

Advancing Health: News from the *Campaign for Action*

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Mentoring Boosts People Involved, and Nursing As a Whole

If you ask a nurse manager, chief nursing officer, or a nurse leader how they got where they are, it's likely they will mention mentors who helped along the way. It's just as likely that the experience benefited both teacher and student—while contributing to a nursing culture that promotes and values leadership.

Just ask Maria Torchia LoGrippe how mentoring helps nurses learn and grow. As a *New Jersey Nursing Initiative* scholar, LoGrippe was able to finance her doctorate in nursing at Seton Hall thanks to the Robert Wood Johnson Foundation (RWJF)—and found equally important help afterward in her mentor.

LoGrippe was guided in her postdoctoral position at Rutgers University by Edna Cadmus, who provided her protégé with opportunities to lead, including LoGrippe's current position as project director for an RWJF *State Implementation Program* grant.

Cadmus, who is specialty director of the Nursing Leadership Program at Rutgers' School of Nursing and co-lead of the New Jersey Action Coalition, has helped guide LoGrippe's career trajectory, LoGrippe said, and was "the key" to her being hired by Rutgers as an assistant professor. Now LoGrippe has been asked to direct the RN-to-BSN program at Rutgers—another role that LoGrippe attributed to Cadmus' ongoing conversations, advice, and counsel.

The Institute of Medicine's landmark 2010 report on the future of nursing cites mentoring as a good way to strengthen the workforce and improve the quality of care and patient outcomes. That's why mentoring is one strategy the Future of Nursing: *Campaign for Action*, a joint initiative of RWJF and AARP, is implementing through its 51 state Action Coalitions.

"Mentoring is really a bi-directional relationship," said Cole Edmonson, chief nursing officer at Texas Health



Maria Torchia LoGrippe (left) and Edna Cadmus review notes from LoGrippe's leadership training held in June at the Center for Creative Leadership in North Carolina.

Presbyterian Hospital Dallas, and an RWJF Executive Nurse Fellow. Edmonson mentors Amy McCarthy, a charge nurse at the hospital. When McCarthy met Edmonson, she said right away: "I want your job; now how do I get it?" Edmonson has been showing her the ropes since.

Thanks to Edmonson's selecting McCarthy as the new nurse representative on the National League for Nursing's Accelerating to Practice Advisory Board, she's been exposed to people and ideas at the national level in a way that

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What We're Reading

Sharing Nursing's Knowledge
<http://bit.ly/1KPhwQH>

Evidence for Action: Investigator-Initiated Research to Build a Culture of Health
<http://bit.ly/1dMvMv8>

A More Diverse Nursing Workforce
<http://bit.ly/1HbGUKs>

New Set of Foundational Courses Is Designed to Standardize Requirements for Bachelor of Science in Nursing Degrees
<http://bit.ly/1KTYBmk>

Mentoring Boosts People Involved, and Nursing As a Whole

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wouldn't have been possible otherwise. McCarthy has relied on Edmonson on matters large and small: "He connects me with people interested in what I need to know. He has been a constant source of support."

"Mentors help us through the difficult times, celebrate our accomplishments, and guide us through decisions and difficult situations," said Edmonson, who has benefited from the efforts of several nursing mentors over his career.

Like many other RWJF Executive Nurse Fellows, Edmonson is using his leadership skills to mentor younger nurses; he also leads an Action Coalition—in his case, the Texas Team.

Several state Action Coalitions, including those in Arkansas and Vermont, use mentoring to help prepare nurses to lead change. In Vermont, nurse leaders were encouraged to find a mentor; in Arkansas, the Action Coalition creates the pairings.

"Mentoring is particularly important for nurses who want to advance into positions of leadership, including positions on boards," noted Mary Val Palumbo, co-lead of the Vermont Action Coalition and a University of Vermont associate professor of nursing.

Nurses completing the coalition's yearlong *Vermont Nurse Leaders Fellowship Program* were encouraged to identify and seek out mentors. Palumbo credits her mentor, University of Vermont Professor of Health Policy and Nursing Betty Rambur,

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—Mary Val Palumbo, DNP, APRN
Co-Lead, Vermont Action Coalition
Associate Professor of Nursing, University of Vermont

with helping her "set new goals, strive for excellence, and be willing to step up to the plate."

In Arkansas, the Action Coalition made sure that mentoring was part of its Young Leaders Program, designed for nursing students earning their bachelor's degrees. The program pairs participating students with experienced nurses; students then complete nurse leadership projects under the guidance of their mentors, who help them hone leadership skills.

"Each of the youth leaders is having a unique experience outside of traditional bedside nursing," said Erin Fifer, coordinator for the Arkansas Action Coalition. "The mentoring and networking opportunities each student receives will be invaluable to his or her nursing career." ▶

Plenty of Industries See the Larger Benefits of Supporting Nursing and State Coalitions

Michelle Miller is always looking for those who can help Missouri's largest health care foundation meet its mission—to improve the health of people and communities in the Show-Me State. As public policy liaison at the Missouri Foundation for Health, she struck gold when she learned of the Missouri Action Coalition (MOAC) and its effort to familiarize Missouri's 125,000 licensed nurses with the Institute of Medicine's (IOM) landmark report on nursing.

