

### Nursing Agenda Development: Process and Participants

#### Process of Developing the Nursing Agenda for Michigan

The Coalition of Michigan Organizations of Nursing (COMON) was organized in 1984. In 2002, responding to a worsening nursing shortage, COMON started documenting nursing issues; and in 2004, in cooperation with the office of the Michigan Chief Nurse Executive, COMON member organizations sent representatives to work on development of a Nursing Agenda for Michigan. Following roundtable discussions in late 2004 and early 2005, six topic-specific committees worked intensively to identify issues and action steps to be recommended to Governor Granholm. These action steps are presented in Appendix B as tables, which include issue statements, recommended actions, responsible parties, timelines, and action indicators.

The complete Nursing Agenda for Michigan reviews the issues, presents the recommended actions, and summarizes outcomes. The policy makers and people of Michigan are asked to carefully consider and act upon the recommended actions. The participants (see list below) in the Nursing Agenda development process appreciate your willingness to listen and your concern for Michigan's future health care resources and economy.

#### Participants in the Development of the Nursing Agenda

Roberta B. Abrams, RN, MA, FACCE; President, COMON

Karen Adkins-Bley, RN, BSN, MSA, JD,

Association of Women's Health, Obstetric and Neonatal Nurses, Michigan Section

Karen Allen, BSN, MSN, PhD, Chair, Andrews University Department of Nursing

Cynthia Archer-Gift, PhD, Ed.Sp.c, RN, Michigan Department of Community Health

Roberta Asplund, ED S, MPH, BSN, Michigan Public Health Association,

Chair, Public Health Nursing Section

Kristin Benit, ND, RN, CPNP, National Association of Pediatric Nurse Practitioners

Dennis Bertch, MSN, RN, President, Michigan Council of Nursing Education Administrators

Linda Bond, PhD, RN, Kirkhof School of Nursing, Grand Valley State University

Nadia E. Boulos, PhD, RN, Oakland Community College

Vicki Boyce, MSN, RN, President, American Association of Critical Care Nurses,

Southeast Michigan Chapter

Laurice M. Bray, LPN, Michigan State Board of Nursing

Martha Cabarios, BSN, RN, President, Philippine Nurses Association

Debra Cain, BSN, RN, Genesee County Health Department

Pamela Jo Chapman, BSN, RN, Borgess Medical Center

Norvin Cleveland, RN, BSN, Association of Rehabilitation Nurses, Michigan Chapter

Peggy Comstock, MS, RN, Madonna University College of Nursing

Linda Connor, RN, BSN, Maternal Newborn Nurse Professionals of Southeastern Michigan

Julie Coon, RN, MSN, EdD, Director, Ferris State University School of Nursing

Sheryl Ebaugh, MS, RN, Michigan Association of Occupational Health Nurses

**Participants in the Development of the Nursing Agenda (cont.)**

Naomi E. Ervin, RN, PhD, APRN, BC, FAAN, Wayne State University College of Nursing

Brad Gordon, RN, MPA, Borgess Medical Center

Jonnie M. Hamilton, MS, CPNP, CNA, RN, Michigan State Board of Nursing

Marilyn Harton, RN, MSN, Professor Emerita, Madonna University College of Nursing

Ada Sue Hinshaw, RN, PhD, FAAN, Dean, University of Michigan School of Nursing

Rochelle Igrisan, RN, Michigan Organization of Nurse Executives

Cheryl L. Johnson, BSN, RN, President, Michigan Nurses Association

Kenneth D. Kawa, CRNA, MS, Michigan Association of Nurse Anesthetists

Katie Kessler, RN, MSN, APRN, President, Michigan League for Nursing

Rose Khalifa, RN, President, American Arab Nurses Association

Mary Killeen, RN, PhD, CNA, BC, University of Michigan School of Nursing

Jeanette W. Klemczak, MSN, RN, Michigan Chief Nurse Executive,

Michigan Department of Community Health

Marilyn S. Laurus, RN, BSN, Bay County Health Department

Lynn L. Lebeck, CRNA, DNSc, Michigan Association of Nurse Anesthetists

Julia Lechtenberg, RN, BSN, NCSN, Michigan Association of School Nurses

Pilar C. Leyson, RN, BSN, RNC, NHA, Philippine Nurses Association of Michigan

Madelyn McMurtrie, MSN, RN, CPNP, Michigan Council of Nurse Practitioners

Ruby Meriweather, PhD, RN, Michigan Department of Community Health

Gail Odneal, RN, MSN, Michigan League for Nursing

Barbara Putrycus, RN, MSN, CCRN, Michigan Association of PeriAnesthesia Nurses

Jane E. Renwick, RN, MSA, Michigan Organization of Nurse Executives

Nettie Riddick, RNC, BSN, BS Ed, MSN, CNRN, Detroit Black Nurses Association, Inc.

Mary Anne Rizza, Health Care Recruiters Association of Metro Detroit

Dorothy Rodriguez, RN, APRN-BC, National Association of Hispanic Nurses,

Michigan Chapter

Anne Rosewarne, Executive Director, Michigan Health Council

Marilyn Rothert, PhD, RN, FAAN, Dean, Michigan State University College of Nursing

Carolyn Schaefer, RN, BSN, MS, Michigan Organization of Nurse Executives

Kerri Durnell Schuiling, PhD, CNM, WHCNP, FACNM, Associate Dean,

Northern Michigan University School of Nursing

Debra Sietsema PhD-c, RN, President, Michigan Association of Colleges of Nursing

Carole Stacy, RN, MA, MSN, Michigan Center for Nursing

Linda S. Taft, RN, Chairperson, Michigan State Board of Nursing

Mary Targosz, RN, C, MSN, CPNP, National Association of Pediatric Nurse Practitioners,

Michigan Chapter

Diane Toman, RN, CAPA, Michigan Association of PeriAnesthesia Nurses

Cordelia Tucker, RN, BSN, Lambda Chi Chapter, Chi Eta Phi Sorority, Inc.

