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# Clinical Science Committee

## Future of Nursing Report: Summary and Recommendations

### January 5, 2023

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#### **Clinical Science Committee**

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## Summary

The Clinical Science Committee (CSC) reviewed the report: *The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity* (National Academies of Sciences, Engineering, and Medicine, 2021) in an effort to identify actionable items pertinent to the mission, vision and strategic goals of American Association of Neuroscience Nurses (AANN). The CSC believes that many of the recommendations contained in the report are already addressed, at least in part, in current AANN, American Board of Neuroscience Nursing (ABNN), and Agnes Marshall Walker Foundation (AMWF) initiatives. Specific strategies that AANN in collaboration with ABNN and AMWF can continue or consider implementing are outlined in the table below. In short, the CSC specifically recommends that the AANN, ABNN and AMWF boards of directors intentionally address the priorities of SDOH and health equity in their initiatives for education, research, and advocacy.

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### Recommendation 1

In 2021, **all national nursing organizations should initiate work to develop a shared agenda for addressing social determinants of health and achieving health equity.** This agenda should include explicit priorities across nursing practice, education, leadership, and health policy engagement.

#### AANN strategies to address recommendation

Diversity and Inclusion subgroup of AANN can continue to lead efforts to initiate work to develop a shared agenda for addressing social determinants of health and achieving health equity including explicit priorities across nursing practice, education, leadership, and health policy engagement.

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### Recommendation 2

By 2021, nursing education programs, employers, nursing leaders, licensing boards, and **nursing organizations should initiate the implementation of structures, systems, and evidence-based interventions to promote nurses' health and well-being,** especially as they take on new roles to advance health equity.

#### AANN strategies to address recommendation

- Expand mentorship program to include nurse well-being. Revisit healthy nurse initiatives and activities at AANN meetings or at chapter level to for activities such as fun run/walk.

- Consider initiatives that address personal well-being (caring for the caregiver), Healthy Work Environment tenants. Leverage ANA mentorship opportunity, promote access to coping/personal health resources. AANN BOD and program planning groups, JNN and AMWF consider strategies to promote EBP that addresses/advances nurses' health and well-being.
- Include meeting sessions or use other strategies to promote positive images and/or examples of nursing and handling adversity/challenges.
- Leverage chapter meetings, special interest groups, NeuroNetwork to promote opportunities for members to connect and discuss stress, how they progressed in their career with different life changes.

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### Recommendation 3

All organizations, including state and federal entities and employing organizations, should **enable nurses to practice to the full extent of their education and training by removing barriers that prevent them from more fully addressing social needs and social determinants of health and improving health care access, quality, and value.** These barriers include regulatory and public and private payment limitations; restrictive policies and practices; and other legal, professional, and commercial impediments.

#### **AANN strategies to address recommendation**

- Continue to provide continuing education opportunities for APRNs and RNs.
- Support national and state legislation for full scope of practice.
- Promote work by AAN for expanded role of APPs

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### Recommendation 4

Federal, tribal, state, local, and private payers and public health agencies should **establish sustainable and flexible payment mechanisms to support nurses in both health care and public health, including school nurses, in addressing social needs, social determinants of health, and health equity.**

### **AANN strategies to address recommendation**

- AANN Advocacy Committee can coordinate advocacy efforts in conjunction with ANA and other organizations.
- Support federal student loan repayment program for those pursuing nursing.
- Advocate for staffing levels to engage nurses in shared governance. AANN can promote a realignment of financial incentives to reward providers for reducing disparities and improving outcomes.
- AANN should champion healthcare payment reform which allows for direct reimbursement for Registered Nurse services and care coordination that address SDOH.

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## **Recommendation 5**

All public and private health care systems should **incorporate nursing expertise in designing, generating, analyzing and applying data to support initiatives focused on social determinants of health and health equity** using diverse digital platforms, artificial intelligence, and other innovative technologies.

### **AANN strategies to address recommendation**

- AMWF grant opportunities can prioritize research that includes designing, generating, analyzing, and applying data to support initiatives focused on social determinants of health and health equity using diverse digital platforms, artificial intelligence, and other innovative technologies

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## **Recommendation 6**

Nursing education programs, including continuing education, and accreditors and the National Council of State Boards of Nursing should **ensure that nurses are prepared to address social determinants of health and achieve health equity**.

### **AANN strategies to address recommendation**

- Continue to offer continuing educational offerings that address SDOH and health equity; consider offering focused/special webinar(s) on SDOH and health equity.
- Education committee can prioritize CE offerings in JNN that address social determinants of health and/or health equity.

