Many of the elements and recommendations of the Institute of Medicine (IOM) Report on the Future of Nursing are reflected in ANNA’s ongoing work to advance nephrology nursing and the nursing profession.

**IOM Recommendation 1: Remove scope-of-practice barriers.**
Advanced practice registered nurses should be able to practice to the full extent of their education and training.

ANNA has:
- Collaborated with the American Society of Nephrology (ASN) and the Renal Physicians Association (RPA) to update the ANNA/ASN/RPA Joint Position Statement on Collaboration Between Nephrologists and Advanced Practice Registered Nurses.
- Endorsed Nephrology Nursing Certification Commission’s (NNCC) development and implementation of certification for advanced practice registered nurses (APRN) in Nephrology.
- Used APRNs in both program development and presentation at all levels of the organization.

**IOM Recommendation 2: Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.**

ANNA has:
- Actively sought opportunities to participate in projects and technical expert panels to bring forward the voice of nephrology nursing. ANNA was included in the group of kidney organizations who provided in-person suggestions to the Centers for Medicare & Medicaid Services and the Center for Medicare & Medicaid Innovation regarding a potential project for an integrated care model which would include dialysis patients.
- Provided Grants and Scholarships to pursue research ideas including developing an evidence based practice.
- Collaborates with other nephrology professional organizations.
- Participated in the development groups sponsored by National Kidney Foundation’s Kidney Disease Outcomes Quality Initiative.
- Actively participated in the development and implementation of regulations that impact care delivery and reimbursement.
- Worked with pharmacology companies to both develop and educate the renal community about new products/drugs or other industry developments.
- Taken steps to change its organizational structure to be more responsive to the needs of the members and increase efficiency.
- Maintained a presence by attending and exhibiting at other major nephrology conferences such as the American Society of Nephrology, the National Kidney Foundation, and the Annual Dialysis Conference.
IOM Recommendation 3: Implement nurse residency programs.

ANNA has:
- Developed and updated foundational publications to include the *Core Curriculum* and the *Nephrology Nursing Scope and Standards of Practice*.
- Developed an *Acute Care Orientation Manual*.
- Developed and updated educational modules such as “CKD: What Every Nurse Should Know,” as well as modules on the end of life and geriatrics. Advanced Practice Nurses can attend the ANNA Fall Meeting along with other ANNA programs.
- Implemented on-line communities for eight sub-specialties in nephrology nursing which include the ability to connect with more expert nurses for discussion and guidance.
- Supported over 100 local chapters for support and education of nephrology nurses.

IOM Recommendation 4: Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.

ANNA has:
- Annually offered 12 scholarships to assist nurses who seek baccalaureate degrees.
- Discussed the recommendation of baccalaureate degrees with our membership including representatives from large dialysis organizations.

IOM Recommendation 5: Double the number of nurses with a doctorate by 2020.

ANNA has:
- Annually offered $30,000 to support both the research required and the cost of doctoral education. ANNA has increased the dollar amounts awarded in individual grants to foster larger studies.
- Provided ongoing support of nursing research.
- Emphasized the importance of research by developing educational modules on research and by increasing the visibility of research projects and results in both our journal and our educational programming.
- Supported an active Research Committee, which has undertaken research projects as well as evaluating the applications for research grants.

IOM Recommendation 6: Ensure that nurses engage in lifelong learning.

ANNA has:
- Operationalized our mission by providing continuing education on an on-going basis. Our Conferences Committee has implemented a variety of educational programs to support nurses’ engagement in continuing education. Various options include conferences, Webinars and independent learning activities. For nurses unable to attend conferences, there is option to select sessions on line and to obtain CE credit.
- Routinely included CNE in our *Nephrology Nursing Journal*.
• Supported local educational programs held by our chapters.
• Worked collaboratively with the Nephrology Nursing Certification Commission to support certification.

IOM Recommendation 7: Prepare and enable nurses to lead change to advance health.

ANNA has:
• Begun to actively develop a Leadership Pathway to allow our members to build leadership skills, moving the member from novice to expert, on-line on their own time schedule. This pathway will assist our members in developing and/or enhancing core competencies.
• Supported our Health Policy Committee, Health Policy Consultant, and Kidney Care Partners Representatives to have a voice in advancing our Federal Health Policy Agenda and our State Health Care Priorities.
• Actively supported the Nurse In Washington Internship.
• Supported an organization-specific biannual Health Policy Workshop for volunteer leaders.
• Training opportunities for all chapter officers in Health Policy through in-person sessions at the annual Volunteer Leadership Workshop and online modules.
• Continued to sponsor an annual Kidney Disease Awareness Education week.
• Provides “CapWiz” on our website to allow easy communication between a member and their Federal legislators.
• Continued our affiliate membership of the American Nurses Association.
• Established a Competency Based Leadership Task Force to assist members in identifying individual core competencies needed for association leadership roles.
• Provided education in different formats for all learners to engage in such as Webinars MP3 recordings, live meetings, regional meetings, and on-line activities. Examples include:
  o “Nurse solutions for creating a healthier work environment" from the 2011 Symposium;
  o "The Role of Nurses at Decision-making tables in Today's Health Care Environment" from the 2010 Fall Meeting; and
  o "Shed or You're Dead" and "The Future of Nursing: Nephrology Nurses Take the Wheel" both from the 2012 Symposium.

IOM Recommendation 8: Build an infrastructure for the collection and analysis of interprofessional health care workforce data.

ANNA has:
• Ongoing evaluation of differences in Nurse Practice Acts and delegation guidelines in various states.
• Sponsored research projects in this area.