

March 21, 2023

# Kansas Nursing Workforce Stakeholder Meeting Report

*Finding Solutions to Nursing Workforce  
Problems on Behalf of Kansans*

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# Meeting Summary | March 21, 2023

The University of Kansas School of Nursing convened a healthcare stakeholder meeting on March 21, 2023 in Topeka, Kansas. The school invited key stakeholders and healthcare leaders from across Kansas to discuss nursing workforce challenges facing the state.

Stakeholders were drawn from government, academe, employers, insurers, and associations and represented both rural and urban areas. *(See page 6 for a list of invited stakeholders.)*

The goal of the meeting was to start a collaborative discussion to solve nursing workforce issues in Kansas, including strengthening the nursing pipeline, retaining experienced nurses, developing

nurse leaders, and data collection and sharing. The group also strived to identify future activities and additional leaders who need to join us at the table.

After a brief introduction by KU School of Nursing Dean Sally Maliski and an overview presentation by Dr. Heather Nelson-Brantley and Dr. Amy Garcia, detailing the nursing workforce crisis nationally and in Kansas, the group was asked to discuss three key questions.

This report is a dissemination of key ideas generated from those discussions, as well as the stakeholders' prioritization of the discussion results. We will also discuss next steps for moving forward to solve nursing workforce problems in Kansas.



# Discussion Items

## **QUESTION 1: What do you see as an immediate need for a Kansas nursing leadership and workforce center to tackle?**

*(See page 9 for a table of all discussion responses in order of priority.)*

The top three themes that emerged from this discussion centered around:

- Collecting good, specific, and actionable data that is easy to access
- Projecting a positive nursing image to the public as well as to potential students as early as middle and high school
- Nursing pipeline, progression, and retention

## **QUESTION 2: How can a Kansas nursing leadership and workforce center improve these issues?**

*(See page 11 for a table of all discussion responses in order of priority.)*

The top three themes that emerged from this discussion centered around:

- Collaboration and resource sharing among stakeholders
- Creating strong relationships to shoulder this work
- Convening the stakeholders regularly to work together to solve nursing workforce problems and celebrate the nursing workforce

## **QUESTION 3: What does success look like if we have a Kansas nursing leadership and workforce center in Kansas?**

*(See page 12 for a table of all discussion responses in order of priority.)*

The top three themes that emerged from this discussion centered around:

- Creating a central data collection and dissemination source that is a “one-stop shop” for nursing workforce information
- Increasing nursing student and faculty applications
- Looking to other states for nursing workforce center best practices

It should be noted that not all ideas were doom and gloom: The theme of celebrating our nursing workforce was also suggested.

And that gives us hope.



## Post-Meeting Survey

After the meeting, participants were invited to share their impressions of the meeting and how they would like to continue to engage in this work.

All survey respondents reported that the stakeholder meeting far exceeded or slightly more than met their expectations and no one said that the meeting was below or far below their expectations.

When asked to share any additional thoughts on the meeting, one respondent said, “I believe the meeting was a good starting point. It definitely made it clear that we need to choose a direction or objective for [a center for nursing workforce].”

And another said, “Such an exciting opportunity and need in KS; for education, practice, regulation, policy, legislation, etc. We could accomplish great advances with all the nursing data in one location, shared for others to utilize to benefit nursing in KS.”

Finally, respondents are also interested in serving on an advisory committee, receiving regular email updates, and attending future meetings.  
*(See pages 14-15 for tables of survey responses.)*



## Next Steps

It is imperative to build on the work begun at this meeting.

To maintain the momentum, the KU School of Nursing will:

- Form an advisory committee to focus future priorities and activities
- Convene three additional regional stakeholder meetings across the state.
  - These regional stakeholder meetings will go a layer deeper and build up on the top themes uncovered during this first meeting.
- Undertake a gap analysis to determine what resources it will take to achieve the priorities set forth by this report, including financial (funding), structural (computing systems, surveys), time, and talent (people).

