MASSACHUSETTS ACTION COALITION
Transforming Healthcare Through Nursing

BACKGROUND
Formed in 2011, the Massachusetts Action Coalition (MAAC) is a statewide coalition of nurse leaders representing practitioners, educators, health care organizations, and the Board of Registration in Nursing. The MAAC is providing leadership to improve outcomes and transform the health care system for every resident of the Commonwealth.

The Organization of Nurse Leaders of MA & RI and the MA Department of Higher Education (DHE) co-lead the coalition, one of 51 nationwide. We are part of the Campaign for Action, a joint initiative of AARP Foundation and the Robert Wood Johnson Foundation, working to implement recommendations of the Institute of Medicine’s report: The Future of Nursing: Leading Change, Advancing Health (2010). The MAAC builds on Massachusetts’ longstanding Nursing and Allied Health Initiative, launched in 2005 to address a looming shortage of registered nurses and nursing faculty.

TEAM
Organizations: American Nurses Association, MA Homecare Alliance of MA MA Association of Colleges of Nursing MA Board of Registration in Nursing MA Coalition of Nurse Practitioners Massachusetts Hospital Association Massachusetts Nurses Association Massachusetts Senior Care Foundation MA & RI League for Nursing Organization of Nurse Leaders, MA & RI Massachusetts community colleges, state universities & UMass System Massachusetts private 2 & 4 year colleges/universities Diversity Advisory Group representing MA Chapter, Hispanic Nurses Assn. New England Black Regional Black Nurses Assn. Philippine Nurses Assn. American Assembly for Men in Nursing, NE Chapter Employer Engagement Advisory Group Volunteers: More than 140 members give their time

GOALS
• Disseminate IOM Report recommendations
• Build statewide consensus for academic progression for all nurses; implement plan to increase capacity and diversity in the nursing workforce
• Implement plan for statewide adoption of the Nurse of the Future Nursing Core Competencies® in academic and practice settings
• Utilize data to understand demographics and plan for health care workforce needs
• Remove scope of practice barriers for Advanced Practice RNs; strengthen interprofessional collaboration within the health care community

RESULTS
• The MAAC continues to implement the MA Nursing Workforce Development Plan to increase the number of nurses with a BSN or higher degree from 55% (2010) to 66% by 2020 and to the national Campaign for Action target of 80% by 2025.
• Developed an Employer Advisory Group to identify best practices that encourage and support academic progression of working nurses.
• The total number of BSN graduates in Massachusetts increased 34% from 2010-2013. Within that group, the number of existing RNs who returned to school and earned their BSN increased by 81 percent.
• Designed and implemented the Nursing Education Transfer policy to simplify and accelerate the progression of nurses with an associate’s degree into RN-to-BSN programs.
• Developed and disseminated academic progression models to help RNs and LPNs pursue their BSN degrees.
• One of 9 state Action Coalitions recognized by the Robert Wood Johnson Foundation and awarded its Academic Progression in Nursing (APIN) grant in 2012 and a second two-year, $300,000 grant for 2014-2016.
• Published comprehensive reports: Faculty Challenges in Massachusetts, Employer Practices Survey Results, and the Advanced Practice Nurse in Massachusetts, with recommendations to inform and guide efforts.

PROCESSES
Goal 1 Increase Supply: Create Accelerated Pathways for Nurses to Achieve BSN or Higher
Goal 2 Increase Quality: Promote Integration of Nurse of the Future Nursing Core Competencies®
Goal 3 Increase Capacity: Increase Faculty Pool Available to Educate Nurses from BSN - PhD

VISION
To be the national model for nurses leading, advocating, and partnering to boldly reshape delivery of high quality, patient-centered health care.

MISSION
Guided by the Institute of Medicine (IOM) report, The Future of Nursing, the Massachusetts Action Coalition (MAAC) is leading the statewide campaign to transform health care through nursing education and practice innovations.

RECOMMENDATIONS
IOM KEY MESSAGES
1. Transform Practice: Nurses should practice to the full extent of their education and training
2. Transform Education: Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression
3. Transform Leadership: Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States
4. Need for better health care workforce data: Effective workforce planning and policy making require better data collection and an improved information infrastructure

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Patricia Crombie, MSN, RN; MAAC/APIN Project Director Dale Earl, DHE Healthcare Workforce Development

Massachusetts BSN Graduates

<table>
<thead>
<tr>
<th>Year</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>% Change 2010-2013</th>
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<tbody>
<tr>
<td>Total BSN Graduates, Source: IPEDs</td>
<td>1922</td>
<td>2282</td>
<td>2388</td>
<td>2580</td>
<td>34.2%</td>
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<tr>
<td>BSN Graduates, prelicensure programs</td>
<td>1484</td>
<td>1633</td>
<td>1633</td>
<td>1787</td>
<td>20.4%</td>
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<tr>
<td>BSN Graduates, post-licensure (calc)</td>
<td>438</td>
<td>649</td>
<td>755</td>
<td>793</td>
<td>81.1%</td>
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