

I. Optimizing Interprofessional Team Collaboration in the Recognition and Management of Human Trafficking Victims: The Role of the Nurse Practitioner

Primary Investigator: Katherine Shue-McGuffin, DNP, MSN, APRN, FNP-C
Doctor of Nursing Practice Program Coordinator
Clinical Associate Professor
School of Nursing
College of Health and Human Services
kdshue@uncc.edu

Co-Investigator: Kathleen Jordan, DNP, RN, FNP-BC, ENP-C, SANE-P, FAEN, FAANP
Clinical Associate Professor
School of Nursing
College of Health and Human Services
ksjorda1@uncc.edu

II. Abstract

The purpose of this pilot study is to evaluate best practices in teaching Nurse Practitioner (NP) students at the University of North Carolina at Charlotte to identify and implement appropriate interventions for victims of human trafficking. NPs in outpatient and inpatient settings demonstrate low levels of knowledge related to identification of victims of human trafficking. Effective healthcare training includes the identification of signs of trafficking, trauma-informed interventions to ensure the safety of the victim(s), and valuable community resources for the provision of appropriate medical and socioeconomic care following the exit from their trafficking situation. Yet, this content is not included in graduate education. This pilot study will address this gap by examining the effect of a targeted novel education intervention on identifying and implementing appropriate interventions for victims of human trafficking. This study will be conducted in two phases, using a mixed method research design with repeated measures. The study will use the validated H.O.P.E. Training modules as the education intervention with a pre-test, post-test design. Students will then participate in focus groups using a phenomenological approach. Students will also participate in an interprofessional simulation. Student-centered outcomes including an improvement in knowledge and confidence level will be measured. The results of the study will provide essential information to NP faculty and general providers regarding the best method of incorporating human trafficking education into NP curricula. This study will add to the body of knowledge, guide NP education, and address the healthcare needs of the greater Charlotte region and beyond.

III. Budget Narrative

SoTL Budget Request: January 15, 2023 to June 30, 2023

Lead Principal Investigator: Dr. Katie Shue-McGuffin, DNP, MSN, APRN, FNP-C

Principal Investigator 800#: 800094755

Title of Project: Optimizing Interprofessional Team Collaboration in the Recognition and Management of Human Trafficking Victims: The Role of the Nurse Practitioner

Allocate operating budget to Department of: Nursing

| Fiscal Year One (January 15, 2023 to June 30, 2023) | | |
|--|--|--------------------|
| Faculty Stipend | Paid directly from Academic Affairs fund on May 15, 2023 | \$3850.00 |
| 911250 | Graduate Student Salaries | -- |
| 911300 | Special Pay to Faculty other than Grantee | \$3850.00 |
| 915000 | Student (Undergraduate or Graduate) Temporary Wages | -- |
| 915900 | Non-student Temporary Wages | -- |
| 920000 | Honorarium (Individual(s) not with UNCC) | \$200.00 |
| 921160 | Subject Incentive Fee | \$1250.00 |
| 925000 | Domestic Travel | -- |
| 926000 | Foreign Travel | -- |
| 928000 | Communication and/or Printing | -- |
| 930000 | Supplies | \$2499.50 |
| 942000 | Computing Equipment | -- |
| 944000 | Educational Equipment | -- |
| 951000 | Other Contracted Services | -- |
| Total Amount Requested | | \$11,649.50 |

To complete the proposed project, a total of \$11,649.50 in financial support is being requested. This will be a one year project in which project implementation will occur in the Summer 2023 semester. Data analysis and the reporting of the data will occur in Summer and Fall 2023 semesters. Dissemination of knowledge gained from the project will follow; The PI and CO-PI plan to present findings at the

AANP National Conference on September 7-10, 2023, in Austin, Texas. The SON has agreed to pay for this presentation. We will also submit a manuscript to one of the following journals: *Journal of the American Association of Nurse Practitioners*, *The Journal of Forensic Nursing*, and *The Advanced Emergency Nursing Journal*. This project is in alignment with the Strategic Plan set forth by the University of North Carolina Charlotte because it will focus on the areas of Academic Excellence, Discovery, Innovation, and Creativity, and well as Community Engagement. The project is designed to improve nurse practitioner students' access to the knowledge and skills required for the identification and intervention of human trafficking victims, a major public health problem and a significant challenge in today's society. Through this research study, we will also collaborate with Charlotte Mecklenburg Police Department and a social worker from a major healthcare system. This project also focuses on measuring the impact of active learning on student success through education modules and a pre-post-test design. Further, this project is in alignment with the School of Nursing strategic Plan to expand partnerships and collaboration by increasing interprofessional education and practice opportunities.