If you have questions about this report or future stakeholder activities, please email [nursingwill@kumc.edu](mailto:nursingwill@kumc.edu).



# Invitee List

## Government

- Kansas Department for Aging and Disability Services (KDADS)
- Kansas Department of Commerce
- Kansas Department of Health and Environment (KDHE)
- Kansas State Board of Nursing
- Shawnee County Public Health Department
- Veterans' Healthcare Administration

## Employers

- AdventHealth
- Anesthesia Associates of Central Kansas
- Ascension Via Christi Health
- Centura St. Catherine's (Garden City)
- Hays Medical Center
- Presbyterian Manors of Mid-America
- Rice County District Hospital
- Rooks County District Hospital
- St. Francis-Topeka (Ardent)
- Salina Regional Health Center
- Salina Surgical Center
- Stormont Vail
- Sunflower Health Network
- The University of Kansas Health System
- Wesley Medical Center

## Industry

- Blue Cross Blue Shield of Kansas

## Associations

- Kansas City Metropolitan Healthcare Council
- Kansas Hospital Association
- Kansas Organization of Nurse Leaders (KONL)
- Kansas Society of Human Resource Manager
- Kansas State Nurse's Association

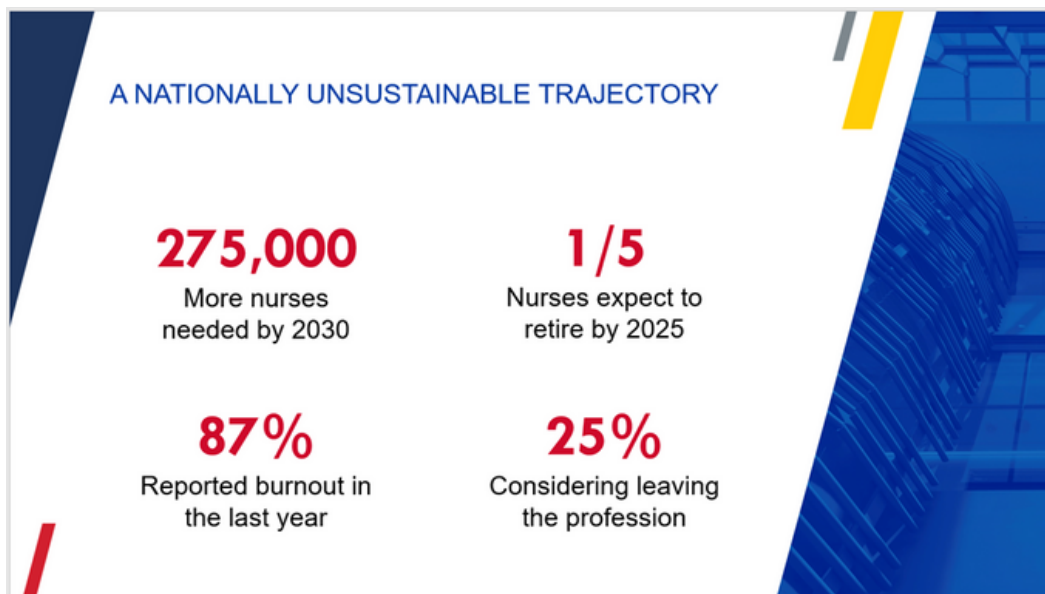
## Education/University

- Emporia State University
- Kansas Association of Colleges of Nursing (KACN)
- Kansas Board of Regents
- Kansas City Kansas Community College
- Kansas Organization for Associate Degree in Nursing (OADN)
- Pittsburg State University
- Washburn University
- Wichita State University
- University of Kansas

## Other

- Farm Bureau
- Area Health Education Center (AHEC)
- Kansas City Metropolitan Health Council
- Kansas Rural Health Center

# Presentation Materials





# Presentation Materials

## STAGGERING KANSAS STATISTICS

**22%**

KS RN turnover rate  
(the highest in the last ten  
years)

