



# TRANSFORMING DATA *through* PARTNERSHIP

NEW JERSEY COLLABORATING CENTER FOR NURSING  
ANNUAL REPORT

2017



# VISION

*To be the dominant voice  
on nursing workforce solutions for  
New Jersey citizens.*

# THE POWER of PARTNERSHIP

WINTER 2018



Dear Friends and Colleagues,

The New Jersey Collaborating Center for Nursing became increasingly aligned with the challenges of a rapidly evolving healthcare environment in 2017 as it fulfilled all aspects of its mission. Our expertise and commitment formed the engine of our accomplishments, and nothing powered our successes more than the partnerships we have formed.

As a major authority on nursing workforce issues, the Center had achievements in various areas, including advocacy, research, and innovation in education and nursing practice. We grew our role as a leading source of information on nurses and nursing in New Jersey through networking, relationship building, community workshops, publications and presentations. An expanding website, a bigger social media presence, and a greater emphasis on marketing our services and communicating our message increased our visibility. Our new digital reach improved access to services offered by nursing organizations such as ours.

We supplied valuable information to countless leaders and opinion makers who make decisions affecting the citizens of New Jersey every day by employing data compiled by us and numerous state and national sources. We continued our efforts in strengthening out-of-hospital nursing through diverse activities, including a trailblazing educational program for school nurses.

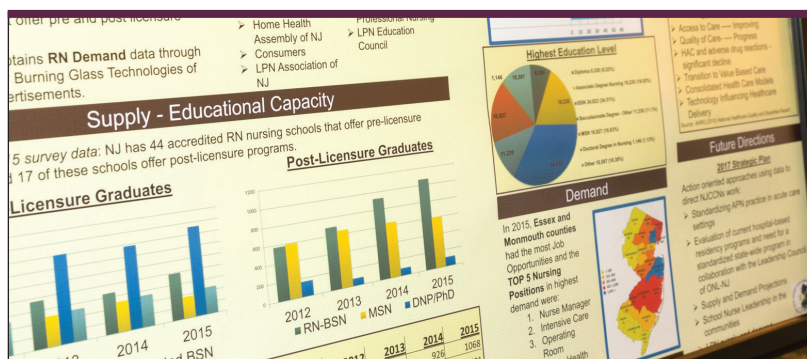
No single thing made us more productive than the exceptional individuals and organizations that joined with us as we transformed quality data into undertakings that promoted not just nursing, but health for people of all ages. We invite you to learn more about our shared goals and achievements as recounted in *Transforming Data through Partnership*, and by visiting [www.njccn.org](http://www.njccn.org) today and throughout the year.

SINCERELY,

A handwritten signature in blue ink that reads "Edna Cadmus". The signature is fluid and cursive, with a large initial "E".

EDNA CADMUS, PhD, RN, NEA-BC, FAAN  
Executive Director

# FROM DATA *to* ACTION



## Strategies for a Strong Nursing Workforce

Six committees worked to implement our new strategic plan. Staff partnered with board and advisory council members and stakeholders from throughout New Jersey, delving deeply into issues pertaining to registered nurses, advanced practice nurses and licensed practical nurses, as well as the Center's school nurse project and signature supply and demand report. Our Marketing Committee worked to disseminate our findings from each project.

The Strategic Planning Retreat in October was the setting for reviewing the year's activities and planning for 2018. The

participants established a Home Health Aide Committee, highlighting our role as a leader in out-of-hospital nursing.

## Changemaker in the Community

Our unprecedented **School Health Leadership Program** for school nurses exemplified the power of partnership and our commitment to the citizens of New Jersey. The program is elevating the status and leadership skills of school nurses through a population health lens, recognizing the ever-growing role of school nurses in the community.

➤ Three school nurse retreats attended by 156 participants provided the foundation of the program's strategic

plan. Facilitators imparted the concepts put forth by the Framework for 21st Century School Nursing Practice, a model of the National Association of School Nurses. Brainstorming sessions at the retreats became the inspiration for the Toolkit for New Jersey School Nurses, which demonstrates the principles and components of the framework as a guide for school nurses. In addition, the importance of the ASCD's Whole School Whole Community Whole Child Model is elucidated.