## Recommendation 7

To enable nurses to address inequities within communities, federal agencies and other key stakeholders within and outside the nursing profession should **strengthen and protect the nursing workforce during the response to such public health emergencies** as the COVID-19 pandemic and natural disasters, including those related to climate change.

### AANN strategies to address recommendation

- Restart AANN webinar series and have topics presented to address SDOH, disaster preparedness, nursing wellness

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## Recommendation 8

By 2023, state and federal government agencies, health care and public health organizations, payers, and **foundations should initiate substantive actions to enable the nursing workforce to address social determinants of health and health equity** more comprehensively, regardless of practice setting.

### AANN strategies to address recommendation

- Advocate for funding of neuroscience nursing research (e.g., National Institute of Neurological Disorders, National Institute of Nursing Research, state, local, and through professional organizations).
- Create and/or prioritize AMWF grant opportunity(ies) to address SDOH that impact the neuroscience population (e.g., pediatric development, stroke risk) -- example topics may include teaching kids what to look for in a stroke, communities with food deserts.
- AANN should respond to requests for comment on initiatives by federal and other funders and stakeholders.
- AANN should support safe nurse staffing in hospitals as better nurse staffing diminishes racial disparities in patient outcomes (Carthon et al., 2022).

## Recommendation 9

Federal, tribal, state, local, and private payers and public health agencies should **establish sustainable and flexible payment mechanisms** to support nurses in both health care and public health, including school nurses, in addressing social needs, social determinants of health, and health equity.

### AANN strategies to address recommendation

- AANN can promote a realignment of financial incentives to reward providers for reducing disparities and improving outcomes. AANN should champion healthcare payment reform which allows for direct reimbursement for Registered Nurse services and care coordination that address SDOH.

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## Recommendation 10

All public and private health care systems should **incorporate nursing expertise in designing, generating, analyzing and applying data to support initiatives focused on social determinants of health and health equity** using diverse digital platforms, artificial intelligence, and other innovative technologies.

### AANN strategies to address recommendation

- Create/propose metrics that could be used at the organizational or state level for SDOH for neuroscience populations. AANN BOD continue to appoint AANN members to key stakeholder initiatives that impact performance metrics with other populations (e.g., epilepsy, neuro-oncology)

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## Recommendation 11

Nursing education programs, including continuing education, and accreditors and the National Council of State Boards of Nursing should **ensure that nurses are prepared to address social determinants of health and achieve health equity**.

### AANN strategies to address recommendation

- Program planning add option for SDOH as a submission category. Add scoring points for posters/presentation abstracts that address SDOH. Consider special session at annual meeting(s) and INNRS focused on SDOH practice and/or research. JNN solicit/prioritize papers that address SDOH of health.

## Recommendation 12

To enable nurses to address inequities within communities, federal agencies and other key stakeholders within and outside the nursing profession should **strengthen and protect the nursing workforce during the response to such public health emergencies** as the COVID-19 pandemic and natural disasters, including those related to climate change.

### AANN strategies to address recommendation

- AANN BOD should be responsive to emerging needs of members and work with ANA and other organizations to support nursing work.
- AANN should support national initiatives and leadership o to impact broad-level change.

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## Recommendation 13

The National Institutes of Health, the Centers for Medicare & Medicaid Services, the Centers for Disease Control and Prevention, the Health Resources and Services Administration, the Agency for Healthcare Research and Quality, the Administration for Children and Families, the Administration for Community Living, and private **associations and foundations should convene representatives from nursing, public health, and health care to develop and support a research agenda and evidence base describing the impact of nursing interventions, including multisector collaboration, on social determinants of health, environmental health, health equity, and nurses' health and well-being.**

### AANN strategies to address recommendation

- Leverage relationships and collaborations with ANA, other professional societies, and AANN conferences and meetings (including INNRS) contribute to the research agenda around SDOH, health equity and nurse well-being.

## References

1. National Academies of Sciences, Engineering, and Medicine. 2021. *The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/25982>.
2. Levine, D. A., Duncan, P. W., Nguyen-Huynh, M. N., & Ogedegbe, O. G. (2020). Interventions targeting racial/ethnic disparities in stroke prevention and treatment. *Stroke*, 51(11), 3425–3432. <https://doi.org/10.1161/STROKEAHA.120.030427>
3. Carthon, J. M. B., Brom, H., McHugh, M., Daus, M., French, R., Sloane, D. M., Berg, R., Merchant, R., & Aiken, L. H. (2022). Racial disparities in stroke readmissions reduced in hospitals with better nurse staffing. *Nursing Research*, 71(1), 33–42. <https://doi.org/10.1097/NNR.0000000000000552>