**53,000+**

Projected KS nurse  
openings through 2026  
(CNA, RN, Home Health Aid)

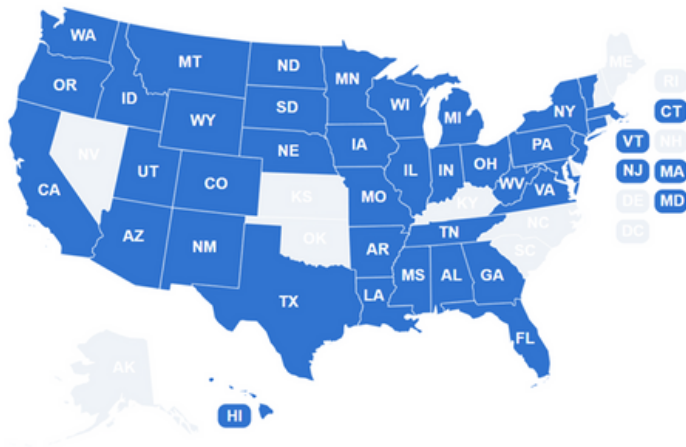
**84**

Number of KS Critical  
Access Hospitals  
(the most in the U.S.)

**30%**

Number of rural KS hospitals  
at risk of closure

## CURRENT NURSING WORKFORCE CENTERS





# Discussion Responses

QUESTION 1: What do you see as an immediate need for a Kansas nursing leadership and workforce center to tackle?

Immediate Need	Number of Votes
Collect data at the point of source in real-time, real-time data collection and outputs	8
Improve the image of nursing in media (social, traditional)	8
Inspire and attract nursing students earlier, as early as middle- and high school, and then find ways to increase scholarships, make it easy to go to nursing school, and make it affordable	7
Improve the nursing pipeline conversion/ progression: CNA to LPN to RN to advanced degrees	7
Make bedside nursing more desirable, i.e., create a standard nursing residency experience so that nurses don't leave within the first year	7
Good data and specific data	6
Improve technology and training for rural nurses/rural healthcare settings	5
Creative ways to increase pipeline and pathways to bedside nursing	4
Funding for data collection \$\$	4
Advertise openings within schools of nursing for both student slots and faculty	3

# Discussion Responses

QUESTION 1: What do you see as an immediate need for a Kansas nursing leadership and workforce center to tackle? *Continued*

Immediate Need	Number of Votes
Discover the reality of nurse wellbeing and improve it	2
Create standardization of requirements and access	1
Clearly define the goals of a Center	1
Clearly define the problems a Center would tackle	1
Learn why qualified nursing applicants are leaving Kansas (recruiting)	--
Uncover the desired supports that are not salary-based, i.e., education, training, safety, etc.	--
Find ways to enhance reciprocity in the compact license	--
Clearly define action items for a potential Center	--

# Discussion Responses

QUESTION 2: How can a Kansas nursing leadership and workforce center improve these issues?

How to Make Improvement	Number of Votes
Create shared resources and coordination for mobile trainings, residency, outreach	16
Build strong relationships, specifically through an advisory board	6
Use data with the legislature	6
Must remember that we cannot do everything, but we CAN convene stakeholders and create focus for the problems facing nursing and beyond nursing	6
Celebrate (bedside) nursing, i.e., galas, education	5
Work smart, i.e., look at how other Centers work, assess their successes, learn from others	5
Develop nurse leaders, i.e., CNOs, create preceptor academies/trainings	4
Track student enrollment, pull information from other states	4
Hire full-time Center employees	2
Develop strong partners, create stakeholder buy-in, share data	1
Be empowered to actually bring change	1
Advocacy work on behalf of nurses through storytelling to the legislature; use data to tell good stories	1
Track nursing job vacancies	--
Be the face of changing nursing	--
Be a risk shelter for nursing innovation, ideas, and demons	--

# Discussion Responses

QUESTION 3: What does success look like if we have a Kansas nursing leadership and workforce center in Kansas?

