

**Massachusetts Health Policy Forum and the New England Public Policy Center**

**present**

**Nurse-to-Patient Ratios: Research and Reality**

**Federal Reserve Bank of Boston  
Boston, MA  
March 30, 2005**

*Should government intervene to mandate nurse-to-patient ratios in hospitals? The Massachusetts state legislature is considering a number of approaches to address patient safety including a law establishing minimum registered nurse staffing ratios. This forum will review the latest research on this complex issue within the context of a nursing shortage and rising health care costs. We will also hear from leading proponents and opponents, as well as key state legislators on this and alternative approaches.*

**Agenda**

**8:00 a.m. Continental breakfast**

**8:30 a.m. Welcome and introduction**

**Philip Johnston**, Chairman, Board of Directors, Massachusetts Health Policy Forum

**Cathy E. Minehan**, President and CEO, Federal Reserve Bank of Boston

**SESSION I: RESEARCH**

**Moderator: Stuart Altman**  
Sol C. Chaikin Professor of National Health Policy  
Brandeis University

**8:45 a.m. Panel I – The nurse and patient impact**

**Jack Needleman, PhD**, Associate Professor, Department of Health Services, University of California Los Angeles School of Public Health - How nurse-to-patient ratios affect patient outcomes

**Julie Sochalski, PhD, RN, FAAN**, Associate Professor, School of Nursing and Senior Fellow, Leonard Davis Institute of Health Economics, University of Pennsylvania - The effect of nurse staffing on nurse satisfaction and burnout

*Jean Ann Seago, PhD, RN, Associate Professor, University of California, San Francisco - The impact of the nursing shortage on the feasibility of requiring minimum nurse-to-patient ratios*

*Peter Buerhaus, PhD, RN, FAAN, Valerie Potter Professor of Nursing, Senior Associate Dean for Research, Vanderbilt University School of Nursing - Alternatives to nurse-to-patient ratios*

**10:30 a.m. Break**

**10:45 a.m. Panel II – The economic impact**

*Joanne Spetz, PhD, Associate Professor, Dept. of Community Health Systems and Associate Director, Center for California Health Workforce Studies, University of California, San Francisco- The California experience following implementation of minimum ratios in 1999*

*Thomas Granneman, PhD, Andover Economic Evaluation Results from a Massachusetts Nurses Association survey on the costs of implementing ratios*

*James M. Howell, PhD, The financial and business impact of mandated nurse staffing ratios for hospitals*

**11:45 a.m. Luncheon**  
*Keynote Speaker - Joyce C. Clifford, PhD, RN, FAAN, President and CEO, The Institute for Nursing Healthcare Leadership, Inc. “Putting Nursing in context”*

**SESSION II REALITY**

**Moderator: Robert Tannenwald**  
Assistant Vice President and Economist  
Federal Reserve Bank of Boston

**1:00 pm Panel I – Current legislation**  
*Representative Christine E. Canavan, RN, 10th Plymouth District, Vice-Chair, Joint Committee on Health Care*

*Senator Richard Moore, Senate Chair, Committee on Health Care  
Massachusetts General Court*

**2:00 pm**                      **Panel II – Opponents and proponents**

*Karen O. Moore, RN, MS, FACHE, President, Massachusetts  
Organization of Nurse Executives*

*Julie Pinkham, RN, BSN, MHA Executive Director,  
Massachusetts Nurses Association*

**3:00 p.m.**                      **Closing remarks and adjournment**

*Stuart Altman and Bob Tannenwald*

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**General information**

**Conference date**

Wednesday, March 30, 2005

**Location**

Federal Reserve Bank of Boston  
600 Atlantic Avenue  
Boston, MA 02210

**Registration information**

RSVPs must be received by March 9, 2005. Please note that seating is limited and this invitation is not transferable. To RSVP, please email [MHPF@brandeis.edu](mailto:MHPF@brandeis.edu) or call Anna Shvarts at 781-736-8479.

**Conference inquiries**

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