The Missouri Foundation for Health's \$92,000 grant is helping MOAC communicate with and educate Missouri nurses about health policy and advocacy issues. But the foundation isn't the only one to recognize a worthy cause: Tina Lear, MOAC's executive director, said that a number of organizations and associations—including those focused on nursing, health, and higher education—have contributed \$155,400 in 2015, while nearly \$35,000 has been pledged for 2016.

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Plenty of Industries See the Larger Benefits of Supporting Nursing and State Coalitions

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Since the *Campaign* launched in 2010, hundreds of organizations have provided more than \$13 million to state Action Coalitions.

“We are really pleased MOAC came to us,” said Miller, who was instrumental in getting her foundation to provide MOAC with monetary and operational support to help implement the IOM report’s recommendations.

That’s the message from hundreds of organizations that have provided more than \$13 million to state Action Coalitions since the *Campaign* launched in 2010. Encouraged by matching grants from the Robert Wood Johnson Foundation’s *State Implementation Program* (SIP), businesses, insurers, foundations, hospitals, government entities, and other funders that understand the critical role nurses play in promoting health are providing cash and in-kind support to bolster state efforts to implement the IOM recommendations.

Miller gives voice to the reasons many state Action Coalitions have been backed by multiple organizations that support the cause of better health: “Nurses are highly trusted and highly informed.”

Pennsylvania and West Virginia have won support from an impressive array of funders, too.

Since 2012, the Pennsylvania Action Coalition (PA-AC) has raised \$430,000 “from a diverse range of funders, including foundations, major hospital systems, nursing schools, trade associations, an insurance plan, a health care union, and a nonprofit public health institute,” said PA-AC director Sarah Hexem.

For example, the foundation of the global medical technology company Masimo is providing PA-AC with \$150,000 over three years to build a communications infrastructure and pursue additional funding opportunities.

Masimo, which also serves as PA-AC’s non-nurse co-lead organization, “offers a perspective well beyond traditional nursing stakeholders, while positioning nurses at the forefront of high-quality patient care and technological



Kim Barber Tieman, program officer at the Claude Worthington Benedum Foundation with Aila Accad, executive director of the Future of Nursing West Virginia Action Coalition. The foundation provided \$50,000 to create an online education program.

innovation,” said Hexem. “The partnership affirms the critical role of nurses in improving patient safety.”

And in West Virginia, the Claude Worthington Benedum Foundation provided that state’s Action Coalition with \$50,000 to create an online education program with on-site mentoring to improve retention of new nurse graduates. The project also is designed to bolster leadership skills among nurses so they can lead the change needed to increase access, reduce costs, and improve the quality of health care, says Aila Accad, executive director of the West Virginia coalition.

“West Virginia has a big medical worker shortage in many areas,” says Kim Barber Tieman, a Benedum Foundation program officer. “We need a well-prepared workforce, especially with an additional 170,000 people getting coverage under West Virginia’s Medicaid expansion. Nurses are playing a much greater role in health care, particularly in rural areas.”

Tieman’s conviction is one that is sure to ring true for many organizations across the country. ▀

Champion of Nursing: Best Buy

As one of the nation's largest consumer electronics retailers, Best Buy has lots of reasons to keep its workforce healthy: 125,000, to be exact—the number of its employees. As a public company, Best Buy also has an obligation to hold the line on costs while keeping health care affordable for its staff members.

Those goals are why Best Buy sees nurses as a big part of its healthy future.

They are also the reasons Best Buy recently joined the *Campaign for Action's* Champion Nursing Coalition, a group of national business, consumer, and health groups committed to ensuring that the Institute of Medicine's landmark recommendations to advance nursing are carried out. Charles Montreuil, Best Buy's vice president of enterprise rewards, serves on the *Campaign's* Strategic Advisory Committee, which is a group of leaders in business, health care, and education who help shape the *Campaign's* strategic vision.

"When I heard about the *Campaign's* goals, I was instantly enthralled," said Montreuil, who once headed what is now the Minnesota Health Action Group, an advocacy organization comprising Minnesota employers working to improve local health care in a region considered one of the nation's most efficient health marketplaces. "I see the value of the nursing community and the tremendous amount of work and value they can deliver."

Montreuil's respect for the nursing profession is not new. As head of compensation and benefits for Minnesota-based Carlson Companies Inc., he was among the first to put a MinuteClinic, the health clinic chain staffed by family nurse practitioners and physician assistants, inside a workplace.

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—Charles Montreuil
Vice President of Enterprise Rewards, Best Buy

The pioneer and largest provider of retail-based health care nationally launched in Minneapolis in 2000 and is now part of CVS Health.