➤ Robert Wood Johnson Foundation funding, which was awarded through New Jersey Health Initiatives, afforded the opportunity to design and implement numerous educational and information-sharing endeavors to build school nurse leadership.

➤ Two hundred eighteen school nurses attended mental health first aid training sessions, receiving the tools needed to be effective first responders in the identification of student mental health issues. Two school nurses were prepared as mental health first aid trainers, in an expansion of the scope of the program.

➤ The Center awarded six grants to promote population health. Four of the



grants were awarded to school districts to address chronic absenteeism, parent engagement, early vision screenings and The Whole Child Initiative: Building a Culture of Health. The remaining two funded community cafes, which promote community engagement and empowerment through conversation.

➤ Activities across the state were sponsored or led by the NJCCN and multiple partners. Stakeholders, including school nurses, municipal officials, law enforcement, educators and non-profit organizations, became partners as well as beneficiaries.

➤ Among our numerous partners were the New Jersey Hospital Association, New Jersey State School Nurses Association, Newark Public Schools and Mental Health Association of New Jersey, which provided the training in mental health first aid to school nurses.

**“QUALITY DATA IS THE  
HALLMARK OF OUR WORK.”**

**— DR. EDNA CADMUS**

Building Healthier Communities

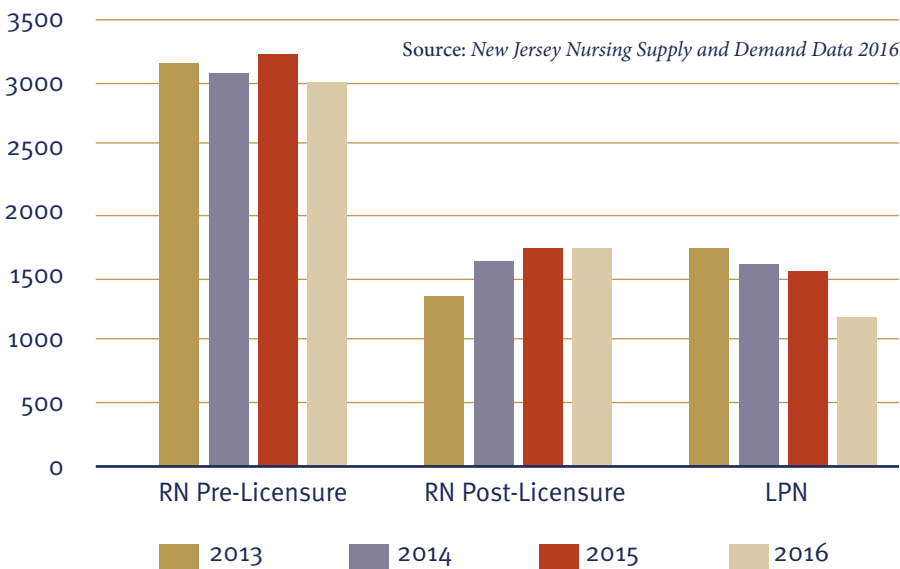
The New Jersey Action Coalition (NJAC), which is housed under the umbrella of the NJCCN, drew on the collaborative and collegial nature of nursing. Two nurse coach positions per county were created. By the end of 2017, 28 nurses had taken on this commitment. More than 20 experienced nurses were situated in the community to staff various projects. All 48 participants were volunteers from the state’s current nursing workforce. The NJAC is an extension of the Campaign for Action, a partnership of the Robert Wood Johnson Foundation, AARP and AARP Foundation.

The endeavor connects the dots between nurses and community-based projects as a way of leveraging resources. Partners included the New Jersey Library Association and Mayors Wellness Campaign of the New Jersey Health Care Quality Institute, among many others.

Dr. Cadmus presented at the Joint Champion Nursing Coalition and Champion Nursing Council Meeting, as co-lead of the NJAC and executive director of the NJCCN. Both areas of expertise, along with decades as a healthcare executive, were in play when the nursing leader participated in the Campaign for Action National Symposium.



