

**Michigan Nursing Action Coalition  
Leadership Action Plan  
September 30, 2015**

**Introduction**

The Future of Nursing Campaign, led by the American Association for Retired Persons (AARP) and the Robert Wood Johnson Foundation (RWJ), aims to improve health care through nursing and to address health care issues such as access, quality and cost. Each state and Washington DC has an Action Coalition. The Action Coalition in Michigan is led by the Michigan Health Council (MHC) and the Michigan Public Health Institute (MPHI).

The Michigan effort is directed by a Steering Committee. There are four Action Teams: Education, Diversity, Leadership, and Practice. Goals were developed for the state's Campaign for Action and each team:

<b>Campaign for Action Goal</b>	<b>Action Team Goal</b>
Ensure that people get the care they need, when and where they need it	Prepare and enable nurses to lead change and participate on boards/advisory groups that impact public/population health.

A fifth Action Plan was envisioned for Public and Population Health. After initial discussions, it was decided that rather than having a stand-alone Action Plan, Public and Population Health would be woven into the work of the other Plans.

**Leadership Action Team**

Membership includes representatives from colleges and universities; medical facilities; and professional associations, including:

- Allegiance Health
- American College of Nurse Midwives Michigan State Affiliate
- American Nurses Association Michigan
- Crittenton Hospital Medical Association
- Cure-Michigan
- Davenport University

- Eastern Michigan University
- Grosse Pointe Hospital
- Henry Ford College of Nursing
- Lansing Community College
- McLaren Greater Lansing
- Mercy Health-Trinity Health System
- Muskegon Community College
- Northern Physicians Organization
- Oakland Community College
- Oakland County Health Division
- Oakland University
- Oakwood Healthcare System
- Oakwood Hospital
- Spectrum Health
- St. Joseph Mercy Health
- University of Michigan
- University of Phoenix-Detroit
- VA John Dingel, Detroit
- Western Michigan University

### **Leadership Action Plan Development Process**

A charge was provided to each Action Team; for leadership, the focus is to address

IOM recommendations related to nursing leadership and public/population health, including:

- Prepare and enable nurses to lead change to advance health
- Participate on Boards/Advisory Groups for organizations that can impact population health
- Ensure nurses are empowered by their employers to participate

To help guide the development of the action plans, MPHI developed logic models for each team. Members of the Action Team conducted an environmental scan to identify the issues related to nursing education in Michigan. MPHI staff also reviewed the Michigan Department of Community Health *Task Force on Nursing Practice Final Reports* to identify recommendations that support the Action Plans. The Task Forces Report describes the shortage of nurses in Michigan and addresses the need for supporting nursing education and credentialing.

Leadership Action Team Logic Model		
Objectives	Action Steps	Outcomes
<p>Convene Leadership Action Team</p> <p>Complete an environmental scan</p> <p>Create an Action Plan that will:</p> <ul style="list-style-type: none"> <li>• Prepare nurses to participate on boards/advisory groups including those focused on public/population health</li> <li>• Ensure nurses are empowered by their employers to participate on boards/advisory groups</li> </ul>	<p>Identify and recruit nurse and non-nurse members</p> <p>Plan and facilitate regular meetings</p> <p>Review charge from Steering Committee</p> <p>Collect baseline data on:</p> <ul style="list-style-type: none"> <li>• Initiatives designed to prepare nurses to participate on boards/advisory groups</li> <li>• Number and types of organizations currently including nurses on boards/advisory groups</li> <li>• Number of nurses currently participating on boards/advisory groups</li> </ul> <p>Identify and review current best/promising practices</p> <ul style="list-style-type: none"> <li>• Consider feasibility and potential for impact</li> </ul> <p>Identify necessary resources to achieve success</p> <p>Develop document to inform organizations about importance of nursing in leadership</p> <p>Select actions to be implemented</p> <p>Include a timeline, responsible parties, process measures and outcomes</p>	<p>Increase number of nurses prepared to participate in boards/advisory groups including those focused on public/population health</p> <p>Increase number of employers who empower nurses to participate on boards/advisory groups including those focused on public/population health</p>

The 32 members met six times in 2015 both in-person and by conference call (the number of members present at each meeting varied) to develop the Action Plan. An agenda and Action Plan (in current draft form) were provided to members prior to each meeting. Meeting notes, and plans as they were revised, were sent to all members for review and comment.

A goal, along with objectives, action steps, and deliverables were discussed and agreed upon by Action Team members. Objectives were initially very broad; the group narrowed the scope and received feedback from the Steering Committee. The Action Plans will develop and grow as the project matures, so the initial emphasis is on a one-year time frame. Team members also specified a lead individual or organization for each objective and action step and timeline for completion. The Steering Committee reviewed each Action Plan and provided consultation on securing funding.



## 2015 Leadership Action Plan

**Goal:** Prepare and enable nurses to lead change and participate on boards/advisory groups that impact public and population health. Ensure nurses are empowered by employers to participate in leadership opportunities.

**Link to Population/Public Health:** Participate in change leadership that address public and population health.

Action Steps	Deliverables	Lead Org(s)/ Person(s)	Funding Source(s)	Time Line
<b>Objective 1: Increase number of nurses serving on boards/advisory groups</b>				
Establish the baseline number of nurses serving on hospital boards Divide list of hospitals among 3 lead organizations (80 per organization) Conduct internet-based research with phone follow-up Develop database	Database of nurses serving on Michigan Hospital Boards	MHC Davenport University Kamla Yancy	In-kind	Oct. 2015- Dec. 2015
Review nationally developed list of board types; select next type to research	Recommend y next board type to research	Lori P Dianne Fox	In-kind	Oct. 2015- Dec. 2015
Profile nurse leaders/recognize existing nurse leaders Develop initial list of nurses Develop application process Conduct interviews and write articles Identify source for award money	Initial list of nurses Application process Articles posted to the Michigan Center for Nursing website	Action team MHC	In-kind	Oct. 2015- Sept. 2016
Create pipeline of new nurse leaders Develop document including lists of boards, requirements for board participation, skills needed to be a nurse leader	Document posted to Michigan Center for Nursing website	Action team	St. of MI Chapters of Sigma Theta Tau national	Oct. 2015- May 2016
Create database of nurse experts Develop screening/approval process Include area of expertise and audience type	Searchable database	Action team		Oct. 2015- May 2016

