Workforce Development:
The Future of Nursing Informatics

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DISCLAIMER: The views and opinions expressed in this presentation are those of the author and do not necessarily represent official policy or position of HIMSS.
Learning Objectives

1. Review current Nursing Informatics workforce initiatives
2. Discuss the importance of training and communication to help bridge gaps and healthcare transformation
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American Academy of Nursing – In-Coming Chair of Expert Panel Informatics & Technology

National Academies of Practice (NAP) – President Elect (2015-2017)

TIGER Co-Chair, HIMSS Clinical Informatics

The Bonnie Wesorick Center for Healthcare Transformation at Grand Valley State University/KCON – Advisory Board Member

Never underestimate the power of a few committed people to change the world. In deed, it is the only thing that ever has.

~Margaret Mead
What is your informatics journey?
A 10 Year Journey

2004
Nursing not at the table

2006
Leaders Convene

2009
Outcomes

2011
Sustainability

Today
What is TIGER?

• **Technology Informatics Guiding Education Reform**

• A *focus* on better preparing the clinical workforce to use technology and informatics to improve the delivery of patient care

• Developing the *necessary skills* for a clinicians’ portfolio - must include basic computer competencies, information literacy and informatics skills

• Grass Roots Effort
3 Phases of a Grass Roots Initiative

- [Summit] Define and publish the 10-year vision and 3-year action plan to raise awareness of the need for informatics competencies for all nurses
- [Reports] Facilitate collaboration to accelerate progress on action plan and leverage best practices
- [Foundation & HIMSS] Drive dissemination through professional organizations and embrace a interprofessional approach
Interprofessional TIGERS

- RxTIGER launch!
Informatics Competencies

TIGER Informatics Competencies Model consists of three parts:

1. Basic Computer Competencies
2. Information Literacy
3. Information Management
Leadership Development

• Revolutionary leadership that drives, empowers and executes the transformation of healthcare.

• Expand & and integrate informatics competencies into Nursing Leadership Development Programs
Investing in Leaders

Figure 4 - Magnet Program from ANCC
Usability & Clinical Application Design

Principles:

• An early and consistent focus on users of the product

• Iterative design processes (multiple versions matched to users, tasks and environments)

• Systematic product evaluations (with product users and metrics)
Clinical Application Design

- Systems Thinking
- Evidence-Based Practice
- Scope of Practice
- Individual & Integrated Competency
- Knowledge Discovery
Download Advisory Report at: http://visit.clinicaldecisionsupport.com/i/7222/2014-05-12/n9fy1

A National Survey & Forum for Nurse Executives: Leveraging Evidence-Based Practice to Enhance Healthcare Quality, Reliability, Patient Outcomes and Cost Containment
EBP National Study & Forum: CALL TO ACTION

- Partner with national leadership organizations to build on this National EBP Report & recent CNE Forum to create a unified voice of EBP Leaders who advocate to fund and create sustainable EBP systems in healthcare.

- Create a compelling case for integrating and investing in EBP as the foundation for patient safety and quality strategic initiatives, including ROI and data-driven outcomes.

- Seek out opportunities to develop expertise in EBP in order to model the way for nursing directors, nurse managers and point of care clinicians.

- Establish sustainable cultures and environments in which EBP can flourish.

- **Advocate for EBP to be integrated seamlessly within the EHR to assure care that is guided by evidence as well as to assure that EBP and informatics competencies co-exist to the future and current workforce.**

- Partner with interprofessional colleagues to assure that EBP is strategically aligned and evidence-based care is provided by the entire healthcare team, which includes patients, families and communities.

- Work with policy-makers to ensure that EBP is the standard of all healthcare delivered and reimbursed appropriately.
New TIGER Leadership Report!

“A qualification for leadership is that one can tolerate a sustained wide span of awareness so that one better sees it as it is”

~Robert Greenleaf

Download report at www.thetigerinitiative.org
Leveraging technology and practice through Transformational Leadership

• Create synergy through the elimination of either/or approaches and consider technology *both/and* practice simultaneously.
Negative results – too much focus on technology platform & not on practice

Positive results from focusing on technology platform

Positive results from focusing on practice platform

Negative results – too much focus on practice platform & not on technology
**Sustainable Transformation**

- Innovation
  - Standardizes and integrates information
  - Increase efficiency
  - Data retrieval

**Technology**

- Use of EBP and professional practice/workflow
- Clinical integration across disciplines
- Caring culture

**Practice**

- Lack of evidence-based information
- Design interferes with integration
- Lack of “humanization”

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**Unsustainable Transformation**

- Lack of awareness of technology benefits
- Lack of information impacts quality
- Decrease in timely access and retrieval of information

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**Action Steps**

- How will we gain or maintain the positive results from focusing on this left pole? What? Who? By When? Measures?

Ensure users understand the design, purpose and functionality of technology tool.

Provide time for users to learn the technology tool properly.

