EMERGING TRENDS IN EDUCATION, PRACTICE, RESEARCH AND POLICY

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APPROACH TO PRESENTATION

- Emerging trends in education and Practice
- Implications
- Educational responses in Academic and Practice settings
- Practice Innovation
- Research Potential; Evidence; and transformation
- Integration
- The Future
- leading change creates renewed opportunities for the discipline to become an active participant for reform and a voice for the development of nurse led innovation in global health care. (October 5th, 2010).

- Nurses are encouraged to achieve higher levels of education and training through an improved systems and strategies that promotes seamless academic progression; and address access to knowledge in new ways.
- Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States;
- Nurses should practice to the full extent of their education....but be clear about their professional identity and autonomy.
“Nursing is a human discipline that facilitates well being of individuals, families and communities using a scientific knowledge base within caring relationships.”

The future needs to reflect nursing’s unique contribution to care and related outcomes within an interdisciplinary environment.

Nurses need knowledge to inform and transform care delivery

Nurse must be active participants in research and discovery.
HEALTH CARE TRENDS

- Technologic explosion affecting care delivery and communication;
- International economic challenges impacting care;
- Integration of complementary therapies
- Increased focus on genetics and palliative care, medical homes;
- Increased life expectancy and challenges of aging; population.

By 2020 20% of the population will be over 65; those over 85 constituting the fastest growing age group;

- Growing complexity in the delivering of health care;
- Increase chronic illness; Managing Care
- Potential shortage of nursing prepared at an advanced level.
CHANGING WORLD VIEW REQUIRES...

- New level of responsiveness;
  - Deciding what rules to keep and what to let go of;
  - Recognizing the complexity and diversity of health care and organizations;
  - Establishing a new rhythm...balance within dynamic systems;
  - Being true to mission: research a value and belief.
Total Enrollment: in all nursing programs leading to the baccalaureate degree is 259,100, an increase from 238,799 in 2010.

- Within this population, 169,125 students are enrolled in entry-level baccalaureate nursing programs;
- In graduate programs, 94,480 students are enrolled in master’s programs,
- 4,907 are enrolled in research-focused doctoral programs, and
- 9,094 are enrolled in practice-focused doctoral programs in nursing.
STUDENT DIVERSITY

At all levels, professional-level nursing programs reported increases in the number of students from minority backgrounds.

- entry-level baccalaureate nursing programs increased to 26.9%,
- master’s programs increased to 26.6%,
- in research-focused doctoral programs to 24.7%,
- and in practice-focused doctoral programs to 22.0%.

Men in Nursing: represent only 6.6% of the U.S. nursing workforce, the percentage of men in baccalaureate and master’s nursing programs are 11.4% and 9.9%,
ACCELERATED PROGRAMS

Accelerated nursing programs continue to be an important pathway into nursing for individuals with degrees in other fields.

- Currently, 14,124 students are enrolled in the nation’s 235 accelerated baccalaureate programs, up from 13,605 in 2010,
- and the number of graduates climbed to 9,509
- In the 63 accelerated master's degree programs now available, 5,980 students are enrolled, and 1,796 students graduated last year.
From 2010 to 2011, enrollment in RN-to-BSN programs increased by 15.8%, which marks the ninth year of enrollment increases.

- Currently, 646 RN-to-Baccalaureate and 168 RN-to-Master's Degree programs are available nationwide, with many programs online.
- In addition, 25 new RN-to-Baccalaureate and 37 new RN-to-Master’s programs are under development.
NEW DIRECTION...QUANTUM LEADERSHIP...

PORTER O’GRADY

- Envision the whole
- Focus on the Process
- Teamwork and relatedness
- Integration
- Multi focal and non linear
- Work from the center outward
- Dynamic and responsive to change
- Value driven action
- Transformative / self Discovery
Added Trends

- Interdisciplinary/Intra-disciplinary learning;
- Increased technology decrease in “live patient experience”;
- Shift in nursing knowledge in curriculum;
- Availability of Acute Care Placements
- Shift to Community practice
- Threat of task driven practice the focus doing vs. thinking
- Patients feeling lost and abandoned
Doctor of Nursing Practice Programs:

Within six years, the number of schools offering the DNP has increased from 20 programs in 2006 to 184 programs in 2011,

Last year, enrollment in these programs grew by 28.9%, with 9,094 students now enrolled in DNP programs.
BSN ENTRY

- Baccalaureate to Doctoral Programs: One innovative educational pathway that is bringing younger faculty and scientists into nursing is the Baccalaureate to Doctoral program.
  - 77 research-focused Baccalaureate to Doctoral programs are now available with an additional 7 programs under development.
Research-Focused Doctoral Programs: The 2011 AACN survey found significant growth in research-focused doctoral programs (i.e., PhD) which climbed to 125 programs last year.

- In 2011, increased by 7.9% over the previous year.
- Since 2003 enrollment in research-focused doctoral programs has increased by 52%.
Along with the change in the health care landscape we are facing a nursing workforce shortage and a nursing leadership shortage;

By the year 2025, it is estimated that we will have a shortfall of between 300,000 and a million nurses;

Four out of every 10 nurses will be over the age of 50 (Burhaus, 2008);

By 2020, 75 percent of the current nurse leaders will have left the nursing workforce (Hodes Aging Workforce Study, 2009).
IN THE PRACTICE SETTING – HEALTH CARE REFORM CHALLENGES IN HEALTH CARE

- Increased demand for a more educated workforce; complex settings
- Increased regulatory and health policy mandates;
- Improved documentation;
- Changing demographics and increasing diversity;
- Consumers are feeling abandoned by a health care system; fast pace - rapid discharge
- Focus is on Knowing the person - How?
- Patients and families are seeking a health care system focused on recovery from illness and health promotion sustained, and supported from an informed health care provider to impact cost, use, quality, safety;
- Communities seeking ways to promote transition and continuity of care.
IOM REPORT ON THE FUTURE OF NURSING (2010)

- Nursing leading health care reform
- Emphasizes more than ever the need for clear articulation of nursing knowledge and its impact on quality care outcomes.