Faculty Stipend and Special Pay to Faculty other than Grantee (\$3850.00 x 2)

A stipend of \$3,850 is requested in May 2023 to support the salary for the PI and Co-PI. These two individuals will be actively involved in all phases of the project through completion. The PI and Co-PI will be heavily involved in the analysis of the quantitative and qualitative data and the preparation of conference presentations and manuscripts in Summer and Fall 2023.

Honorarium (\$200.00) A \$100.00 honorarium will be provided to the two team members who will be participating in the interprofessional human trafficking simulation learning experience. These two team members include 1 from Charlotte Mecklenburg Police Department Human Trafficking Division, and 1 emergency department social worker.

Subject Incentive Fee (\$1250.00) Each student participant will be offered a \$25.00 gift card from Amazon for their active participation.

Supplies (\$2,499.50) The fee to purchase the H.O.P.E. online learning modules for each participant is \$49.99 and we anticipate fifty participants.

IV. Letter of Support



November 30, 2022

Dear Scholarship of Teaching and Learning Grant Committee:

Please accept this letter of support for Drs. Katherine Shue-McGuffin and Kathleen Jordan's application for a research grant from the Scholarship for Teaching and Learning. Dr. Shue-McGuffin is the Doctor of Nursing Practice (DNP) Program Coordinator and a Clinical Associate Professor in the School of Nursing (SON). Dr. Kathleen Jordan is a Clinical Associate Professor in the SON. I have had the pleasure of working with Dr. Shue-McGuffin and Dr. Jordan as the Director of the SON and their direct supervisor at the University of North Carolina at Charlotte.

As Clinical Associate Professors, Dr. Shue-McGuffin and Dr. Jordan teach in the DNP program and NP program. Specifically, Dr. Shue-McGuffin teaches Clinical Residency III and IV, Advanced Health Assessment, and Advanced Primary Care and Health Promotion of Adults for the AGACNP, FNP, DNP, and CRNA students. She serves as lead faculty for Advanced Health Assessment and Advanced Primary Care and Health Promotion of Adults practicum, acting as a resource and a liaison for all adjunct and full-time faculty teaching in those courses. Dr. Jordan teaches Clinical Residency I and II, Advanced Primary Care of Children and Adolescents, Evidence-Based Practice, and Health Assessment. Their students consistently compliment their teaching style. Through the teaching excellence of Dr. Shue-McGuffin, Dr. Jordan, and all NP faculty, the FNP and AGACNP pass rates have been 100% for the past three years. In addition to teaching, Drs. Shue-McGuffin and Jordan have a passion for serving their communities and maintaining an active clinical practice.

Drs. Shue-McGuffin and Jordan are highly motivated, energetic, and enthusiastic about advancing graduate nursing education. Both share a passion for raising awareness of human trafficking, beginning with our graduate nursing students. Dr. Jordan works in a setting where identification of human trafficking victims is a daily occurrence. Dr. Shue-McGuffin works with anti-human trafficking organizations focusing on policy. Given the expertise of both, this pilot study will highlight best practices for incorporating human trafficking education into the graduate curriculum.

In summary, I highly recommend Dr. Katherine Shue-McGuffin and Dr. Kathleen Jordan for a grant from the Scholarship of Teaching and Learning, and I look forward to their continued research in graduate education.

Cordially,

Dena Evans, Ed.D., MPH, MSN, RN, CNE, CNL-BC
Director, School of Nursing
704-687-7974
Devans37@uncc.edu

The Baccalaureate Degree in Nursing/Master's Degree in Nursing/Doctor of Nursing Practice and/or Post-Graduation APRN Certificate at The University of North Carolina at Charlotte is accredited by the Commission on Collegiate Nursing Education www.ccnaccreditation.org

V. Project Narrative

A. Specific Aims

Purpose

Human trafficking is a substantial global public health problem and documented to be the fastest growing organized crime enterprise in the world. Unfortunately, most health care professionals who are likely to interact with human trafficking victims have not received adequate education to recognize and initiate protective interventions with this vulnerable population (McAmis, et al., 2022; Richie-Zavaleta et al., 2019; US DOJ, 2016; Miller et al., 2016). The vast majority (88%) of US-born sex trafficked survivors received some form of medical care during their trafficking situation, and 63% of this population reported receiving care in an emergency department (Lederer & Wetzel, 2014). Most concerning is that these patients were not identified as being a victim of human trafficking.

