

**Title of Project:** Health Care Policy and Practice: Promoting Environments for Quality Care

**Principal Investigator:** Carolyn M. Sampselle

**Organization:** University of Michigan School of Nursing

**Inclusive Dates of Project:** 05/01/2006-01/31/2008

**Federal Project Officer:** Henrietta Hubbard/Joan Metcalfe

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**Structured Abstract:**

Purpose: Recognizing the critical role played by nurses in ensuring patient safety and the importance of work environment characteristics to protect patient safety, we organized a 1-day leadership conference, Health Care Policy and Practice: Promoting Environments for Quality Care. The purpose of the conference was to scrutinize the tensions generated by the urgent need for a culture of safety and the growing impact of workforce shortage, consider strategic responses, and set the research agenda to enhance rapid implementation of the recommendations of the IOM committee on *Keeping Patients Safe: Transforming the Work Environment of Nurses*.

Scope: The conference, entitled *Have Patient Safety & the Workforce Shortage Created the Perfect Storm?*, was held on Friday, May 12, 2006, at the University of Michigan.

Methods: Presenters and panel discussants included acknowledged thought leaders in the field.

Results: The primary presenters wrote formal papers of their talks. Panel discussant and plenary discussion of conference participants were incorporated into formal papers authored by designated University of Michigan faculty members in the Division of Nursing Business and Health Systems Programs. These papers were published in the January/February 2008 Supplement of *Nursing Research*.

Key Words: Patient safety, work environment characteristics, workforce shortage

**Purpose:**

The objectives of the conference were to:

1. Analyze implications of the recommendations of the IOM Committee on the Work Environment for Nurses and Patient Safety in light of workforce shortage challenges;
2. Identify practical and strategic recommendations for the rapid implementation of the recommendations of the IOM Committee on the Work Environment for Nurses and Patient Safety;
3. Synthesize the current literature on work environment and patient safety in the context of the nursing shortage and advance a research agenda;
4. Disseminate the synthesis, analysis, and recommendations to nurse researchers, nurse educators, healthcare professionals, policymakers, and the public.

**Scope:**

The conference, entitled *Have Patient Safety & the Workforce Shortage Created the Perfect Storm?*, was held on Friday, May 12, 2006, at the University of Michigan, Ann Arbor, Michigan. A copy of the conference program may be found in Appendix A.

**Methods:**

Presenters and panel discussants included acknowledged thought leaders in the field:

- Ada Sue Hinshaw, Professor and Dean of the School of Nursing at the University of Michigan, Vice Chair, Institute of Medicine report, *Keeping Patients Safe: Transforming the Work Environment of Nurses*
- Linda Burnes-Bolton, Vice President and Chief Nursing Officer, Cedars Sinai Medical Center Nursing, Chair of AAN and AONE Workforce Commission
- Jane H. Barnsteiner, Professor, University of Pennsylvania
- Sanjay Saint, Associate Professor, General Medicine, University of Michigan
- Joanne Disch, Professor, University of Minnesota
- Donald M. Steinwachs, Professor and Chair of the Department of Health Policy and Management in the Johns Hopkins University Bloomberg School of Public Health
- Suzanne Feetham, Director-Clinical Quality, Health Resources Services Administration
- Patricia A. Grady, Director, National Institute of Nursing
- Janet Heinrich, Senior Policy Advisor, Health Policy R&D
- Gloria Smith, former Vice President for Programs in Health at the W.K. Kellogg Foundation and former Dean, Wayne State University School of Nursing

**Results:**

Attendance at the conference drew from across the nation, with 162 registrants, which included health systems researchers and administrators, nursing faculty members, postdoctoral fellows, and members of nursing service. Approximately 35 of the attendees were students, ranging from the undergraduate to doctoral level.

The published supplement, entitled Nursing Workforce Issues and Challenges for Safe Practice: Proceedings of the May 2006 Conference, was circulated to the entire readership of *Nursing Research* (copies available upon request).

**List of Publications:**

Redman RW. Symposium in Tribute to a Nursing Leader: Ada Sue Hinshaw (Guest Editorial). *Nurs Res* 2008 Jan/Feb; 57(1S):S1-S3.

Hinshaw AS. Navigating the Perfect Storm: Balancing a Culture of Safety with Workforce Challenges. *Nurs Res* 2008 Jan/Feb; 57(1S):S4-S10.

Manojlovich M, Barnsteiner J, Burnes-Bolton L, Disch J, Saint S. Nursing Practice and Work Environment Issues in the 21<sup>st</sup> Century: A Leadership Challenge. *Nurs Res* 2008 Jan/Feb; 57(1S):S1-S14.

Talsma AN, Grady PA, Feetham S, Heinrich J, Steinwachs DM. The Perfect Storm: Patient Safety and Nursing Shortages Within the Context of Health Policy and Evidence-Based Practice. *Nurs Res* 2008 Jan/Feb; 57(1S):S15-S21.