Best Buy counts on nurse-led retail clinics to bring better health closer to its employees. The company, which pays millions annually for employee-related health care coverage, is working with UnitedHealth Group to include MinuteClinics and other nurse-staffed clinics in Best Buy's health coverage. Additionally, Best Buy is seeking to provide incentives to employees to make sure such clinics are the lowest-cost option for employees.

Best Buy joined the Champion Nursing Coalition to help raise the profile of nursing nationally and to make sure that Minnesota continues to be a health care leader. Advanced practice nurses are key players in improving Americans' health, noted Montreuil. "We need to make care affordable for our employees. And there is no better way than with nurses." ▶

Links

- The Impact of State Nursing Practice Laws on Business
<http://bit.ly/1d2U2K1>
- Videos: What Is a Nurse Leader?
<http://bit.ly/1HNwnKU>



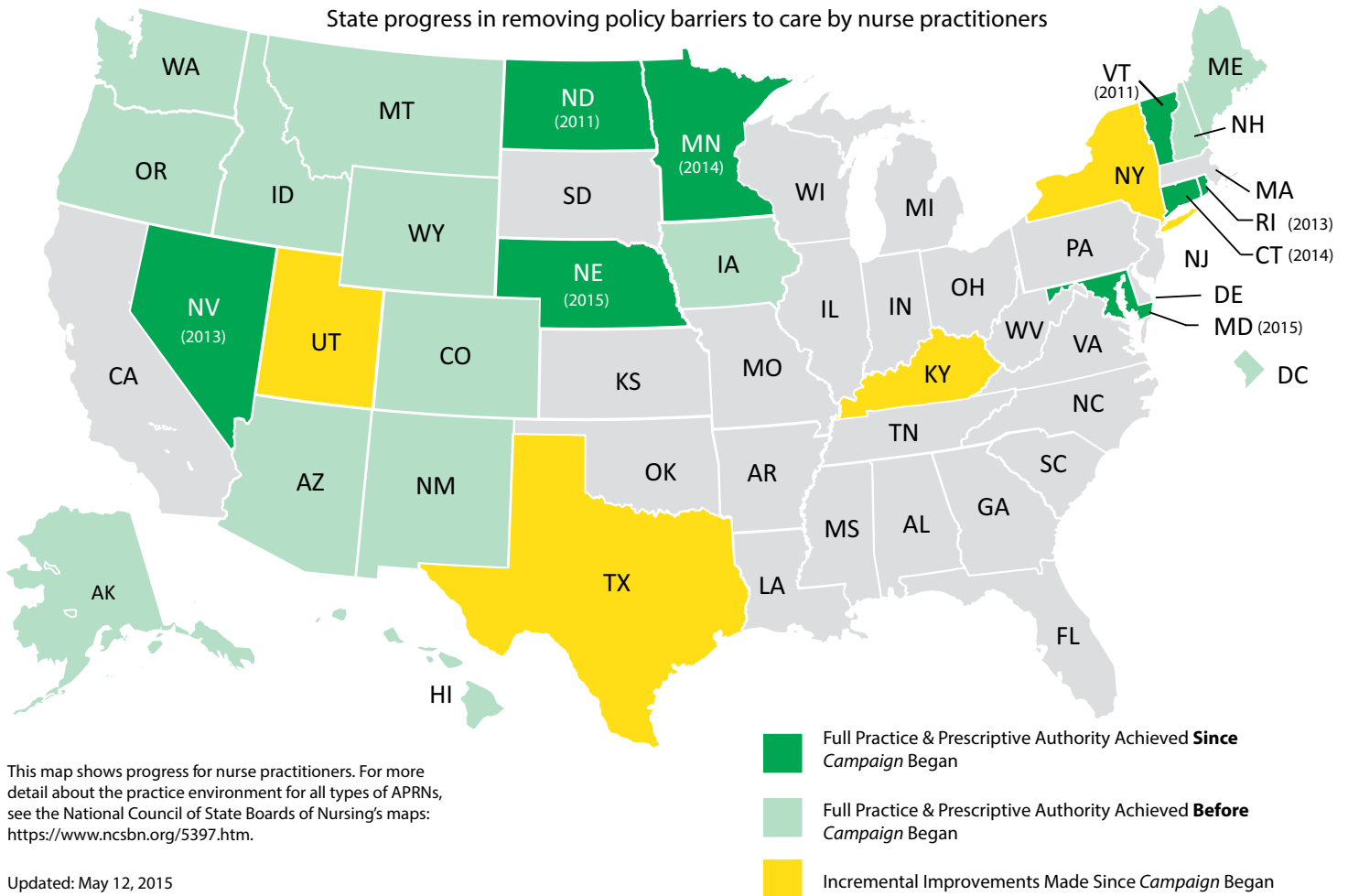
Since the *Campaign* began, eight states have modernized their scope of practice laws, increasing consumers' access to care.

FUTURE OF NURSING™ Campaign for Action



Removing Barriers to Practice and Care

State progress in removing policy barriers to care by nurse practitioners



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