The major barrier limiting identification of a patient who is a victim of human trafficking is the health care provider's lack of knowledge and skill, therefore providing effective methods of ensuring knowledge and skills is paramount. (Donohue et al., 2019; Richie-Zavaleta et al., 2019). This pilot study will address this gap by examining the effect of a targeted novel education intervention (trauma-focused and patient-centered education) on identifying and implementing appropriate interventions for victims of human trafficking by nurse practitioner students.

Effective healthcare training includes the identification of signs of trafficking, the trauma-informed interventions to ensure the safety of the victim(s), and valuable community resources for the provision of appropriate medical and socioeconomic care following the exit from their trafficking situation. Yet, this content is not included in graduate education and we know little about best methods to teach this low volume-high risk phenomenon to effectively

prepare practitioners to identify and intervene in the healthcare setting to enhance the wellbeing of victims of human trafficking.

Objectives

The objectives of this pilot study are twofold: (a) to examine the efficacy of an evidence-based, provider-informed education program [The Healthcare Observations for the Prevention and Eradication of Human Trafficking (H.O.P.E. Training)] in increasing the knowledge, attitude, and confidence of nurse practitioner students in the care of victims of human trafficking; and (b) to explore the use of simulation, as an adjunct to H.O.P.E, in human trafficking education and its effect on the application of knowledge obtained in the H.O.P.E. Training.

Research Questions

1. Does the H.O.P.E. Training improve the knowledge of identification and intervention of victims of human trafficking in nurse practitioner students?
2. Does the use of a high fidelity interprofessional simulation facilitate student application of knowledge and skills in as it pertains to the identification, intervention, and interprofessional collaboration in caring for victims of human trafficking?
3. What are the perceptions of nurse practitioner students regarding human trafficking (preparedness and overall knowledge) after the H.O.P.E. Training and simulation?

Rationale

Education on human trafficking is currently not part of the curriculum for nurse practitioner students. Through this pilot study, we seek to identify the most efficient methods of presenting this material to nurse practitioner students. Following completion of their graduate program, the nurse practitioner students are preparing to enter practice as healthcare providers.

The educational training proposed for this pilot study, H.O.P.E., Training, bridges the gap between those being trafficked and healthcare workers that have the ability to identify and intervene. Nurse practitioners are uniquely positioned to directly intervene with those who are victims of human trafficking. The H.O.P.E Training includes the topics of both sex and labor trafficking, identification of those being trafficked, appropriate interventions and safety protocols, and resources that can be provided to the patient suspected of being trafficked. This unique training will provide nurse practitioner students with an opportunity to improve their knowledge of human trafficking prior to graduation from the program. Effective healthcare training for human trafficking is essential to drive industry standards to include anti-human trafficking training that is trauma-informed, survivor-informed, and patient-centered.

Impact of Study on Graduate Teaching and Learning

Currently, the nurse practitioner students in the MSN program at UNC Charlotte do not have formalized training to enable them to identify victims of human trafficking in healthcare facilities and implement evidence-based interventions to manage victims. Nurse practitioners should be educated on the signs and indicators of a human trafficking situation to be able to identify potential victims, intervene as appropriate in their care, and assist the victim in locating community resources to remove them from their trafficking situation.

B. Literature Review

Considered as modern slavery, victims of any form of human trafficking are subject to a profound violation of their human rights as they are reduced to objects that may be purchased for a service. Reliable data regarding the true incidence and prevalence of human trafficking is difficult to obtain as many instances of human trafficking are kept clandestine. However, recent published data documented that there are over 40.3 million people considered victims of human

trafficking worldwide. Of this population over 70% were females and 25% were minors under 18 years of age (UNODC, 2021). In the United States, human trafficking has been reported in all 50 states and Washington, DC. In 2020, the U.S. National Human Trafficking Hotline was contacted 51,667 times via substantive phone calls, texts, Webchats, emails or online tip reports regarding human trafficking. Data also support that the number of reports of trafficked individuals is substantially increasing in the US (National Human Trafficking Hotline, 2021).

