"The Domain of Nursing: 2050"

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The Domain of Nursing: 2050

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POLLING

▶ In which *generation* do you fall?

- ▶ **A: GI** *(Greatest)* **(1901-1925)**
- ▶ **B: Mature** *(Silent)* **(1926-1945)**
- ▶ **C: Baby Boomers (1946-1964)**
- ▶ **D: Gen X (1965-1979)**
- ▶ **E: Gen Y (1980-1995)**
- ▶ **F: Gen Z (1996-2010)**

POLLING

▶ How many *types of nurses* are here?

   ▶ A: Student Nurses

   ▶ B. Registered Nurses

   ▶ C: Advanced Practice Registered Nurses
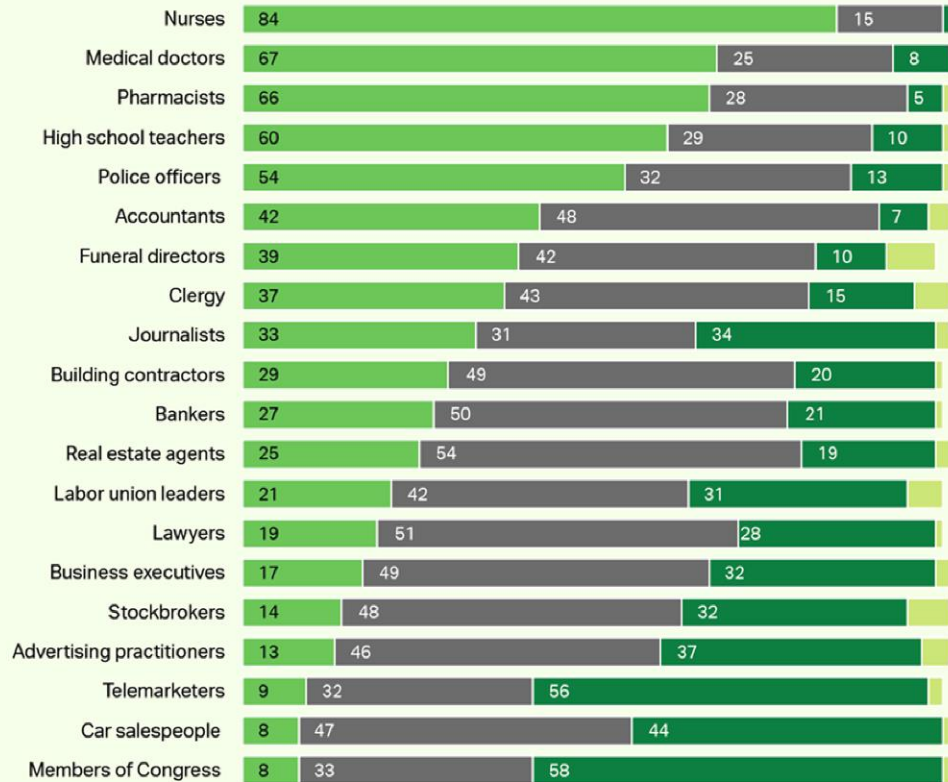
   ▶ D: Nurse Educators

   ▶ E: Doctoral Prepared Nurses

POLLING

▶ In what clinical setting do you work?

    ▶ A: Acute Care Setting

    ▶ B. Outpatient Setting

    ▶ C: Public Health Setting

    ▶ D: Academia

    ▶ E. Clinical Research

    ▶ F. Other

Please tell me how you would rate the honesty and ethical standards of people in these different fields -- very high, high, average, low or very low?

■ % Very high/High   ■ % Average   ■ % Low/Very low   ■ % No opinion

Profession	% Very high/High	% Average	% Low/Very low
Nurses	84	15	
Medical doctors	67	25	8
Pharmacists	66	28	5
High school teachers	60	29	10
Police officers	54	32	13
Accountants	42	48	7
Funeral directors	39	42	10
Clergy	37	43	15
Journalists	33	31	34
Building contractors	29	49	20
Bankers	27	50	21
Real estate agents	25	54	19
Labor union leaders	21	42	31
Lawyers	19	51	28
Business executives	17	49	32
Stockbrokers	14	48	32
Advertising practitioners	13	46	37
Telemarketers	9	32	56
Car salespeople	8	47	44
Members of Congress	8	33	58

GALLUP, DEC. 3-12, 2018

Nurses Ranked 'Most Trusted Profession' in 2019

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Do You Know?

