

# Nursing Council on Workforce Sustainability

*Meeting #13*

**Presented by:**

**Michelle McCool Heatley MSN,  
RN, NEA-BC**

*Interim Executive Director, NCWS  
Deputy Managing Director, Operations  
and Performance Excellence*

November 9, 2023

# Agenda

- Welcome
- Introduction of the new NCWS Executive Director
- Overview of the Massachusetts Health Council
- Overview of the Status of the Nursing Workforce in Massachusetts with re-licensure survey data
- Clinical & Lab Faculty Recommendations
- Committee Updates
- NCWS Member Events
- General Discussion

# Introducing the new NCWS Executive Director

# David Martin

## Massachusetts Health Council

# MHC

# MASSACHUSETTS HEALTH COUNCIL

**David Martin, CEO**

[dmartin@mahealthcouncil.org](mailto:dmartin@mahealthcouncil.org)



@mahealthcouncil



@masshealthcouncil

# An Overview of the Nursing Workforce in Massachusetts

Silvia Banos-Aguayo, Xiao Guo, Jing Guo, & Brittany  
Brown

# Clinical & Lab Faculty Recommendations

Prepared by Lisa Thomas & the NCWS Faculty &  
Education Committee

# Clinical & Lab Faculty Recommendations

- The committee was requested to make a recommendation to allow BSN-prepared faculty to teach in clinical and lab arenas.
- Regulation 244CMR 6.04 was changed winter 2023.
  - Requirement of a MSN, matriculated into a MSN program, certification within three years, or grandfathered.
- BORN annual reports for AY 21-22 were reviewed – 38% of clinical lab faculty were on waivers and 75% of the waivers were due to BSN.



# Clinical & Lab Faculty Recommendations forHealth™ CONSULTING at UMass Chan Medical School

- Summary of the recommendation to be in place through 2030:
  - (iv) Possess a minimum of five years of full-time Registered Nurse experience within the last eight years and be mentored by faculty who have a graduate degree in nursing; clinical faculty will be encouraged to obtain a current Nurse Education certification by a board-recognized certifying organization or enroll in a graduate nursing program within three years of appointment.
- Request for funding for certification.

# Faculty & Education Committee

- Other faculty committee updates...
- Salary comparison (academic vs. bedside; public vs. private)
- Tax incentives
- Loan forgiveness

**Dec. 31, 2023**

Provide recs. on the masters' requirement for clinical faculty & Identify policy changes & investments needed to upskill current faculty, close the faculty gap, & expand nursing school capacity

# Clinical Placement Committee

# Clinical Placements Committee

**Dec. 31, 2023**

Review models for CCP utilized in other states & define key elements of multifunctional CCP system in MA

- Deep dive into current CCP
  - Current functionality
  - Learning opportunities/knowledge deficit
  - Process improvement
  - Data content
- Investigation of other models
  - Cell phone capability
  - Forms/paperwork
- Think Tank

# Simulation Committee

# Simulation Committee

- The Simulation Committee held their kickoff meeting on October 18
- In the process of developing membership and expanding representation to develop a comprehensive and effective pilot
- Determining what data is needed to establish a pilot

**Feb. 28, 2024**

Identify & recommend ways simulation can be used to mitigate nursing pipeline issues

# Student Pipeline Committee

# Student Pipeline Committee Scholarship Distribution Update

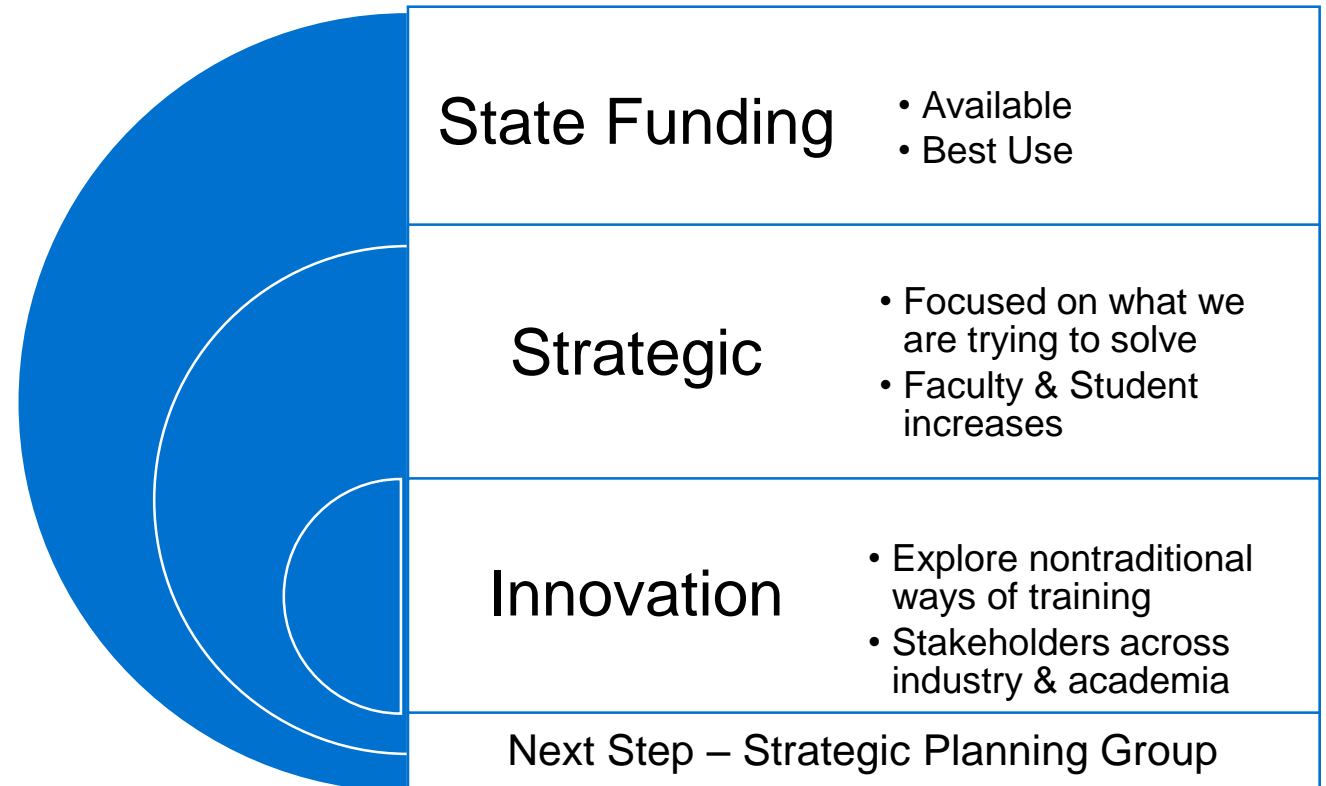
**Dec. 31, 2023**  
Share recommendations  
for enhanced nursing  
scholarship distribution