Victims of human trafficking experience or are placed at risk for negative and life-altering health consequences including physical trauma, sexually transmitted infections, acute medical conditions, pregnancy-related issues and exacerbations of untreated chronic diseases. This population may also experience psychiatric emergencies including major depression, suicidality, toxidromes, substance use disorders, and anxiety (McAmis et al., 2022; Coughlin et al., 2020; Titchen et al., 2020). Unfortunately, most health care professionals who are likely to interact with human trafficking victims have not received adequate education to recognize and initiate protective interventions with this vulnerable population (McAmis, et al., 2022; Richie-Zavaleta et al., 2019; US DOJ, 2016; Miller et al., 2016).

In a study conducted by Lederer & Wetzel (2014) it was reported that 88% of US-born sex trafficked survivors received some form of medical care during their trafficking situation and 63% of this population reported receiving care in an emergency department. In subsequent studies an estimated 28% - 87% of victims had contact with a health care provider during the time that they were being trafficked (Titchen et al., 2017; Gibbons & Stoklosa, 2016). However, these patients were not identified as being a victim of human trafficking. A major barrier cited that limited identification of a patient who was a victim of human trafficking was the health care provider's lack of knowledge and skill set (Donohue et al., 2019; Richie-Zavaleta et al., 2019).

Human trafficking is characterized as multifaceted and complex. As such, caring for those victims requires a specialized knowledge base and skill set for the identification and care of this vulnerable population. It is imperative that improving the knowledge and skill set among members of the interprofessional team in both victim recognition and management, including protective interventions and advocacy, is pivotal in mitigating the downstream psychological and/or physiological effects of this horrific public health crisis. Health care provider participation in a trauma-informed, evidence-based education program will serve to achieve the goal of improving quality and safety for this defenseless and powerless patient population (Coughlin et al.,2020; Donahue et al., 2019; Gibbons & Stoklosa, 2016; Miller et al., 2016).

C. Methods

Purpose and Design

This study will be conducted in two phases using a mixed-method research design. The first phase is an online, evidence-based, education intervention for nurse practitioner students. A one-group, repeated measures, quasi-experimental approach will determine if the H.O.P.E. Training modules improves NP students' knowledge and ability to identify victims of human trafficking and implement appropriate interventions to medically treat victims and subsequently refer patients to community resources. A secondary aim will be to assess NP students' application of knowledge and self-confidence following the simulation intervention. Next, a phenomenological qualitative approach will be used to explore NP students' perceptions of human trafficking and explore their feelings following the simulation intervention and their perceived readiness to apply their knowledge to patient care in practice settings.

Setting and Sample

The setting is a School of Nursing (SON) within UNC Charlotte. The online H.O.P.E. training modules will be conducted at a location and time convenient for the participants. The simulation intervention will occur on campus in the SON's simulation laboratory, a setting designed to mimic a healthcare clinic. Convenience sampling will be used to gain a sample of NP students enrolled in the SON's Master's in Nursing Family Nurse Practitioner (FNP) program and the Master's in Nursing Adult Gerontology Acute Care Nurse Practitioner (AGACNP) program. There are currently 39 students enrolled in the FNP program and 19 students enrolled in the AGACNP program; therefore, the maximum sample size will be 58 volunteer NP student participants.

The education and simulation are not tied to a grade for a course; instead, the PI will work with faculty to incorporate the education into an immersion day for NP students during the summer of 2023. Students will come to campus for one day to participate in learning activities during the summer of 2023. During that time, they will participate in the education, simulation, and focus groups.

Measurement Tools

A 12-item demographic survey created by the primary investigator (PI) will be administered to collect information about age, gender, race/ethnicity, years of nursing experience and prior nursing care settings, and number of prior experiences with human trafficking as well as simulation.

To evaluate student knowledge prior to the implementation of the education modules, students will take a 29-question pre-test. After completion of the eight module H.O.P.E. Training course students will take a post-test. Following completion of each module, students will

complete a “knowledge check” to evaluate improved knowledge following the education intervention. The “knowledge check” will be composed of the same 29 questions as the pre-test. The pre-test and post-test were validated by the American Academy of Forensic Nursing.

Intervention

The H.O.P.E Training was created by Safe House Project, in collaboration with the Academy of Forensic Nursing to provide a continuing education opportunity that is informed by survivors of human trafficking, human trafficking industry experts, healthcare workers, and medical industry experts. The training was also recently adopted by the American Nurses’ Association, Atrium Health, and Novant Health as the premier healthcare education for human trafficking. Safe House Project is a 501c3 that is dedicated to building safe houses and providing community resources to victims of human trafficking. The education is created by medical professionals as well as survivors of human trafficking. This interprofessional collaboration allows for a training protocol that meets both the needs of a person being trafficked and the education needed for healthcare workers.