Success Looks Like	Number of Votes
Collect data and make it easily accessible—a one-stop spot for information on nursing workforce	16
Increase nursing faculty and student applications	8
Tap into national collaboration opportunities with other nursing workforce centers	7
Educate and gain the trust of legislators and businesspeople	6
Multi-source funding	6
Learn best practices from other centers	4
Create a bridge between rural and urban healthcare	4
Create better health outcomes for patients	3
Offer help with grant writing	3
Solve for the need: student and faculty openings	2
Positively influence the image of nursing like Johnson & Johnson	2
Survey nurses: what do they want?	1
Get telehealth/payment written into statute	1
Get more nurses into public office	1
Transparency and safety in ideas among stakeholders	1

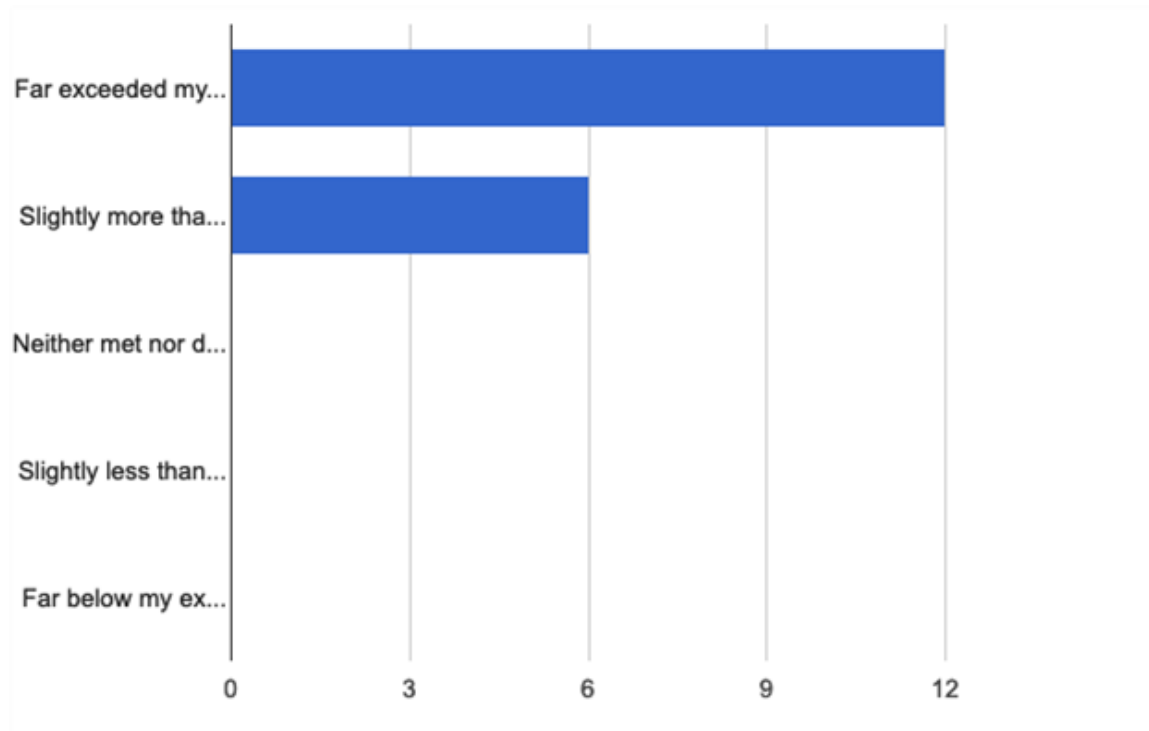
# Discussion Responses

QUESTION 3: What does success look like if we have a Kansas nursing leadership and workforce center in Kansas? *Continued*

Success Looks Like	Number of Votes
Create military outreach for nurses	1
Influence patient transfer	1
Encourage students to move up through their education, i.e., CNA > LPN > RN/BS > MS > Advanced practice	--
Create consistent, sustainable programming	--
Be a recognizable resource	--
Be broadly representative of nurses and the nursing profession	--
Legislative respect	--

# Survey Data

Overall, how well did the meeting meet your expectations?