**David Cedrone**, Associate Commissioner  
for Workforce Development  
Office of Academic Affairs & Student  
Success

## Reviewed Milestones:

- **Scholarship distribution recommendations**  
(Dec 31, 2023)
- **Identify transfer credits pathways with SON's**  
(Jan 31, 2024)
- **Research existing articulation agreements**  
(Mar 31, 2024)
- **Share findings from DNP SPP regarding new nurses**  
(Apr 30, 2024)
- **Identify articulation agreement solutions & submit findings**  
(May 31, 2024)

*Next Steps – Meet with David Cedrone to learn about nursing scholarships distribution opportunities.*





# Workforce Capacity Committee

# Workforce Capacity Committee

**Nov. 30, 2023**

Identify programs from  
Nursing Projects Survey with  
greatest potential for  
replication

**Jan. 31, 2024**

Share final Prezi  
with all NCWS

- Nursing Projects Survey
  - Themes of strength
    - Focus on the work environment
    - Focus on Retention
  
  - Themes of challenges
    - Resources
    - Data
    - Regulation

# Workforce Capacity Committee

**Nov. 30, 2023**

Identify programs from  
Nursing Projects Survey with  
greatest potential for  
replication

**Jan. 31, 2024**

Share final Prezi  
with all NCWS

- Projects with greatest potential from Nursing Projects Survey
  - Collaborative Academic-Practice partnerships (Designated Education Units (DEUs), transition to practice, preceptorship training/support)
    - DFCI, Tufts, BMC
  - Workplace Improvement projects (education, training, advancement, DEI wellness, safety, mentorship etc)
    - DFCI, MGB, Baystate, BMC
- Additional Recommendation
  - Policy/Regulation- Legislation supporting practice @ top of licenses
  - Positive Marketing/Image

# Nursing Roadmap Overview



# Policy & Practice Committee

# Policy & Practice Committee

December 31, 2023  
Share recommendations  
on MA joining the NLC

- **High level summary:**
  - Deliberated on the pros and cons of MA entry into the NLC. An important perspective was the possible increase in access to healthcare services in rural & underserved areas that are out of state. This would increase access to healthcare specialties and services available in Massachusetts while allowing patients to stay home.
  - Discussed the impact of joining the NLC on MA staffing numbers.
  - Drafted initial thoughts, barriers, and areas that need to be addressed.
- **Follow up items:**
  - Further discussions about NLC particularly from the MNA perspective. Review draft recommendations and provide input. Final recommendations milestone is due at the end of December. Review the BORN LPN scope of practice guidelines.

# Data & Research Committee

# Data & Research Committee

- Met to discuss approximately 40 different data points that could be included in a nursing workforce dashboard
- Committee members participated in a poll to rank the most important metrics for the dashboard, examining primary variables (such as Education, Job Setting, Position, etc.) with secondary variables (including Age, Race & Ethnicity, Geographic spread, etc.)
- Dashboard recommendations will be shared with EOHHS and made available to all NCWS members in December

**Dec. 1, 2023**

Complete & share Nursing  
Workforce Dashboard Design



# NCWS Events

# Meeting Cadence

- Next meeting: Thursday, December 14 at 11:30 am.
- If you will be absent from a meeting, please email [NursingCouncil@umassmed.edu](mailto:NursingCouncil@umassmed.edu) to inform us who will be attending in your place.
- Also, please email [NursingCouncil@umassmed.edu](mailto:NursingCouncil@umassmed.edu) with any updates that you would like to share with NCWS members at our next meeting.

# Upcoming Committee Meetings

Please email [NursingCouncil@umassmed.edu](mailto:NursingCouncil@umassmed.edu) if you cannot make a meeting to let us know who will attend in your place:

- Student Pipeline – 11/15 at 10 am
- Simulation Kickoff – 11/15 at 12 pm
- Clinical Placements – 11/29 at 3:00 pm
- Data & Research – 12/1 at 12 pm
- Policy & Practice – 12/1 at 1 pm
- Faculty & Education – 12/7 at 10 am
- Workforce Capacity – 12/8 at 10 am

# General Discussion

Thank You

*for*Health<sup>™</sup> at UMass Chan  
CONSULTING Medical School