



## Minnesota Northstar Geriatric Workforce Enhancement Program (MN GWEP)



Improving the healthcare and health of older adults

FEBRUARY 2022

### Welcome Message from Dr. Pacala

The Minnesota Northstar GWEP comprises thoughtful and committed people who care about the wellbeing of older adults and those caring for the aging. We are listening to community partners, students, faculty colleagues, and clinical providers affected in this time period of great transformation.



Since being awarded a grant by HRSA in early 2019, our tasks with the Minnesota GWEP are to connect with community experts in aging services; to improve geriatric education for the healthcare workforce; to support the improvement of Age-Friendly care in primary care settings; and to offer support for caregivers and those affected by Alzheimer's and dementia-related diseases.



In 2020 we recognized the crisis facing our respected colleagues in long-term care and support services including severe workforce shortage. Although our main focus of this GWEP grant is in clinical primary care, in response to the crisis in long-term care, our Minnesota Northstar GWEP has invested efforts in educational outreach to nursing homes with the ECHO model. This work began in 2020 and will continue in 2022. We are proud of the educational resources we have implemented at this point. Please reach out to us with your questions and suggestions.

### Jim Pacala, MD, MS

*Project Director, Minnesota Northstar Geriatrics Workforce Enhancement Program*

*Professor and Head, Family Medicine and Community Health, University of Minnesota Medical School*

### Attendance at MN Northstar GWEP events, conferences, and trainings:

2,454 patients, families, caregivers, and community members  
12,906 health professionals and staff  
459 students, residents, and fellows

### Free educational resources:

64 newly developed courses, modules, and teaching materials  
917 resources compiled in the  
[Age-Friendly Care and Education Collection](#)

### Current Highlights

[Justice, Equity, Diversity, and Inclusion](#)

### MN GWEP Goals Updates

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#### GOAL 1: GOVERNANCE

#### **Recognition of Jean Wyman's Leadership: Gratitude to Jean Wyman, PhD, RN, FGSA, FAAN**

Congratulations to **Jean F. Wyman, PhD, RN, FGSA, FAAN**, who recently retired from her roles as professor and Cora Meidl Siehl Chair in Nursing Research, and co-program director, Minnesota Northstar Geriatric Workforce Enhancement Program. Dr. Wyman served on the administrative core of the Minnesota Northstar GWEP until her recent retirement in August 2021. Dr. Wyman is nationally known for excellence in research and clinical care in aging, and had an enormous role influencing geriatric care. If you would like to reach out to Dr. Wyman with congratulations, **send your well wishes to [MN-GWEP@umn.edu](mailto:MN-GWEP@umn.edu)**; we will forward on the messages. [Read an article describing Dr. Wyman's leadership in geriatric care.](#)

#### **Working Together to Improve Geriatric Health**

Read about the leadership of our program with GWEPs around the nation; the Minnesota Northstar Geriatric Enhancement Program is in collaboration with GWEPs across the country. This article features efforts of GWEP interprofessional leaders: Rajean Moone, PhD, LNHA/LALD, FGSA; Jean Wyman, PhD, RN, FGSA, FAAN; and Laura Pejsa, PhD.

#### **Podcasts about UMN's Age-Friendly University**

Created as part of a partnership with the Aging Studies Interdisciplinary Group (ASIG) at the University of Minnesota, [this series of podcasts](#) feature the Age-Friendly University leaders. The University of Minnesota Twin Cities is the first institution for higher learning in Minnesota to enroll in the [Global Network of Age-Friendly Universities](#). We also recorded [a podcast about the Interprofessional Geriatric Case Competition](#).

#### **Colleen McDonald Diouf Recognized with the Charlotte Striebel Equity Award**

Congratulations to Colleen McDonald Diouf, CEO of [Community-University Health Care Center](#) (CUHCC), who was recognized with the [Charlotte Striebel Equity Award](#) for a University of Minnesota faculty or staff member who goes above and beyond daily responsibilities to promote access for the common good, to undo bias and discrimination, or to build capacity for diverse and equitable campus communities. Ms. McDonald Diouf is a member of the Community Advisory Board for the Minnesota Northstar GWEP. CUHCC partners with GWEP to transform primary care clinics throughout the state of Minnesota to better integrate Age-Friendly geriatrics care. Congratulations on this award to Colleen and the CUHCC team!