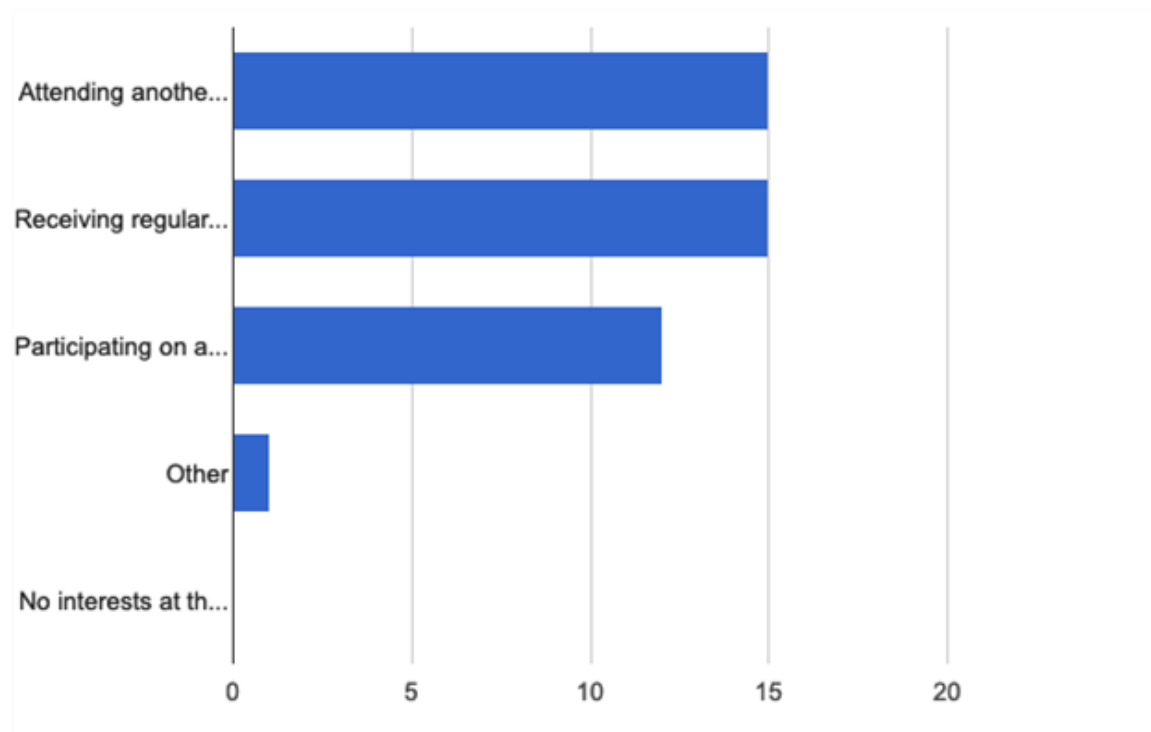


- Far exceeded my expectations (n = 12, 66.7%)
- Slightly more than expected (n = 6, 33.3%)




# Survey Data

Which of the following are you interested in (select all that apply)?



- Attending another stakeholder meeting like this one (n = 15, 83.3%)
- Receiving regular email updates (n = 15, 83.3%)
- Participating on an advisory committee for a Center for Nursing Leadership and Workforce for Kansas (n = 12, 66.7%)
- Other (n = 1, 5.6%) – wherever my skills are best utilized



Do you have questions or want to get involved in finding solutions to  
Kansas nursing workforce problems?

Contact the University of Kansas School  
of Nursing at [nursingwill@kumc.edu](mailto:nursingwill@kumc.edu).



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