

An ANNA Invitational Summit: Nephrology Nursing Shortage and Solutions

Beth Ulrich

The American Nephrology Nurses' Association (ANNA) recognizes the potentially grave consequences of a shortage of qualified registered nurses caring for patients with renal disease, as well as the impact of the work environment on the ability to attract and retain qualified personnel. ANNA believes that major issues such as this are best addressed by the collaboration of stakeholders, and thus the association convened an invitational summit to address and develop solutions for the nephrology nursing shortage. This summit was held March 14-15, 2003 in Baltimore, Maryland.

Background

In 2001, ANNA, concerned with the present and future national shortage of nurses in general and of nephrology nurses in particular, began a multi-phased project to address the issue of recruitment and retention of nephrology nurses on a national basis. In the first phase of the project, an Ad Hoc Committee on Recruitment & Retention was appointed to review available data on the subject. The second phase of the project involved the completion of a work environment survey of staff nurses employed in chronic, free-standing hemodialysis units.

With that survey completed, the next step was to convene a summit of key stakeholders to discuss the nephrology nursing shortage and potential solutions. An ad hoc committee composed of Gail Wick, Caroline Counts, Beth Ulrich, Mike Cunningham, Mary Brattich, Glenda Harbert, and Charlotte Thomas-



Hawkins collaborated to develop the concepts for a summit meeting to address the nephrology nursing shortage and solutions. In early, 2003, ANNA announced its sponsorship of an invitational summit to bring members of the renal community together to discuss issues concerning the shortage of nurses in dialysis and to create a detailed plan to address - on a national level - the recruitment of nurses into nephrology and the retention of experienced nephrology nurses. Beth Ulrich was appointed Director for the Summit. Invitees included major providers of dialysis services, nephrology-related organizations, and government agencies. The funding of the Summit was made possible by a generous donation from Amgen and funding for attendees by their organizations.

Purpose

The purpose of the Nephrology Nursing Shortage and Solutions Invitational Summit was to define the probable causes of the difficulties in attracting and retaining qualified registered nurses in the specialty and to develop a plan for use by the renal community in addressing the problem both in the short and long terms.

Participants

Participants in the Nephrology Nursing Shortage and Solutions Invitational Summit included representatives from major providers, nephrology-related organizations, and government agencies.

Overall Goal

The overall goal of the Summit was to bring members of the renal community together to 1) discuss the issues surrounding the shortage of nurses, particularly those working in nephrology nursing; and 2) develop a plan to address the problem of attracting and retaining qualified registered nurses to the nephrology nursing specialty.

Objectives

- The Summit objectives were to:
1. Provide an overview of the shortage of registered nursing in the

Beth Ulrich, EdD, RN, CHE, is Director, Nephrology Nursing Shortage & Solutions Invitational Summit; Editor, Nephrology Nursing Journal; Senior Vice President & Editor, NurseWeek Publishing; and Past President, ANNA.



**Table 1
Summit Participants**

Organization	Name	Title
American Association of Kidney Patients	Brenda Dyson	President, Board of Directors
American Nephrology Nurses' Association	Mike Cunningham	Executive Director
American Society of Nephrology	Karen L. Campbell, PhD	Executive Director
American Society of Nephrology	Paul C. Smedberg	Director, Policy and Public Affairs
Forum of ESRD Networks	Joan Parrish, RN	Quality Management Assistant, Network 5
National Association of Nephrology Technicians/Technologists	Joe Mazzilli	Vice President, NE Region
National Kidney Foundation	Dolph Chianchiano, JD, MPA	Vice President, Health Policy and Research
National Kidney Foundation	Marilyn D. Swartz, MS, RN	Director, K/DOQI Learning System (KLS)
National Renal Administrators Association	Susan Raulie	Administrator – Bay Area Dialysis
Nephrology Nursing Certification Commission	Nancy Gallagher, BSN, RN, CNN	Immediate Past President
Nephrology Nursing Certification Commission	Janel Parker, MSN, RN, CNN	Executive Director
Renal Physicians Association	John Galla, MD	Board Member
Renal Physicians Association	Robert Provenzano, MD	President-Elect
DaVita, Inc.	Howard Lewin	Group Vice President
DaVita, Inc.	Joe Mello	Chief Operating Officer
Dialysis Clinics, Inc.	Chris Lovell, RN	Nurse Representative
Dialysis Clinics, Inc.	Rose Smith	Operations Manager
Fresenius Medical Care	Claire Callahan	Vice President, Human Resources and Organizational Development
Fresenius Medical Care	Deborah Anne Harvey, RN	East Business Unit President
Fresenius Medical Care	Maureen Herget, BS, RN, CNN	Vice President, Clinical Quality Management
GAMBRO Healthcare	Larry Buckelew	President/CEO
GAMBRO Healthcare	Ella Friedman	Senior Vice President Business Planning Development
National Nephrology Associates	Charlotte Anthony	Senior Vice President Operations
National Nephrology Associates	Mignon Early	Senior Vice President Operations
Nothwest Kidney Centers	Connie Anderson	Director of Clinical Services
Renal Care Group	John Anderson	Vice President Human Resources
Renal Care Group	Gary Brukart	Executive Vice President/ Chief Operating Officer
Renal Care Group	Carolyn Latham, RN, MSN, MBA, CNN	Vice President, Clinical Operations/ Chief Clinical Operations Officer
Centers for Medicare and Medicaid Services	Brady Augustine, MS	Senior Advisor to the Administrator
Centers for Medicare and Medicaid Services	Pamela Frederick	Technical Advisor