Dee Tyler, RN, COHN-S, Michigan Health and Hospital Association Service Corporation

Claudia Valdez-Lowe, RN, APRN-BC, CCRN, National Association of Hispanic Nurses,

Michigan Chapter

Patti VanDort, RN, BSN, MSN, President, Michigan Organization of Nurse Executives

Sandra Walls, RN, MSN, Public Health Nurse Administrators Forum,

Michigan Association for Local Public Health

Susan Wambach, RN, MSN, Michigan Council of Nursing Education Administrators

**Participants in the Development of the Nursing Agenda (cont.)**

Mary Wawrzyński, PhD, RN, Dean Emerita, Madonna University College of Nursing

Anne Wheatley, RN, Association of Rehabilitation Nurses, Michigan Chapter

Linda Wheeler, LPN, Michigan Licensed Practical Nurses Association

Carol Wilson, RNC, BSN, MSN, President,

Association of Women's Health, Obstetric and Neonatal Nurses, Michigan Section

**Other Organizations Endorsing the Nursing Agenda for Michigan**

Michigan Department of Community Health

*Office of the Michigan Chief Nurse Executive*

Michigan Department of Labor and Economic Growth

Michigan Health Council

Michigan Home Health Association

**Distinguished Advisors and Organizations Providing Review for the Nursing Agenda for Michigan**

James Epolito, President and CEO, Michigan Economic Development Corporation

Michigan Health and Hospital Association, Health Care Careers Task Force

Pamela Paul Shaheen, DrPH, Michigan Public Health Institute

Laurence Rosen, PhD, Public Policy Associates, Inc.

Gail Warden, President and CEO Emeritus, Henry Ford Health System

Pam Yager, Policy Advisor to the Governor

**Special Consultant**

G. Elaine Beane, PhD, Michigan Public Health Institute

**Staff**

Monica Balderson, BS, Michigan Department of Community Health

Sally Bancroft, Graphic Designer, Michigan Public Health Institute

Megan Finn, Student, University of Michigan School of Nursing

Linda Fox, Michigan Department of Community Health

**This page intentionally left blank.**

## Appendix B

### Nursing Agenda Recommended Actions

#### Overview

The health and safety of patients requires an adequate supply of high-quality professional nurses. Most healthcare consumers and health policy makers are aware of at least some nursing workforce issues – shortages, recruitment difficulties, retention difficulties, and education shortages. In general, recruitment and retention of professional nurses require that nurses be treated as respected professionals whose input is effective. The Nursing Agenda Recommended Actions cover the generation, recruitment and retention of a high-quality, diverse, well-educated nursing workforce operating in an innovative work environment that is patient-centered and supportive of nursing. The Coalition of Michigan Organization of Nursing has worked to develop the Nursing Agenda and recommends the following actions:

Implement the Actions recommended in **Nursing Agenda Section 1, Workforce**, to improve retention of the nurses Michigan already has in the workforce. Workforce issues are central to all discussions of the nursing shortage. These issues connect to all the other recommendations.

Implement the Actions recommended in **Nursing Agenda Section 2, Work Environment**, to create a supportive work environment, improve collaborative decision-making and patient health outcomes, and retain more of the professional nurses currently working in the field, thereby increasing the workforce.

Implement the Actions recommended in **Nursing Agenda Section 3, Work Design**, to improve patient and nurse safety, and the efficiency and effectiveness of nursing tasks. This section considers the ergonomics and organization of nursing work, and recommends far-reaching improvements to improve patient safety and retain more of the professional nurses currently in the nursing workforce.

Implement the Actions recommended in **Nursing Agenda Section 4, Nursing Education**, to improve the short-term, mid-term, and long-term supply of Michigan nursing faculty, leaders, and nurses. Without adequate numbers of well-prepared faculty and leaders, we cannot expect to increase the number of well-prepared nursing graduates. This section recommends actions to add faculty and educate new nurses to increase the nursing workforce.

Implement the Actions recommended in **Nursing Agenda Section 5, Economic Impact of Nursing**, to ensure that healthcare consumers, employers, and policy makers are aware of the role of nurses in the provision of quality health care, and in the maintenance and improvement of the Michigan economy. Improving the nursing workforce will improve the economy of the state, as well as the health and safety of patients.

Implement the Actions recommended in **Nursing Agenda Section 6, Scope of Nursing Practice**, to strengthen the nursing profession and standards of practice. Patient health and safety require that nursing standards and appropriate scope of nursing practice be strengthened. We must maintain high quality care and increase respect for professional nurses while increasing the nursing workforce.

**In all of these activities, we recommend that emphasis be placed on increasing workforce diversity. Evidence shows that a diverse health workforce, that reflects the cultural, ethnic, and gender diversity of the state population, improves both patient access to quality healthcare and patient outcomes. Increasing diversity will improve the nursing workforce and the health and safety of patients.**