- PRACTICE WITHIN SCOPE
- REMOVE REGULATORY BARRIERS
- INCREASE EDUCATIONAL PREPARATION
- LEAD INITIATIVES FOR CHANGE
- Link outcomes to nursing
RESEARCH IN PRACTICE

• Changing trend
• Numbers of Doctorally prepared nurses in practice increasing...how to move research forward?
• Focus of research? Advancing nursing knowledge? Other
• Funding Challenges/Partnerships and Foundations
• Response to Healthy people 2020
• IOM - Future of Nursing and research
• Interdisciplinary Research
Evidence
- Using
- Building
- Translating
- Impact
- EBP 20 years old...

“Have we done all we can do to insure that the best evidence has reached the bedside” (Lee, 2012)

Translation
- Nursing voice
- Changing outcomes
- New direction
- Collaboration and interdisciplinary impact
“The tools of Practice must not be confused with the substantive knowledge for practice” (M. Rogers in Barrett’s *The Science and Art of Nursing Practice*).

Disease for MD an entity to be eliminated …for nursing disease information about pattern of the whole” (Newman, 1991).

Power…knowing Participation in change …Aware of what we choose…free to do it…doing it intentionally (Barrett, 1986; 90, 2010).
IMPLICATIONS

The number of individuals interested in professional nursing is increasing;

- The number of nurses interested in advancing knowledge is increasing;
- More applicants available then can be accommodated in programs – Availability of clinical resources;
- The diversity of the student pool is changing (age, gender, 2nd Career) Implications for teaching increasing;
- Increase number of potential faculty (doctorally prepared) in clinical positions;
- Decreased emphasis in educational preparation of nurses in academic programs;
- Adult Learners on the rise; alternative teaching strategies
- Adequacy of clinical experiences/impact of technology.
PROFESSIONAL Practice
MODELS
Innovation
Transition
Research
Leadership
Evidence
Relationship based care
Knowing the person
Mentoring
Diversity
Global impact
Ethical and Moral responsibility

Transforming Care at the Bedside

CONTENT AND FOCUS
- A Caring Science
- Based on relationship
- Focused on the Whole
- Intentional presence and Mutual partnership
- Transforming for both patient and nurse
- Pathology expression of the whole
- Health ...fulfilling the human potential for individuals and groups
- Involving choice, action and transformation
- Nurses are open and responsive to change
- Seek to empower person and communities with knowledge

Ontology (Roy & Jones, 2007)
Knowledge  
Research  
Practice  
Telephone Follow Up  
Phone calls
Nurses are in a key position to address patient/family/system concerns through research;

Nursing knowledge can foster a new understanding about health and illness and create new opportunities for growth and transformation changes action;

Respecting, valuing, articulating and using disciplinary knowledge to advance health for all enhance the visibility of the discipline;

Having an informed voice...essential when you get to the table;

Thee questions of the provider are stimuli for research

Standardized documentation produces evidence.
## OLD GIVING WAY TO TRANSFORMATION

- Putting out fires
- Responding to changes
- Masters Preparation
- Growth other, system
- Teach – skills, rules
- Unit influence
- Specialist/expert
- Consultant

- Lighting fires
- Stimulating change
- Expanding Knowledge
- New partnerships
- Collective mindfulness
- Self development
- Mentor and Coach – system leaders
- Influence system direction
- Develop evidence; lead research and translate
- Creating the culture – integrated into the whole
- New models- Attending Nurse
COMPLEXITY LEADERS

- Maintain a view of the whole...the big picture
- Read the signposts and translates them to others
- Discern
- Think reflectively
- Are responsive
- Recognize need for diversity
- Seek sustainability
- Recognize core elements
- Foster relationships
- Decrease attention on function...increase attention to process.
PRACTICE TRENDS (BURHAUS, 2009).

- Currently, there are approximately 2.6 million nurses (3.1), with approximately 86% involved in health care delivery;

- While the acute care environment is the largest employer of nurses, increasingly, nurses working outside of the hospitals in a variety of settings;

- Changes in academic preparation and workforce demands can be enhanced by a disciplinary perspective;

- Collaboration is the patient, family and community experience essential to quality, cost effective care;

- Evidence driven, documented care produces evidence actualized contributions;

- Nursing ...More than an a role.
Nursing’s unique position...taking the lead in elaborating relationship-centered care, which is also being called for by voices outside of nursing. (Pew Commission and Fetzer Institute Report, 1994).

“To successfully transform the way health care is structured and delivered in our country, it is absolutely essential to actively engage nurses for their leadership and unique expertise” (Shalala, RWJF, 2009).

Nurses and their concerns must be a part of our national discussion about health care and viewed as a key to the solution” (Shalala, RWJF, 2009).
THE FUTURE

- New knowledge
- New care environments
- Reform at all levels
- New strategies and Innovations
- Residency programs
- Personal Development
- Creative teaching and learning strategies
- Focus on outcomes
- Clearer voice for Nurses
- Partnerships and teamwork
“Great leaders are great learners“.
Exemplary leaders are pioneers at taking the initiative in searching for innovative ways to improve their own work that of the teams and the organization. Rejecting the status quo..they experiment and they take risks, treating the inevitable mistakes as important learning opportunities and creating a safe environments in which others can learn from failures as well as successes.”