▶ Average ages of RNs 51 and 52.

▶ Nursing has a growing number of male RNs, up to 9.1% in 2017 (8.0% in 2015)

▶ 41.7% of RNs reported a BSN as the degree that qualified them for their first U.S. nursing license.

Nursing Workforce Research (2017)

- Acute Care Settings/Hospitals was the most common work setting for RNs (55.7%).

- The median pre-tax earnings for RNs increased from $60,000 in 2015 to $63,000 in 2017.

- 54.1% of RNs provided services using telehealth, with most providing services across state borders.

Do You Know?

Nursing Workforce Research (2017)

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Introduction

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▶ **Nursing is a dynamic profession, and has been since its inception.**

  ▶ Florence Nightingale

  ▶ Clara Barton

  ▶ Mary Eliza Mahoney

  ▶ Mary Seacole

  ▶ Lillian Wald

  ▶ Virginia Henderson

  ▶ General Hazel Johnson-Brown

▶ As nurses in the 21st Century, we are charged to:

  ▶ Create a culture of health

  ▶ Reduce health disparities

  ▶ Improve health and wellness

▶ How will we advance the nursing profession in the U.S.? By diligently exercising dominion in the world.

  ▶ To be in charge of something.

Learner Objectives

► Describe how the four points of dominion help nurses understand the future of nursing.

► List three ways that nurses can advance the future of nursing professionally and/or personally.

► Explain the use of technology and innovation to transform nursing practice.

Points of Dominion

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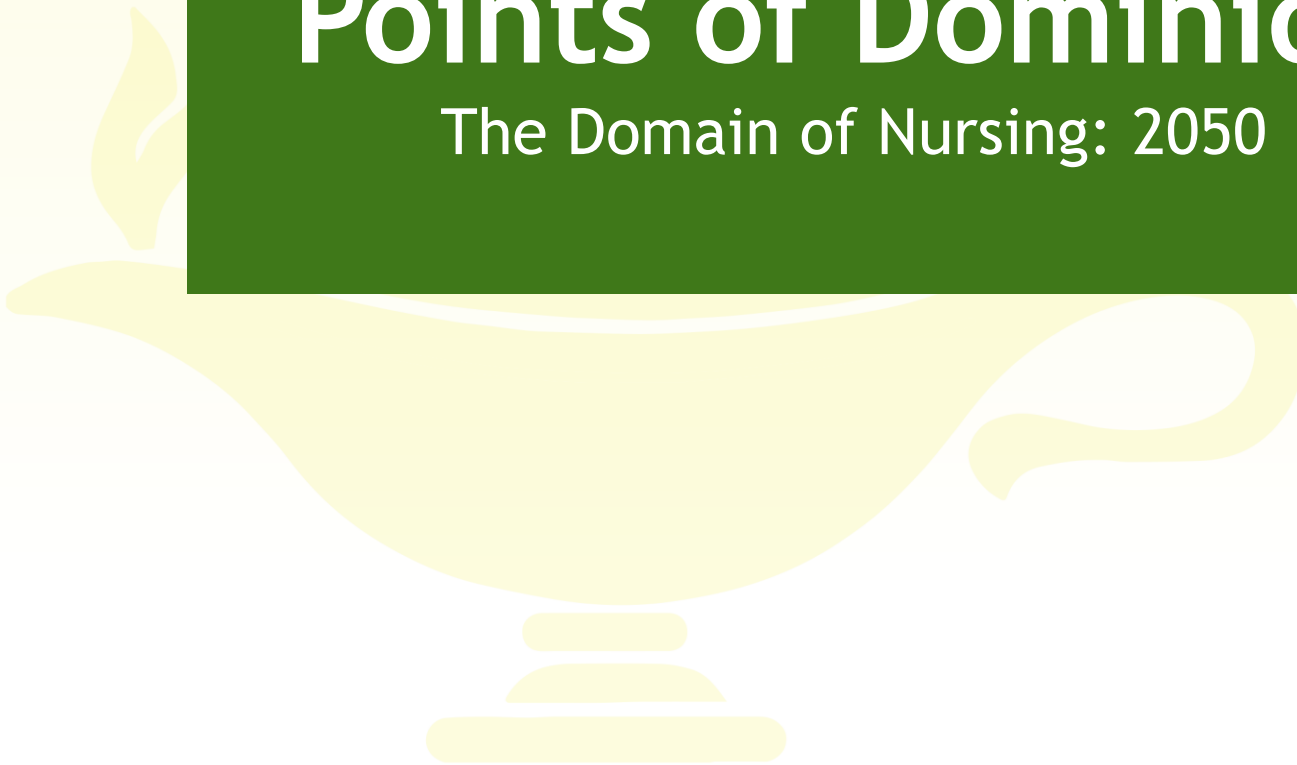
POLLING

