

2022 National APP Advisory Council Meeting



MAY 5-6, 2022 • LOEWS ATLANTA, ATLANTA, GA



This event has been approved for 8.5 ANCC and AAPA credits.

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AGENDA

All NAAC-related events are located on C Level.

- Learning sessions will be held in **Mercer Salon I**
- Breakfast and Lunch will be held next door in **Mercer Salon H**
- The evening's Cocktails and Canapes event will be held on **the Terrace**

Day 1: Thursday, May 5

7:00 - 7:45 a.m. Mercer Salon H	Breakfast
7:45 - 8:35 a.m.	Welcome and Introductions <i>Amy Noecker - Principal, SullivanCotter</i>
8:35 - 9:20 a.m.	Research for Optimizing APP Practice - Medical College of Wisconsin The utilization of APPs continues to evolve and impact health care organizations. This session will review the current published literature related to both NP and PA workforces and identify utilization trends with a focus on primary care and hospital-based delivery models. At the end of this presentation, participants will be able to: <ul style="list-style-type: none">• Identify evolving models of care utilizing nurse practitioners and physician assistants• Understand current challenges in quantifying NP and PA contribution to care delivery• Describe current trends in APP workforce literature <i>Christine Everett, PhD - PA Program Director, Medical College of Wisconsin</i>
9:20 - 9:50 a.m.	APP Data: New Cuts This session focuses on new market data related to APP utilization, leadership structures and organizational practices, including a review of the correlation between APP leadership structures and APP productivity and engagement. Attendees will also have the opportunity to participate in an interactive discussion related to developing new market benchmarks. At the end of this presentation, participants will be able to: <ul style="list-style-type: none">• Describe the correlation between APP utilization, leadership structures and organizational practices using national market data• Identify factors responsible for the correlation between APP leadership structures and successful retention and engagement of APPs• Understand limitations associated with utilization and productivity data for APPs <i>Zachary Hartsell, DHA, PA-C - Principal, SullivanCotter</i>



<p>9:50 - 10:10 a.m.</p>	<p>Question and Answer Session: Data and Research</p> <p>Christine Everett, PhD - PA Program Director, Medical College of Wisconsin Zachary Hartsell, DHA, PA-C - Principal, SullivanCotter</p>
<p>10:10 - 10:30 a.m.</p>	<p>Networking Break</p>
<p>10:30 - 11:10 a.m.</p>	<p>APP Care Optimization and Redesign - UNC Health</p> <p>In 2019, UNC Health underwent an APP care optimization assessment and redesign. The work continued through the pandemic and the intentional process was instrumental in helping the organization to redeploy APPs during this time and assisting with post-COVID-19 recovery. Using a case study format, this session highlights lessons learned and opportunities identified as part of UNC Health's APP optimization effort.</p> <p>At the end of this presentation, participants will be able to:</p> <ul style="list-style-type: none"> • Understand the components needed to assess current state of APP utilization and optimization • Identify the importance of ensuring alignment of APP employment arrangements with work effort and physician performance metrics • Describe the barriers to examining the optimization of the APP workforce at the specialty level <p>Betsy Shilliday, Pharm.D., CDE, CPP, BCACP, FASHP - Director, Advanced Practice Provider Center, UNC Health</p>
<p>11:10 - 11:50 a.m.</p>	<p>APP Access and Engagement - UAB Medicine</p> <p>UAB Medicine underwent a multi-year process to improve APP access and engagement. The work included compensation redesign and funds flow remodeling combined with intentional care design. The work aligns with the organization's efforts to improve access and align APP and physician workforces. This presentation will highlight the early findings of the work including the funds flow model.</p> <p>At the end of this presentation, participants will be able to:</p> <ul style="list-style-type: none"> • Understand the impact APPs can have on access and financial performance of an academic medical center • Discuss innovative ways that organizations are beginning to measure/assess APP productivity • Identify the challenges related to funds flow model redesign at the specialty level in an academic medical center <p>Catherine Brown, DNP, CRNP, FNP-BC - Associate Vice President, UAB Medicine</p>
<p>11:50 - 12:10 p.m.</p>	<p>Question and Answer Session: Innovation Spotlights - Session 1</p> <p>Catherine Brown, DNP, CRNP, FNP-BC - Associate Vice President, UAB Medicine Betsy Shilliday, Pharm.D., CDE, CPP, BCACP, FASHP - Director, Advanced Practice Provider Center, UNC Health</p>
<p>12:10 - 1:20 p.m. Mercer Salon H</p>	<p>Networking Lunch</p>
<p>1:20 - 2:00 p.m.</p>	<p>SullivanCotter Preference Survey</p> <p>Ingrid Amstutz - Survey Manager, SullivanCotter Zachary Hartsell, DHA, PA-C - Principal, SullivanCotter</p>