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**Early Warnings***

- Measurable indicators (things you can count) that will let you know that you are getting into the downside of this left pole.

Timelines for activation are all about technology, not about practice transformation

Modifying or deconstructing evidence-based content integration

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**Unsustainable Transformation**

- Deeper Fear from lack of balance

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**Action Steps**

- How will we gain or maintain the positive results from focusing on this right pole? What? Who? By When? Measures?

Create and support time for interdisciplinary team to do transformation work needed to integrate evidence-based professional practice

Provide processes and tools to embed into technology: EBP, scopes of practice, & integrated workflow.

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**Early Warnings**

- Measurable indicators (things you can count) that will let you know that you are getting into the downside of this right pole.

Users demand that technology not change what is familiar (e.g. documentation practices)

Comments about the fear that technology will dehumanize care and dictate practice.

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Polarity map showing the practice and technology poles and ways to balance the tension between them.
Education & Faculty Development

“As federal initiatives push the adoption of EHRs throughout all healthcare institutions by 2014, it is imperative that key stakeholders within the academic community are fluent in the use of informatics tools.”
Investing in Future Education

American Association of Colleges of Nursing

State Initiatives
NLN Task Force
State Boards Of Nursing
National Org For Assoc. Degree Nursing
HRSA Faculty Dev Grants
AACN DNP Task Force
Accrediting Bodies
Other Specialty Education Organizations

INSTITUTE OF MEDICINE OF THE NATIONAL ACADEMIES

The Voice for Nursing Education

NLN
National League for Nursing

Robert Wood Johnson Foundation

T.I.G.E.R.
IPEC Core Competencies for Interprofessional Collaborative Practice

• Based on IOM Competencies
• Defined Principles
• Four Competency Domains
• 38 Competencies

http://www.aacn.nche.edu/education-resources/IPECReport.pdf
HIMSS Proposed Audience Expansion for TIGER

• Advance TIGER principles & competency work as an *interprofessional program* for all practicing clinicians, faculty and students.

• Job #1: Reach and engage medical universities

• Job #2: Advance interprofessional informatics adoption & awareness

• Job #3: Advance international expansion of TIGER reach

• Job #4 – Your Ideas?
How will this be accomplished?

- Curriculum Content/Competencies Development & Adoption
  - Reimagine Virtual Learning Environment
    - Multi-Phase Content Audit
    - Competency Mapping
    - Understand users’ needs
  - HIMSS *new* Community structure to support acceleration, adoption (TIGER)
    - Expansion with AND on Nutrition Informatics
    - Collaborative *Education in Informatics Roundtable* with stakeholder groups
    - Resources to medical colleges
    - Partners in E; pharmacy informatics initiatives
    - Scholars Program
Audit

The Audit was comprised of three *Phases*:

- **Phase I**: Compiled a complete Resource Inventory
- **Phase II**: Reduced number of working resources down to a tangible list based on three important criteria: Popularity, Functionality, and Content
  
  298 resources → 28 resources

- **Phase III**: Finalized Resource Catalog
Competency Mapping

• Using the Knowledge to Action Framework, along with VLE resources, develop a competency list and processes for helping learners and teachers achieve that knowledge
  – Inclusion of activities and methods to measure achievement
  – Videos of how the VLE map was used
  – Synchronous work areas for faculty and educators
  – Key areas for students
Survey Users’ Needs

Survey current subscribers to gain input on how to renovate the VLE to serve as a viable means of education:

– 10 question survey sent via email with a reply deadline
– Obtain input regarding:
  • Ways to improve the VLE
  • Sought after interprofessional resources and educational tools
  • Desired topics for future Town Hall meetings and webinars
Marketing Refresh; Easier to Navigate

Visit the reimagined Virtual Learning Environment
Navigate new user-friendly features with ease while tapping into a wealth of dynamic content and interactive events

www.thetigerinitiative.org/vle

Interactive webinars & community meetings
Open forum discussion on the Message Board
Content mapped to TIGER Competency Framework
TIGER VLE Lobby
Partners in E is an innovative program of curriculum development for pharmacy students, that aims to better integrate the discipline of safety science into a health information technology (HIT)–enabled world.

Partners in E was developed by faculty researchers from the Department of Clinical Pharmacy at the University of California, San Francisco (UCSF) School of Pharmacy. HIMSS provides the technical infrastructure and program guidance for nationwide dissemination of Partners in E.

Frequently Asked Questions
For any questions or concerns, please see our Partners in E FAQ

What is Partners in E?
Get Started
Meet the Program Creators
Program Adopters
What Schools Are Saying

Request Portal Access
2015 Scholars Program

• The TIGER Foundation was incorporated as a 501(c)(3) that operates for educational and scientific purposes

• In the spirit of TIGER, HIMSS will establish a student intern program

• *Example approach:* Each clinical informatics committee would be assigned a TIGER scholar and be responsible for developing student project to advance committee activities
Adoption & Healthcare Transformation: The Power of a Patient Story
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Questions?

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