#### **Congratulations to Roli Dwivedi, MD, Named by the Minnesota Association of Community Health Centers a 2021 Visionary Leader!**

Dr. Dwivedi, chief clinical officer at CUHCC, is one of the leaders of the project [expanding Age-Friendly care](#) with the Minnesota Northstar GWEP. This project aims to include the four Ms of Age-Friendly care: mentation, medication, mobility, what matters. We are honored to work with Dr. Dwivedi, who truly is a visionary leader.

Dr. Dwivedi was also inducted into the [2021 Academy for Excellence in Clinical Practice](#) at the University of Minnesota! This is an enormous distinction at our university. She has also been appointed to the role of vice chair for community engagement and advocacy in the Department of Family Medicine and Community Health. Thank you for your inspirational leadership, Dr. Dwivedi!

#### **Justice, Equity, Diversity, and Inclusion Focus**

In 2021, the Community Advisory Board (CAB) advised MN GWEP on deepening community-informed and community-led engagement, development, research, and dissemination. This deepened engagement will include efforts in all five of the MN GWEP goals. Our leadership group, the Interprofessional Geriatric Coordinating Council, now includes an expert in equity and community engagement, Robbin Frazier, BSBA. Our CAB includes an experienced caregiver representative for people with memory loss, Rebecca Cassidy. The MN GWEP has formed a DEI Task Force to review the process for creating educational resources such as toolkits; this work will continue in 2022 under the advice of Ms. Frazier and the Community Advisory Board.

## Community Advisory Board Feedback

The [Community Advisory Board](#) of the Minnesota Northstar GWEP provides overall strategic vision, direction, and accountability. The advisory board members reported that the **strengths of the CAB include:**

- Well-rounded representation of a broad constituency, with a variety of members
- Connections and networking
- Diversity of perspectives and vantage points
- Richness of discussion
- Ability to impact the field and practice

## GOAL 2: GERIATRICS EDUCATION AND TRAINING

**64 newly developed courses, modules, and teaching materials**  
**917 resources compiled in the Age-Friendly Care and Education Collection**

### Fall 2021 Interprofessional Geriatric Case Competition

The University of Minnesota Geriatric Case Competition is a unique opportunity for graduate and undergraduate students from multiple disciplines and schools at the University of Minnesota to come together as a team to develop a comprehensive, interprofessional plan of care for an older adult. The Interprofessional Geriatric Case Competition is part of the [Health interprofessional education curriculum](#) at the University of Minnesota. This means that the case competition offers a valuable interprofessional learning experience that is carefully designed to expand upon learners' skills and knowledge in preparation for their future as collaborative health professionals. This year we welcomed 87 students with the support of 35 experts in geriatrics from faculty, clinicians, and community experts in geriatric care.

Listen to the podcast from "Voices of Aging with ASIG": We recorded [an interview about the interprofessional geriatric case competition](#).

Dr. Kristine Talley was invited to poster presentations at meetings this autumn. Dr. Talley is a member of the MN GWEP Administrative Core Leadership. She presented "An inter-university virtual geriatric case competition to build interprofessional collaboration Skills." The posters were offered at the conference of the National Hartford Center of Gerontological Nursing Excellence and Gerontological Society of America's Annual Meeting.

In fall of 2021, we completed another successful inter-GWEP activity with Saint Louis University GWEP. This is our second year collaborating on the geriatric case competition with SLU, who has six years' experience offering this competition! To read more about this wonderful [learning experience](#), see:

1. [Article about the local competition at the University of Minnesota](#)
2. [Article about the inter-university competition with UMN and SLU](#)
3. [Article about the experience of coaches and judges](#)

### See the geriatric case presentations of the winning teams:

Watch the University of Minnesota team's winning presentation: [part one](#) and [part two](#).

Watch the Saint Louis University team's winning presentation: [part one](#) and [part two](#).

### Educational Resources

The Minnesota Northstar Geriatrics Workforce Enhancement Program has created resources for gerontological education. There is a peer-reviewed repository where you can search for case studies, educational competencies, clinical guidelines, teaching strategies, and other materials. We've also created geriatric education toolkits and preceptor resources. All of this is free and open access! [Check out the collection here](#).

### Geriatric Education Toolkits

Three fantastic resources are now available!