Smith G. Charting the Course for Patient Safety: Closing Comments. *Nurs Res* 2008 Jan/Feb; 57(1S):S22-S24.

APPENDIX A: UNIVERSITY OF MICHIGAN SCHOOL OF  
NURSING LEADERSHIP CONFERENCE

“Have Patient Safety & the Workforce Shortage  
Created the Perfect Storm?”

FRIDAY, MAY 12, 2006 – MORNING SESSION

- 7:30-8:15 am CONFERENCE REGISTRATION & CONTINENTAL BREAKFAST  
Concourse & Ballroom, 2nd Floor
- 8:15-8:50 WELCOME & INTRODUCTIONS  
Ballroom, 2nd Floor  
*Introduction of President: Carol Loveland-Cherry, PhD, RN, FAAN*  
*Executive Associate Dean Academic Affairs, University of Michigan School of Nursing*  
**Mary Sue Coleman, PhD, BA**  
*President of The University of Michigan*  
*Introduction of Chief Operating Officer: Carolyn Sampsele, PhD, RN, FAAN*  
*Associate Dean Research, University of Michigan School of Nursing*  
**Anthony Denton, MHA, JD**  
*Chief Operating Officer, University of Michigan Hospitals and Health Centers*
- 8:50-9:00 BREAK
- 9:00-10:15 KEYNOTE ADDRESS:  
“Navigating the Perfect Storm: Balancing a Culture of Safety with Workforce Challenges”  
*Introduction of Speaker: Margaret M. Calarco, PhD, RN*  
*Chief of Nursing Services, University of Michigan Health System*  
*Speaker: Ada Sue Hinshaw, PhD, RN, FAAN*  
*Dean and Professor, University of Michigan School of Nursing*
- 10:15-10:30 BREAK
- 10:30-12:00 PRACTICE PANEL: “Creating the Preferred Future for Safe Practice”  
*Introduction of Speaker and Panelists: Joanne M. Pohl, PhD, APRN, BC, FAAN*  
*Associate Dean Community Partnerships, University of Michigan School of Nursing*  
*Speaker: Linda Burnes-Bolton, DrPH, RN, FAAN*  
*Vice President & Chief Nursing Officer, Cedars-Sinai Medical Center*  
Panel: **Sanjay K. Saint, MD, MPH**  
*Associate Professor, University of Michigan Medical School*  
Panel: **Jane H. Barnsteiner, PhD, RN, FAAN**  
*Professor, University of Pennsylvania*  
Panel: **Joanne Disch, PhD, RN, FAAN**  
*Director, Densford Center, University of Minnesota*

UNIVERSITY OF MICHIGAN SCHOOL OF NURSING  
LEADERSHIP CONFERENCE

“Have Patient Safety & the Workforce Shortage  
Created the Perfect Storm?”

FRIDAY, MAY 12, 2006 – AFTERNOON SESSION

- 12:00-1:00 pm **LUNCH**  
Michigan and Vandenberg Rooms, 2<sup>nd</sup> Floor
- 1:00-1:30 **LUNCH SPEAKER: “View from the Helm: An Organizational Perspective on Safety vs. Workforce Shortage”**  
*Introduction of Speaker: Dorothy H. Elliott, MS, RN*  
*Lecturer, University of Michigan School of Nursing*  
*Speaker: Gail L. Warden, MHA*  
*President Emeritus, Henry Ford Health System*
- 1:30-3:00 **POLICY PANEL: “Creating the Preferred Future for Policy that Promotes Patient Safety”**  
*Introduction of Speaker and Panelists: Richard W. Redman, PhD, RN*  
*Director of Doctoral and Post-Doctoral Programs, University of Michigan School of Nursing*  
*Speaker: Donald M. Steinwachs, PhD*  
*Professor and Director, Johns Hopkins University-Bloomberg School of Public Health*  
*Panel: Patricia A. Grady, PhD, RN, FAAN*  
*Director, National Institute of Nursing Research*  
*Panel: Suzanne L. Feetham, PhD, RN, FAAN*  
*Retired Sr Program Manager, Health Resources and Services Administration*  
*Panel: Janet Heinrich, PhD, RN, FAAN*  
*Sr Policy Advisor, Health Policy Research & Development*
- 3:00-3:15 **BREAK**
- 3:15-3:45 **SUMMARY REMARKS: “Charting the Course for Patient Safety”**  
*Introduction of Speaker: Antonia M. Villarruel, PhD, RN, FAAN*  
*Professor, University of Michigan School of Nursing*  
*Speaker: Gloria Smith, PhD, RN, FAAN*  
*Retired Vice President Programs, W. K. Kellogg Foundation*
- 3:45-4:00 **CLOSING & EVALUATION**  
*Carol Loveland-Cherry, PhD, RN, FAAN*  
*Executive Associate Dean Academic Affairs, University of Michigan School of Nursing*