Graduation Trends in Nursing Programs 2013-2016



# Summary of Demand by Occupation 2016

Category		Demand and Employment				Salary	
Source		Burning Glass	BLS/OES 2016	BGT Projections		Burning Glass	BLS/OES 2016
SOC Code (ONET-6)	Occupation Title	Number of Job Postings	Number Employed 2016	% Change In Employment 2015-2016	Projected Statewide Change in Employment 2016-2026	Mean Advertised Salary	Mean Salary
29-1141	Registered Nurses	33,455	79,400	1%	13.2%	\$83,289	\$80,580
29-2061	Licensed Practical and Licensed Vocational Nurses	5,294	16,360	6%	14.6%	\$59,794	\$53,740
29-1171	Nurse Practitioners	2,749	3,840	4%	28.2%	\$89,447	\$115,230

Source: *New Jersey Nursing Supply and Demand Data 2016*, Page 61

## A Unique Supply and Demand Report

The Center published a more expansive, comprehensive version of its previous supply and demand reports. *New Jersey Nursing Supply and Demand Data 2016* incorporates an environmental scan of healthcare and a broader look at nursing than in the past. The findings shed light on critical issues, such as concerns about the specialization and distribution of nurses, the shift of healthcare to community-based settings and the educational gaps in meeting

current and future demand for nurses. The report provides the platform for moving data into action.

## Leadership in Nursing Practice

The NJCCN continued to be a strong leader in nursing practice for New Jersey and on the national forefront.

- Our residency program in long-term care, assisted living and acute rehabilitation, a successor to an earlier project of the NJAC, vastly improved the nurse retention rate to 75 percent.





➤ Dr. Cadmus and Rutgers SON faculty members co-authored *Developing a Residency in Post-Acute Care*. The exceptional manual is expected to become the go-to guide for educators in non-hospital settings.

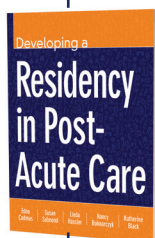
➤ The Center began conducting an Institutional Review Board-approved study on acute care residency programs in New Jersey in collaboration with the Leadership Council of the Organization of Nurse Leaders. The data collected, culled from interviews and focus groups, will be used to standardize such programs. CNOs, educators and nurse residents were included in the research.

➤ Enabling advanced practice nurses to work to the full extent of their licensure was a top agenda item for the strategic

planning committees.

➤ The relationship between the Pathway to Excellence Program, which recognizes nursing excellence in health care facilities across the continuum, became formalized with the election of Dr. Cadmus as Pathway commission chair by her peers.

➤ Having identified a looming shortage of operating room nurses through research, which included CNO interviews, the Center partnered with Rutgers School of Nursing (SON) Center for Educational Research and Innovation (CERI) to create an educational program for nurses eager to step into that role. The fast-track immersion program, **Surge into the Future as an Operating Room Nurse**, is now part of CERI's work.







### *Inspiration and Training for Grassroots Nurses*

**M**ore than 100 front-line nurses attended our April educational summit, **Nurses Reimagining Healthcare**, which was sponsored in part by New Jersey Nursing Initiatives and Aetna. Presentations featured lively discussions about resilience, virtual nursing and healthcare entrepreneurship. Lynn Fick-Copper, MBA, from the Center for Creative Leadership, was the keynote speaker. Representatives from Horizon Blue Cross Blue Shield of New Jersey and Mercy Virtual also shared their expertise.

### *A Further Reach, a Louder Voice*

**T**he Center's website, [www.njccn.org](http://www.njccn.org), flourished due to a keener focus on harnessing the power of the Internet to

market and communicate our mission and activities. We also increased our digital reach through the expanded use of Facebook and Twitter. Strategies to share workforce data included poster presentations, podium discussions and the presentation of publications at state association meetings.



## *Board*

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Elizabeth Badrow, Administrative Assistant

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Executive Director, YMCA

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County Health Rankings

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Stephanie Marsh Hunsinger  
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Rutgers University Health

Jennifer Polakowski  
Community Liaison, NJAC

Linda Schwimmer  
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Patricia Tumulty  
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*is a publication of the New Jersey Collaborating  
Center for Nursing, a statewide leader in the nationally  
evolving healthcare environment.*





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