▶ How many *certifications* do you have?

    ▶ A: 0

    ▶ B: 1-2

    ▶ C: 3-4

    ▶ D: 5 or more

POLLING

▶ How many *languages* can you speak?

    ▶ A: 1

    ▶ B: 2

    ▶ C: 3 or more

Four Points of Dominion

▶ Nurses exercise dominion in four points:

- ▶ Power

- ▶ Authority

- ▶ Jurisdiction

- ▶ Command

Point 1:POWER

▶ Power: The might to execute a task or objective, or to act in a certain manner.

▶ Nurses should know their state's/territory's **Nurse Practice Act** (i.e., rules of professional and ethical conduct for nurse adherence).

▶ Nurses need to know their **scope of practice** (i.e., services that a nurse is allowed to assume and competent to perform).

Point 2: AUTHORITY

► Authority: The right to give directives, make decisions, and enforce duty.

  ► The ability to conduct nursing affairs.

► *Practice authority* dictates what services a nurse is allowed to undertake, generally based on state/territorial regulations.

► A nurse must understand that one does not have authority in all settings.

  ► A nurse who is the Chief Operating Officer of a large hospital, does not have the **same authority** as the Nurse Supervisor at her/his child's school, by virtue of roles, settings, etc.

Point 3: JURISDICTION

▶ Jurisdiction: An area where specific laws or rules must be obeyed.

▶ Nurses should know the **boundaries** of their territories in which to function safely and fully.

   ▶ Beneficial to self, profession, organization, and the public.

   ▶ The Nursing Licensure Compact (NLC)

Point 4: COMMAND

▶ Command: The ability to control or master.

▶ A profession has the inherent right to **self-govern**.

  ▶ Other groups have sought to control nursing practice for many years.

▶ Nursing must explore and advance its span of control effectively in society.
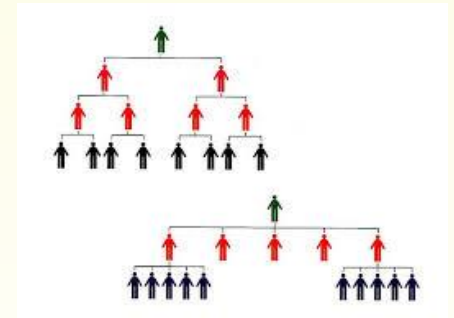
Appraisal of the Nursing Domain
The Domain of Nursing: 2050

Purpose of Appraisal

▶ To discuss practice and performance with other nurses, while adhering to principles and values.

▶ To improve quality of professional work by planning continuing professional development (CPD).

▶ To consider one's needs in planning CPD development.

▶ To work productively and align with professional priorities and requirements.

INFORMATION SOURCES FOR APPRAISAL

▶ Nurses

▶ The public

▶ Personal and professional goals

▶ Clients/patients

▶ Compliments and complaints

▶ Continuous quality improvement data

What Do You See?

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2015 IOM RECOMMENDATIONS

YOUR RECOMMENDATIONS: 2050

- ▶ **Common ground around scope of practice and other policy and practice issues**

- ▶ **Transition-to-practice residency programs**

- ▶ **Nurses' pursuit of doctoral degrees**

- ▶ **Nurses' inter-professional and lifelong learning**

- ▶ **Diversity in the nursing workforce**

- ▶ **Expansion for inter-professional collaboration and leadership development for nurses**

- ▶ **Nursing involvement in the care delivery and payment systems redesign**

- ▶ **Communication with a wider and more diverse audience to support campaign objectives.**