Procedure: The education that will be used is The Healthcare Observations for the Prevention and Eradication of Human Trafficking (H.O.P.E.) Training. The education modules will be completed at a location and time convenient for the participants. Nursing continuing education contact hour credits (2.5) awarded by the will be awarded to students upon completion of the education intervention. Participants will sign into the learning management system (Canvas), complete the pre- and post- evaluation forms, view 100% of the recordings, and complete other module requirements. Written informed consent will be obtained from each participant. The education is based in current medical research and is survivor-informed,

meaning that survivors of human trafficking actively participated in the development of these education modules.

Following completion of the educational modules, the students will participate in an interprofessional simulation at UNC Charlotte SON. The simulation will allow the students to apply what they have learned in the education modules to a real-life scenario, allowing students to explore the complexities of caring for victims of human trafficking in a healthcare setting. The students will observe the sequence of events that occur in a healthcare setting and interprofessional team interaction and collaboration beginning with a trafficked victim being brought to the ED for evaluation. The simulation will include observation of the nurse triage experience, patient evaluation, and clinical decision-making by medical provider, consultation with the ED Social Worker, law enforcement and the county department of social services. All participants will have the opportunity to interact with members of the interprofessional team through a panel discussion following this simulated experience.

D. Evaluation Methods

All quantitative data will be entered into SPSS 26 for analysis. Data analysis will be conducted by the PI and Co-I. Descriptive statistics will be used to evaluate demographic information, individual and total scale knowledge scores, satisfaction item and total summed scores, self-confidence item and total summed scores. Paired t-test for will be used to compare the means of knowledge and self-efficacy pre and post-test. All data will be collected anonymously using numerical codes to match the pre- and post-tests.

Analysis of the qualitative data will be conducted by the PI and Co-I. After the focus group interviews are transcribed verbatim, the transcripts will be reviewed for accuracy and the audio recordings will be destroyed to protect confidentiality. Analysis of the qualitative data will

begin with reading and re-reading the transcripts individually. The PI and Co-I will meet to discuss the data to form themes, enhancing trustworthiness and reliability through investigator triangulation. Themes will be presented with accompanying participant quotes to promote rich understanding.

E. Knowledge Dissemination

Valuable information will be acquired through this study to contribute to the current body of knowledge regarding the critical role advanced practice nurses play in the identification and interprofessional collaboration for the safety and protection of victims of human trafficking. Currently there is a paucity of literature and other resources on this specific topic. Potential journals that this study would be appropriate for publication include: The Journal of the American Association of Nurse Practitioners, The Journal of Forensic Nursing, The Journal of Emergency Nursing, The Advanced Emergency Nursing Journal, Applied Nursing Research, and Evidence-Based Nursing. Potential conferences appropriate for dissemination of information through presentations include: The International Association of Forensic Nurses, Sigma Theta Tau International, The American Association of Nurse Practitioners, The Emergency Nurses Association, Advanced Emergency Nurses Association, and The Society of Pediatric Nurses. The UNC Charlotte SOTL Grant will be acknowledged in any publication or presentation.

F. Human Subjects

In compliance with the University of North Carolina at Charlotte Institutional Review Board, the research study will be submitted to IRB as it will involve the participation of human subjects.

G. Extramural Funding

This research study will serve as a pilot study for a larger, externally funded project. The findings from this study will inform the larger study and will be expanded to include

collaboration with other departments at the University of North Carolina at Charlotte, including the Department of Public Health and the School of Social Work.

H. Timeline

Timeline Months (January 01, 2023- December 31, 2023)

| Activity | 01-02 | 03-04 | 05-06 | 07-08 | 09-10 | 11-12 |
|---------------------------------------|-------|-------|-------|-------|-------|-------|
| IRB Approval | X | | | | | |
| Purchase H.O.P.E. Training | | X | | | | |
| Hire and Train Standardized Patients* | | X | | | | |
| Recruitment of Participants | | | X | | | |
| Data Collection | | | | X | | |
| Data analysis | | | | | X | |
| Prepare final report | | | | | | X |

*Funds to be expended by June 30, 2023.

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