- [Geriatric Assessment](#)
- [Managing Urinary Incontinence in Older Adults](#)
- [Maximizing Mobility in Older Adults](#)

These peer-reviewed toolkits provide educators with interprofessional resources for teaching introductory aging content. This material is appropriate for undergraduate- and graduate-level learners. Each toolkit also contains teaching and learning activities and resources. Faculty can select the activities that work best for their class. Most of the teaching and learning activities can be adapted for use in online and face-to-face classes.

### Designing Interactive Lectures

This toolkit is designed to provide instructors with ideas, examples, and guidelines to transform lectures into interactive and engaging learning

experiences that will facilitate learners' achievement of intended learning outcomes.

[View the Designing Interactive Lectures Toolkit](#)

Whether you are faculty or staff teaching about aging and/or geriatrics, you will find an excellent resource entitled, "Designing Interactive Lectures on Geriatrics with Alternative Learning Techniques." This brief program explains ways to incorporate active learning techniques (ALTs), which have been associated with better learning outcomes, into your lectures. ALTs engage students in learning new or updated content and applying what they have learned regardless of the setting—classroom, online, or clinical settings.

**Preceptor Resources** are designed for clinicians and faculty who train health professional students in practice settings. There are resources on general precepting issues and approaches and a collection of tip sheets to help teach specific geriatric conditions. We have specific preceptor resources about the [4Ms of Age-Friendly Health Systems](#), [Tips for Geriatric Depression](#), [Tips for Mobility Disability](#), and [General Preceptor Resources](#) for any type of clinical instructor.

The Age-Friendly Care and Education Collection contains educational and clinical resources for educators, health professionals, learners, and caregivers for older adults. The collection features:

- Easy sort and search capability
- Free open-source access
- Curation by experts in geriatric care
- 900+ resources! We are curating all the resources created by Geriatric Workforce Enhancement Programs (GWEPs).

You can submit your own materials to the collection! [The Age-Friendly Care and Education Collection](#) has over 13,410 unique page views as of November 2021.

#### GOAL 3: PRIMARY CARE CLINICAL TRANSFORMATION

##### **Transforming Primary Care Clinics for Age-Friendly Care & Learning**

The Minnesota Northstar GWEP's clinical transformation activities are aligned with the national movement for [Age-Friendly Health Systems](#), an initiative of The John A. Hartford Foundation and the Institute for Healthcare Improvement (IHI), in partnership with the American Hospital Association (AHA) and the Catholic Health Association of the United States (CHA). Age-Friendly Health Systems aim to: follow an essential set of evidence-based practices; cause no harm; and align with What Matters to the older adult and their family caregivers.

MN GWEP's clinical transformation focuses on making primary care visits more age-friendly for adults 65 and over. Through this initiative, our team will train and support primary care doctors, residents, certified medical assistants, and members of the healthcare team to improve their approach to older adults. The grant team and community partners have developed a tool to facilitate a new model of care; a 65+ Primary Care Package template in the electronic health record (EHR) system. This template guides primary care clinic providers in addressing the 4 Ms of age-friendly care: What Matters, Mentation, Medication, and Mobility. In 2021 the clinical partner released an updated EPIC throughout MHealth Fairview, and they've collaborated on designing the 65+ template. We will also collect reports from MIPS measures as an observation of Age-Friendly Care. The goal of this intervention is to ensure adults over 65 in these primary care clinics are regularly assessed in key areas, including screenings for dementia, depression, opioid use, and falls risk. The intervention also encourages conversations about what matters--in life and end of life--for patients and families.

Dr. James Pacala leads our primary care clinical transformation efforts in collaboration with providers from two community clinics: Community University Health Care Center (CUHCC) and M-Health Fairview Clinic-Smiley's. Pilots in these two clinics pave the way for expanding the Age-Friendly interventions in primary care clinics across the M-Health Fairview system. This will happen in 2022. Eight Family Medicine Residency Clinics will be next to implement, with expansion to all 45 community clinics by the end of the grant.

#### GOAL 4: PUBLIC EDUCATION FOR CAREGIVERS

##### **Webinars: Dementia Q & A**

In June 2021, Dr. Gaugler hosted an interactive webinar with an interprofessional panel of experts to answer questions about dementia and dementia care. We convened a geriatrician, a psychologist, a cultural expert, a physical therapist, a geriatric pharmacist, and a lawyer to address questions and concerns related to living with dementia, dementia care, and the key issues that often come up. Prior to this recording, we received over 60 questions from caregivers and clinicians wishing to learn more about dementia. See how a diverse group of experts responded!