- ▶ **Workforce data collection improvement**

Skills Assessment

Personal Traits

- ▶ Affection
- ▶ Critical thinking
- ▶ Problem solving
- ▶ Self-control
- ▶ Understanding

Professional Attitudes and Behaviors

- ▶ Taking up professional responsibilities
- ▶ Being autonomous
- ▶ Being aware of one's own limitations
- ▶ Providing explanations
- ▶ Respecting patient rights
- ▶ Promoting continuous learning
- ▶ Maintaining up-to-date knowledge and skills

Professional Knowledge and Skills for Care

- ▶ Ability to collaborate with other healthcare professionals
- ▶ Develop intrapersonal relationships
- ▶ Educate and instruct
- ▶ Manage nursing care
- ▶ Ensure safety and quality of nursing
- ▶ Expand the capacity of nursing

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POLLING

▶ Have you used your nursing skills *outside of the healthcare setting?*

    ▶ **A: Yes**

    ▶ **B: No**

# Transforming the Nursing Profession

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VISION:

The faculty or state of being able to see. The ability to think about or plan the future with imagination or wisdom.

▶ How will you transform your vision for nursing?

   ▶ Write your vision.

   ▶ Examine your mission and values in light of the vision.

   ▶ Set your goals, objectives, and strategies.

   ▶ Determine budget resources (time, finances, people, equipment, etc.).

   ▶ Assess/revise your partnerships.

Transforming the Vision!

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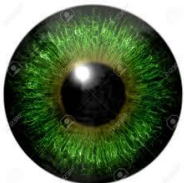
BUSINESS

A person's regular occupation, profession, or trade.

▶ How will you transform your business in nursing?

   ▶ Consider best practices, new research, case studies, and forecasts in nursing, and across multiple sectors.

   ▶ Set and evaluate your goals, objectives, and strategies.

   ▶ Examine your internal and external stakeholders. Add new stakeholders.

   ▶ Review your methods of delivering services.

   ▶ Determine what new or expanded services you will provide.

Transforming the Business!

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Transforming the Organization!

ORGANIZATION:

An organized group of people with a particular purpose….

▶ How will you transform nursing in your organization?

  ▶ Share your vision and direction with employees and colleagues.

  ▶ Show employees and colleagues where they fit in the vision.

  ▶ Build commitment: 1) Demonstrate your commitment to the vision; and 2) Reward those who exhibit commitment.

  ▶ Ask employees and colleagues for ideas throughout the transformation stages.

Transforming the Workforce!

WORKFORCE:

The group of people who work in a company, industry, country, etc.

▶ How will you help transform the nursing workforce?

- ▶ Integrate training and work measurement activities > Goals: behavior change and performance improvement

- ▶ Build the right team.

- ▶ Offer real-time feedback to employees and colleagues, as well as scheduled chats and performance management discussions.

- ▶ Encourage your team to improve their current knowledge, skills, and abilities, and acquire KSAs in new areas.

  - ▶ Personal and Family Life

  - ▶ Law/Ethics

  - ▶ Cultural Diversity

  - ▶ Immigration

  - ▶ Career Mobility

  - ▶ Space Design

  - ▶ Informatics

  - ▶ Politics

- ▶ Consider partners in arenas that you have not considered previously.

Transforming the Communications!

Communication:

The imparting or exchanging of information by speaking, writing, or using other medium.

- How will you transform your communications for nursing?
  - Assess the various communications methods available to you.
  - Examine your stakeholders and your methods of communicating with them.
    - Using virtual algorithms for patient care, systems analysis, nursing education, disaster response and recovery
    - Using mass transportation hubs and high-occupancy thoroughfares to promote public health, behavioral health, and medical services
    - Conducting telehealth services to very remote or hard-to-access areas
    - Providing nursing services in space, on and under ground, in the seas, and in cyberspace
  - Set your goals, objectives, and strategies.
  - Determine budget resources.
  - Ensure relevance, integrity, consistency, and safety in delivery.
  - Tell/publish your story!

