

interdisciplinary group of faculty developed a 3-hour on-line training program focused on best care practices, recommended by the National Alzheimer's Association, for persons with AD/DR residing in long-term care settings. Topics include: 1) Overview of Dementia (e.g., What are types of dementia and the associated symptoms?), 2) Understanding Behaviors and Your Approach (e.g., What are the best methods for recognizing and reporting behavior change?), 3) Effective Communication within Long-Term Care (e.g., What are the best strategies to enact effective team meetings?), and 4) Communication and Responding to Behaviors (e.g., What are methods for reducing patient agitation?). Throughout the four modules a case study follows "Mrs. Jones" to demonstrate the skills and techniques raised in each module. Pre- and post-evaluation questions are embedded in the training program.

#### ONLINE OPIOID STEWARDSHIP TRAINING FOR LONG-TERM CARE STAFF

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Opioids are often the first-line chronic pain management strategy for long-term care (LTC) residents who are also at increased risk for opioid-related adverse events. Therefore, there is a need to train LTC providers and staff about appropriate opioid use and alternative treatment strategies. Our interdisciplinary team worked with LTC partners to identify staff educational needs around opioid stewardship. Based on this need's assessment, we developed eight modules about opioid use and risks for older adults, including those with dementia, recommendations for de-prescribing including other pharmacological and non-pharmacological alternatives, SBIRT, and motivational interviewing to determine "what matters". Each 20-minute module contains didactic and video content that is appropriate for group staff training or individuals and provides rural LTC facilities access to needed training in their home communities. Within the first month of launching online, the program received over 1100 hits and LTC partners are incorporating modules into clinical staff training schedules.

#### SUCCESSES AND CHALLENGES OF FOSTERING AGE-FRIENDLY HEALTH SYSTEMS THROUGH A LONG-TERM SERVICES AND SUPPORTS ECHO

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Launched in June 2016, the Utah Geriatric Education Consortium (UGEC) inter-professional Learning Community was developed by faculty in collaboration with primary care and community partners with a focus on Long Term Care. In 2019, UGEC expanded to include Assisted Living, Home Care and Hospice -5 primary care and 6 community

long-term services and supports (LTSS) partners in rural and urban Utah with a primary objective of developing and training existing LTSS healthcare providers and direct care workers on the elements of age-friendly health systems ("4Ms": mentation, medication, mobility, and what matters) to enhance care and improve outcomes for older adults across the continuum of LTSS. Attendance in the monthly distance learning sessions averages 27.5. Sessions are rated highly and engage nurses, behavioral health workers, administrators, physicians, nursing assistants, occupational and physical therapists. The process, challenges, successes of transitioning to a LTSS ECHO (Extension for Community HealthCare Outcomes) will be discussed.

#### THE UTAH EXPERIENCE: OUR SECRET SAUCE FOR LONG-TERM CARE NURSE RESIDENCY PROGRAMS

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Nurses working in long-term care (LTC) have a paucity of geriatric knowledge and leadership skills. One method of meeting this challenge is by offering an online geriatric-focused nurse residency program (NRP) to LTC nurses. The goal of the NRP is to provide geriatric nursing competencies to prepare LTC nurses to care for complex older residents and lead staff. Construct measures include geriatric knowledge and skills, self-rated efficacy, and attitudes towards QI. To date, 46 nurses have enrolled in the program. Completers' state they have increased knowledge and confidence; but turnover and workload issues often prevent nurses from completing the program. Thus, the current NRP with 6 nurse residents is streamlined to be completed in 4 months and with a focus on the 4 M's, leadership and geriatric competencies and resilience. Future plans are for the NRP to be available for nurses from all long-term services and supports settings.

#### SESSION 5010 (SYMPOSIUM)

##### AGE-FRIENDLY UNIVERSITIES: CONFRONTING AGEISM AND FOSTERING AGE INCLUSIVITY

Chair: Joann Montepare

Co-Chair: Kimberly Farah

The pioneering Age-Friendly University (AFU) initiative, endorsed in 2016 by GSA's Academy for Gerontology in Higher Education (AGHE), calls for institutions of higher education to respond to shifting demographics and the needs of aging populations through more age-friendly programs, practices, and partnerships. Over 65 institutions in the United States, Canada, European countries, and beyond have joined the network and adopted the 10 AFU principles. Despite the importance and appeal of the AFU initiative, individuals leading age-friendly efforts on their campuses have found that ageism in higher education is a persistent, yet overlooked, factor holding us back from embracing age diversity. This symposium will feature AFU partners who will discuss how ageism presents itself in higher education, along with offering recommendations for breaking it down and promoting greater age inclusivity. Montepare