[Watch this interactive webinar from the first Dementia Q&A Panel in June 2021](#) featuring an interprofessional panel of experts who answer questions about dementia and dementia care. Panelists include a geriatrician, a psychologist, a cultural expert, a physical therapist, a geriatric pharmacist, and a lawyer to address questions and concerns related to living with dementia, dementia care, and the key issues that often come up.

[Watch this webinar from the second Dementia Q&A Panel in October 2021](#) featuring a different but equally expert interprofessional panel who answer questions about dementia and dementia care. This presentation was in collaboration with the Minnesota Northstar GWEP and Riverside Center for Excellence in Aging and Lifelong Health in Virginia.

**Spring 2022 Dementia Q&A Panel: Save the Date: March 17, 2022**

Please mark your calendars to join us for a FREE interactive webinar with an inter-professional panel of experts to answer questions you have about dementia and dementia care on March 17th from 3-4:30pm CST. If you are someone living with dementia, a family member, friend, or professional with questions about Alzheimer's disease and related dementias, this is the webinar for you!

**African Immigrant Memory Collaborative**

This project, newly added into the MN GWEP circle of support, is focused on African immigrant experiences of memory loss. The goal of this project is to develop a culturally tailored dementia education program for the African immigrant community. In addition to online data collection, we were able to hold three in-person data collection events, and we have nearly 200 survey responses from around the nation. This effort is led by Manka Nkimbeng, PhD, MPH, RN.

**ALTER**

In collaboration with Emory University's Geriatrics Workforce Enhancement Program, the MN GWEP plans to disseminate the ALTER program to churches in the Minneapolis-Saint Paul area. The program's mission is to inspire and equip faith-based organizations anchored in African-American communities to better support families affected by dementia.

**Caring for People with Memory Loss Conference: Save the Date: Saturday, June 4, 2022**

Join experts in a lively, informative discussion related to memory loss, caregiving tips, and what you can do to help. The goal of this conference is to provide information, support, and education for adult children, spouses, parents, health and community care providers, and others concerned with caring for people with memory loss. [More information is here.](#)

**GOAL 5: DEMENTIA CARE, SUPPORT AND SAFETY**

**Age-Friendly University Conference: Save the Date: June 20, 2022**

In alignment with the principles of an Age-Friendly University, we are hosting an event for older adults to gather on campus for a day to explore cutting edge topics in aging, learn about what the University of Minnesota has to offer them, and socialize with peers. We will welcome a broad group of attendees: older Minnesotans (aka "seniors in the community") including UMN retirees, UMN alumni, and others interested in lifelong learning.

**Policy Reform: Assisted Living Facility License**

In 2019, Minnesota passed historic regulatory reform creating a new assisted living license, replacing the Housing with Services registration as of August 1, 2021. This historic reform came about through a collaborative process between consumer advocates, provider associations, and regulators. The new license—either as assisted living or assisted living with dementia care—includes new physical plant, staffing, training, and resident care regulations. U of M's Dr. Tetyana Shippee and Dr. Rajean Moone participated in the Minnesota Department of Health rulemaking committee, which was charged with exploring topics that were not initially included in the new statute. [Details about the new license, including implementation, are available here.](#)

**Course Availability: Assisted Living Director License**

Included in the reform was a new requirement that communities be led by a licensed assisted living director (LALD). In order to obtain the LALD, a person must have at least a high school diploma, complete 120 hours of an approved training program, participate in a mentorship with an LALD for 320-1,000 hours (depending on previous experience), and successfully pass a state regulation exam and a national exam. The University of Minnesota Long-Term Care Administration program offers an online three-credit course approved by the state licensing board. [More information on the course is available here.](#)

**Oral Health Care for Older Adults**

A new toolkit and publication on COVID-19 and oral health care for older adults features expertise from Stephen Shuman, DDS, MS. Dr. Shuman is a member of the MN GWEP Interprofessional Geriatric Coordinating Council. The publication, "[Pandemic-Driven Disruptions in Oral Health: 10](#)

[Transformative Trends in Care for Older Adults](#)," was made as the Gerontological Society of America compiled the most impactful lessons and key takeaways from the two webinars to produce this 10-pronged toolkit and publication.

#### **Age-Friendly in Long-Term Care Settings**

The Journal of Nutrition, Health and Aging has published a paper, "[Applying the Age-Friendly Health System Framework to Long-Term Care Settings](#)." This paper was co-authored by Dr. Rajean Moone, PhD, LNHA/LALD, FGSA, a member of the MN GWEP Interprofessional Geriatric Coordinating Council.