Organization	Name	Title
Centers for Medicare and Medicaid Services	Ida Sarsitis	Technical Advisor
US General Accounting Office	Yorick "Rick" Uzes	Health Policy Analyst
American Nephrology Nurses' Association	Mary Brattich, BSN, RN, CNN	Incoming Professional Practice Chairperson; Regional Manager, Fresenius Medical Care
American Nephrology Nurses' Association	Caroline S. Counts, MSN, RN, CNN	ANNA President-Elect; Nephrology Nurse Specialist, Dialysis Clinic, Inc.
American Nephrology Nurses' Association	Lesley C. Dinwiddie, MSN, RN, FNP, CNN	Incoming ANNA President-Elect; Nephrology Nursing Consultant
American Nephrology Nurses' Association	Karen C. Robbins, MS, RN, CNN	Associate Editor, Nephrology Nursing Journal; Nursing Education Manager Dialysis Services, Hartford Hospital
American Nephrology Nurses' Association	Nancy J. Sharp, MSN, RN, FAAN	ANNA Legislative Consultant; Consultant, Sharp & Associates
American Nephrology Nurses' Association	Kathleen T. Smith, BS, RN, CNN	ANNA State Legislative Consultant; Vice President, Government Affairs, Fresenius Medical Care
American Nephrology Nurses' Association	Charlotte Thomas Hawkins, PhD, RN, CNN	Assistant Professor Rutgers University, College of Nursing
American Nephrology Nurses' Association	Beth Ulrich, EdD, RN, CHE	Summit Director; Editor, Nephrology Nursing Journal; Regional Vice President & Editor NurseWeek Publishing
American Nephrology Nurses' Association	Suzann VanBuskirk, BSN, RN, CNN	ANNA Treasurer; Director, Region 5, Northstar Division, DaVita, Inc.
American Nephrology Nurses' Association	Gail S. Wick, BSN, RN, CNN	ANNA President; VP Nursing Services, DaVita, Inc.
American Nephrology Nurses' Association	Anthony Jannetti	President, Anthony Jannetti, Inc
Amgen	Sally Burrows Hudson, MS, RN, CNN	Associate Director Medical Affairs
Amgen	Leslie Mirani	Senior National Sales Director
Amgen	Anne P. Krilla, BSN, RN, CNN	National Account Clinical Manager
Amgen	Steven Schneier	Associate Director of Marketing
Amgen	Susan Worsnick	National Account Clinical Manager

- United States with a focus on nephrology nursing.
- Using the available studies and surveys on the nursing shortage, identify significant factors to be addressed.
 - Develop a prioritized action plan designed to be used by the stakeholders to overcome/minimize deterrents to attracting and retaining qualified registered nurses into nephrology nursing.

Summit Agenda

The first morning of the summit included informational sessions on the national and nephrology nursing shortage and work environment. After a welcome, introductions and an overview of Summit goals by Gail Wick, President of ANNA, Beth Ulrich, EdD, RN, CHE, Director of the Summit, presented "The Nursing Shortage and Work Environment Issues from a Generic Perspective. "

Charlotte Thomas-Hawkins PhD, RN, CNN, then presented the results of a recent study sponsored by the Professional Practice Special Interest Group and entitled, "The Nursing Shortage and Work Environment Issues From a Nephrology Nursing Perspective." Participants from three dialysis provider groups, as a panel, then provided information on the nephrology nursing shortage and potential solutions from the provider

view. On the afternoon of the first day, attendees participate in groups to work on creative solutions to the nephrology nursing shortage and work environment issues. The morning of the second day included presentations of group outcomes, and development of group consensus on priorities and action plans.

Summit Outcomes

As a part of the Summit, ANNA committed to disseminate the work of the Summit and the outcomes that follow. Published in this issue of the *Nephrology Nursing Journal* are the presentations given at the Summit, the outcomes of the group work completed at the Summit, and a report on the Task Forces that have been formed to continue the work of the Summit. The outcomes of the work of the Task Forces will be published in future issues of the *Nephrology Nursing Journal*. Susie Van Buskirk has been appointed as the Outcomes Coordinator for the Nephrology Nursing Shortage and Solutions Invitational Summit.