Leaning Forward

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Nurses on Board

As we carry out our Supreme Basileus' charge of having nurses serve on commissions and boards we must:

- ▶ Develop personal and professional competencies

- ▶ Market and showcase leadership and strategic thinking skills

- ▶ Provide creative solutions to difficult problems

- ▶ Advocate for vulnerable populations and communities

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Current Healthcare Trends

As we lean forward and exercise dominion in healthcare, we must understand current healthcare trends and demand seats at the decision making tables:

- ▶ Access to 24 hour healthcare

- ▶ Legalization of medical marijuana

- ▶ Emerging infectious diseases and bioterrorist treats

- ▶ Integration of technology and healthcare

- ▶ Immigration and population health

- ▶ Monitor current Health policy issues

Explore New Possibilities

As we progress as a profession, nurses must continue to emerge as leaders in various arenas, integrating healthcare into the fibers of everyday society serving as:

- ▶ Advanced Practice Nurses (NPs, CRNAs, Clinical Nurse Specialists, Educators, Researchers)

- ▶ Nurse Informatics Specialists

- ▶ Fortune 500 Chief Executive Officers

- ▶ Public Health System Executive Directors

- ▶ Legal Nurse Consultants/RN,JDs

- ▶ Nurse Entrepreneurs

Questions and Answers
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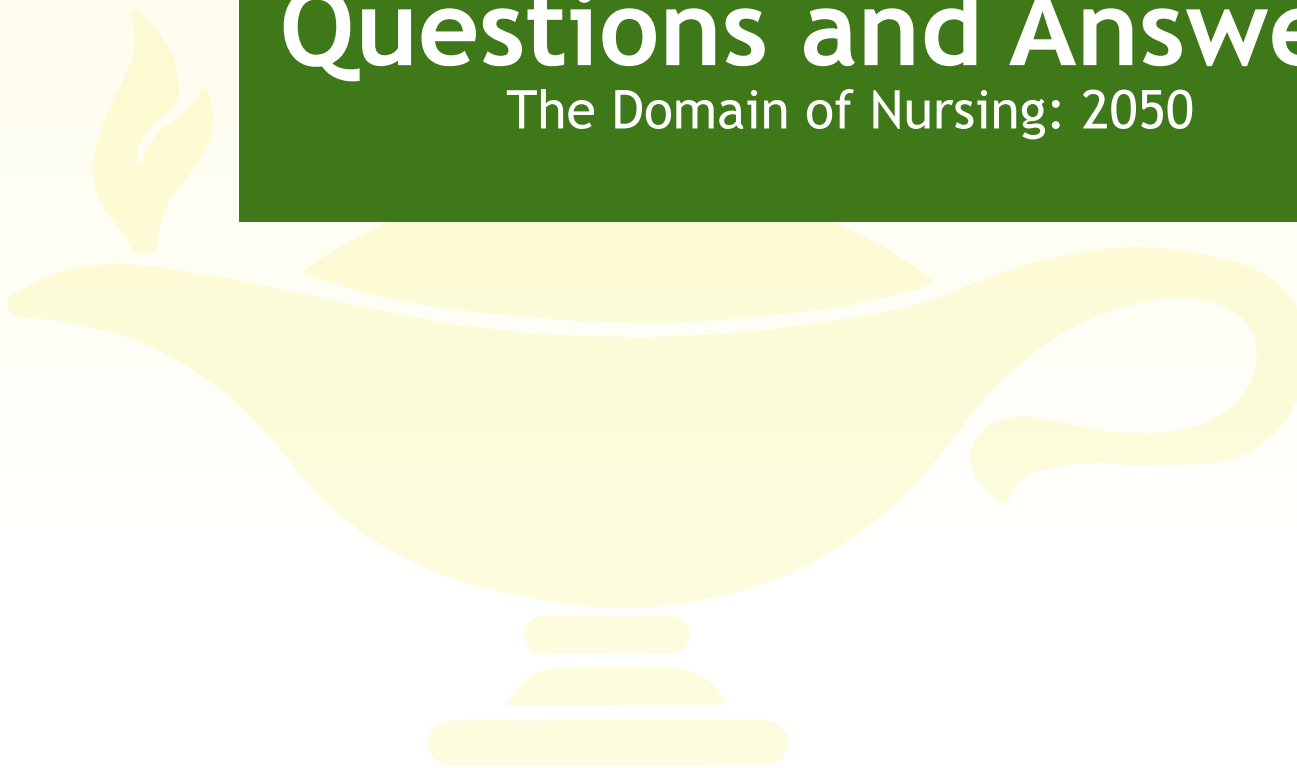
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