#### **Offering Education to Leaders in Minnesota Nursing Homes**

In 2020 the federal Agency for Healthcare Research and Quality (AHRQ) established the National Nursing Home COVID-19 Action Network in partnership with Project ECHO. Project ECHO uses an all teach, all learn model where clinical experts convene providers to have frank, honest conversations about care. Providers bring forward case studies, problems, and questions to have robust discussion about the best course of action in certain scenarios.

Leaders of the Minnesota Northstar GWEP responded to urgent needs in long-term care and support services. To address the COVID-19 pandemic's impact to nursing homes in Minnesota and the region, the University of Minnesota and Hennepin Healthcare formed the [Upper Midwest Nursing Home COVID-19 ECHO Collaborative](#), which is supported by AHRQ and in collaboration with the Institute for Healthcare Improvement (IHI). Read more in an [article about this effort for the ECHO Collaborative to assist nursing homes](#) to prevent and mitigate COVID-19.

As a result of the project, hundreds of training sites across the US diffused promising and emerging practices in COVID mitigation directly to over 9,000 nursing homes. In Minnesota, we established the Minnesota Geriatrics ECHO as part of this national collaborative and reached over 250 nursing homes from September 2020 - August 2021. The Minnesota Geriatrics ECHO is a partnership between the University of Minnesota (Geriatrics Workforce Enhancement Program, School of Medicine, School of Nursing, and Long Term Care Administration Program) and Hennepin Health System. Federal funding for this project ended in August 2021.

Recognizing the need to continue to provide crucial technical assistance regarding COVID-19 to nursing homes, the Geriatrics ECHO continues to meet twice a month with nursing homes. The MN GWEP Interprofessional Geriatrics Coordinating Council provides support to ensure the Minnesota Geriatrics ECHO focuses on interprofessional collaborations in nursing homes.

#### **Learn more about memory loss**

We are offering one-hour information sessions, designed for community members, family, caregivers, and Dementia Friends. All trainings can be in person or via video call.

**Dementia Friends for Students with 1Health:** We have pre-scheduled information sessions on many weekday afternoons in 2022, for which [students can register here](#).

**Private UMN Dementia Friends for a Group:** If you are a faculty instructor or student club leader, and would like to [schedule a private training on Dementia Friends](#) for a class or meeting, please contact [MN-GWEP@UMN.EDU](mailto:MN-GWEP@UMN.EDU).

**Dementia Friends at Assisted Living Facilities:** If you would like a team of champions to visit a long term care facility to offer Dementia Friends to your staff and residents, contact [MN-GWEP@UMN.EDU](mailto:MN-GWEP@UMN.EDU). We can offer these Dementia Friends information sessions in person or via video call.

#### **2021 Minnesota LGBTQ Aging Needs Assessment**

In 2012 Rajean Moone, PhD was on the research team for a [Twin Cities LGBTQ aging needs assessment](#). It was one of the most comprehensive studies of LGBT older adults at the time and produced numerous research articles. Topics included health care coverage, preferences in providing care, family relationships, signals of a welcoming provider, etc. See [this link](#) to the public report.

In 2021 Rainbow Health received grant funds from Minnesota's Department of Human Services to develop and expand their current work in LGBTQ aging. Part of that work was to once again conduct a needs assessment. Dr. Moone pulled together a research team from the University of Minnesota representing Medicine, Nursing, Public Health, and other schools, received IRB approval, and collected data in the spring and summer of 2021. The data are now being analyzed and in 2022 will begin dissemination.

#### **Dementia Friendly @ Work**

Dr. Stephen Schuman is a prolific leader as MN Northstar GWEP's dental

faculty. Dr. Schuman developed a number of modules about Age-Friendly care for "beginner" clinical and "advanced"-level dental clinic environments, which will be released in 2022. Dr. Schuman also co-authored, along with the GSA Oral Health Workgroup, a White Paper on [COVID-19 and geriatric oral health](#) based on two GSA webinars presented last Fall. In collaboration with Dementia Friends and Act on Alzheimer's, Schuman and a group of community partners have developed a version of Dementia Friendly @ Work specifically for healthcare. The new sessions were piloted in 2021 in dental clinics in Minnesota, with plans to roll out Dementia Friendly @ Work to practices across the state later in 2022.

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