<p>2:00 - 2:40 p.m.</p>	<p>Funds Flow and APP Alignment - Tampa General Hospital</p> <p>Tampa General has a service agreement with The University of South Florida, other AMCs, and private practice physician groups. These agreements include shared resources and processes. Find out how these organizations approach the cross-funding of APPs in an academic, not-for profit partnership. Considerations include impact on APP engagement and performance.</p> <p>At the end of this presentation, participants will be able to:</p> <ul style="list-style-type: none"> • Describe the rules governing funds flow or cross funding of APPs across organizations • Understand the challenges in aligning the APP workforce between multiple entities <p><i>Brian Graves, PhD, APRN, ACNP-BC - Director of Advanced Practice, Tampa General Hospital</i></p>
<p>2:40 - 3:00 p.m.</p>	<p>Networking Break</p>
<p>3:00 - 3:30 p.m.</p>	<p>Group Discussion: Developing a NAAC Research Agenda</p> <p><i>Christine Everett, PhD - PA Program Director, Medical College of Wisconsin</i> <i>Zachary Hartsell, DHA, PA-C - Principal, SullivanCotter</i></p>
<p>3:30 - 4:30 p.m.</p>	<p>Speed Networking Exercise</p> <p>Participants will rotate through three stations to discuss timely topics related to APP performance, workforce, engagement and leadership structures.</p> <p>At the end of this presentation, participants will be able to:</p> <ul style="list-style-type: none"> • Examine innovative topics that impact APP practice • Apply individual organization learnings to conversations to share with other members • Report learnings on each topic to promote evolution of APP roles and support structures
<p>4:30 - 5:00 p.m.</p>	<p>Prep for Day 2 and Closing Remarks</p> <p><i>Amy Noecker - Principal, SullivanCotter</i></p>
<p>5:00 - 7:00 p.m. The Terrace</p>	<p>Networking Reception - Cocktails and Light Canapés</p>

Day 2: Friday, May 6

<p>7:00 - 8:00 a.m. Mercer Salon H</p>	<p>Networking Breakfast</p>
<p>8:00 - 9:00 a.m.</p>	<p>Panel Discussion: AAPA and AANP Presidents</p> <p>The AAPA and AANP presidents will discuss current hot topics and trends for NPs and PAs.</p> <p>At the end of this presentation, participants will be able to:</p> <ul style="list-style-type: none"> • Describe specific examples of measures undertaken by the AAPA and AANP to further the APP profession • Present expert views on the key issues impacting both NP and PA practice • Discuss the strategic priorities of NP and PA leaders <p><i>April Kapu, DNP, APRN, ACNP-BC, FAANP, FCCM, FAAN - Associate Dean Clinical and Community Partnerships, Professor of Nursing, Vanderbilt University School of Nursing</i> <i>Jennifer Orozco, PA-C, DFAAPA - Director, Advanced Practice Providers, Rush University Medical Center</i></p>



<p>9:00 - 9:40 a.m.</p>	<p>APP and Physician Leadership Triad - AdventHealth Medical Group</p> <p>AdventHealth and Medical Group developed a new physician leadership structure that included APPs and administrative leaders in a triad relationship. Find out the drivers of change as well as barriers to design and implementation.</p> <p>At the end of this presentation, participants will be able to:</p> <ul style="list-style-type: none"> • Describe the benefits of alignment of APP leadership structure to the physician leadership structure and overall health system culture • Understand latest APP leadership data trends <p><i>Ivonne Johnson, DNP, APRN - Chief APP Officer, AdventHealth and Medical Group</i></p>
<p>9:40 - 10:20 a.m.</p>	<p>RN to APRN Transition Into Practice - WellStar Health System</p> <p>Due to a bedside nursing shortage, increased number of RNs pursuing APRN degrees and the long-term need for qualified, prepared APRNs to join the APP workforce, Wellstar created an RN to APRN Transition to Practice Program.</p> <p>This is a phased approach to continued commitment at the bedside while promoting professional development, shadowing, and part-time immersion into clinical practice by phase 3. The APRNs will have access to career coaching, internal candidacy for NP positions, and clinical experience as a new graduate NP. Lastly, this group will be exposed to non-traditional APRN roles in the organization either in nursing leadership, education, or supporting bedside nursing initiatives.</p> <p>At the end of this presentation, participants will be able to:</p> <ul style="list-style-type: none"> • Obtain knowledge of the current state of the bedside nursing shortage and the landscape for APRNs and PA workforce in the 21st Century • Recognize the need for a transition to practice program for new graduate APRNs joining the NP workforce • Understand the phased approach to the RN to APRN program at Wellstar and how each phase was created • Discuss the opportunities and barriers to success with such an innovative program <p><i>Jill Hendrix, PA-C, MPAS, FAAPA - Assistant Vice President, Wellstar Health System</i></p>
<p>10:20 - 10:40 a.m.</p>	<p>Question and Answer Session: Innovation Spotlights - Session 2</p> <p><i>Jill Hendrix, PA-C, MPAS, FAAPA - Assistant Vice President, Wellstar Health System</i> <i>Ivonne Johnson, DNP, APRN - Chief APP Officer, AdventHealth Medical Group</i></p>
<p>10:40 - 10:55 a.m.</p>	<p>Networking Break</p>



CRNA Compensation Trends and Challenges - Ochsner Health

Ochsner Health committed to creating a compensation plan that pays CRNAs fairly and competitively and provides the ongoing operational oversight necessary to ensure a reasonable work-life equilibrium. Learn about their process for annual market review and communication aligned with larger Ochsner APP compensation process.

10:55 - 11:35 a.m.

At the end of this presentation, participants will be able to:

- Identify the challenges of managing and aligning CRNA compensation and workforce with other APP processes
- Understand the trends in CRNA market data
- Evaluate the general makeup of an anesthesia care team
- Analyze CRNA average work effort and expectations

Emilie Davis, PA-C - AVP for Advanced Practice Providers, Ochsner Health

Zachary Hartsell, DHA, PA-C - Principal, SullivanCotter

Group Discussion: NAAC 2022-23 Strategic Planning and Meeting Recap

11:35 - 12:00 p.m.

- Discuss NAAC service offerings and workplan
- Evaluate member expectations and member engagement strategies
- Identify future APP data needs and application to member organization APP strategy and goals
- Synthesize meeting conversation to identify future APP data collection needs

Zachary Hartsell, DHA, PA-C - Principal, SullivanCotter

Amy Noecker - Principal, SullivanCotter