

Texas Statewide Health Coordinating Council
Texas Center for Nursing Workforce Studies Advisory Committee

Minutes of Meeting Held July 16, 2008
10:00 am – 3:00 pm

Texas Department of State Health Services
Center for Health Statistics
1100 West 49th Street
Austin, Texas 78756
Room M-739

Members Attending

Alexia Green, PhD, RN, FAAN, Co-Chair ----- present 10:00 am to 3:00 pm
Joyce Batcheller, RN, MSN, CNAA ----- present 10:10 am to 3:00 pm
Donna Carlin, MSN, RN ----- present 10:00 am to 3:00 pm
Jennifer Cook, PhD, MBA, RN ----- present 10:09 am to 3:00 pm
Kathryn Griffin MSN, RN, CNAA, BC ----- present 10:00 am to 3:00 pm
Clair Jordan, MSN, RN ----- present 10:00 am to 3:00 pm
Susan McBride, PhD, RN ----- present 10:00 am to 3:00 am
Pearl Merritt, EdD, RN ----- present 10:00 am to 3:00 pm
Jackolyn Morgan, MSN, RN ----- present 10:00 am to 3:00 pm
Elizabeth Poster, PhD, RN, FAAN ----- present 10:09 am to 3:00 pm
Carol Rieneck,, PhD, RN, FAAN, CNAA-BC, COI ----- present 10:09 am to 3:00 pm
Elizabeth Sjoberg, JD, RN ----- present 10:00 am to 3:00 pm
Lisa Taylor, PhD, RN, ANCC, CNS, ABOHN ----- present 10:10 am to 3:00 pm
Kathy Thomas, MN, RN ----- present 10:00 am to 3:00 pm

Members Absent

Patricia Starck, DSN, RN, FAAN, Excused
Marla K. Cottenoir, MSN, RN, Excused
Rachel Hammon, RN, Excused
Robin Hayes, RN, Excused
Robert McPherson, MA, Excused

Staff Present

Aileen Kishi, PhD, RN, Program Director, TCNWS
Arlette Ponder, MAHS, Program Specialist, TCNWS
Suzanne Pickens, Program Specialist, TCNWS
Bruce Gunn, PhD, Manager, HPRB
Brian King, HPRC
Rosemary Ang, HPRC
Bobby Schmidt, SHCC

Public Present
Chris Fowler THECB
Susan Fisk, TAHC
Patrick J. Francis, The University of Texas System
Kathy N. Hutto, Jackson Walker, L.L.P./CNAP

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1. Welcome and Introductions	Dr. Alexia Green called the meeting to order. She welcomed the committee. All committee members, staff, and public present introduced themselves.
2. Establish Quorum and Approval of Excused Absences	<p>A motion was made by Elizabeth Sjoberg and seconded by Donna Carlin to approve requests for excused absences from Dr. Patricia Stark, Marla Cottenoir, Rachel Hammond, Robin Hayes, and Bob McPherson. The motion carried</p> <p>Dr. Green stated that Susan Fiske was attending on behalf of Rachel Hammond.</p> <p>Dr. Green announced that Frances Chatman had resigned from the committee. Dr. Kishi has contacted Thelma Davis to request replacement recommendations for the practicing LVN representative. Dr. Kishi requested that any replacement recommendations from committee members be forwarded to her.</p>
Quorum Attained	As a quorum of members was present, the committee was able to take action on various items at this meeting.
3. Review of July 16, 2008 agenda	The agenda was reviewed and no changes were made. The meeting moved forward with the agenda as presented.
4. Approval of Minutes for May 7, 2008 Meeting	<p>The minutes from the May 5, 2008 meeting were reviewed and several revisions discussed.</p> <p>A motion was made by Dr. Pearl Merritt and seconded by Dr. Jennifer Cook to adopt the minutes of the May 5, 2008 meeting with the amendments as discussed. The motion carried.</p>

<p>5. Update Report from the Texas Higher Education Coordinating Board</p>	<p>Ms. Donna Carlin presented the update on the Texas Higher Education Coordinating Board (THECB). Dr. Stafford has resigned as THECB Assistant Commissioner, Academic Affairs and Research; Dr. Mary Smith is serving as Interim Assistant Commissioner.</p> <p>The report mandated by Senate Bill 139 will be presented by THECB to the Texas legislature in January 2009. <i>[SB 139 directed the board in consultation with the Board of Nursing (BON) to identify methods to improve curricula of initial licensure professional and vocational nursing programs.]</i> THECB hired consultant Dr. Brenda Cleary for the RN study and consultant Dr. Carol Kenner for the LVN study.</p> <p>RN and LVN groups will meet on August 15, 2008 to review the curriculum framework. A report will be presented to the THECB Board in October 2008.</p> <p>THECB plans to request that the Texas legislature appropriate an additional \$10 million in special item funding for stipends to nursing students who are enrolled in nurse educator PhD and Masters programs. This additional funding would increase the existing \$20 million pool to \$30 million.</p> <p>Ms. Carlin stated that this proposed additional funding would not be available to anyone who had already completed a nurse educator program and had outstanding loans.</p> <p>Nursing programs and partners that have received THECB nursing innovation grants will meet at the Fall 2008 Deans and Directors Meeting to discuss best practices and standardized measures in this area.</p> <p>Ms. Carlin stated that THECB, as directed by Senate Bill 138, has collected data for nursing graduation rates; the report on this information will be issued in late Fall 2008. Nursing programs will have the opportunity to review and comment on the report prior to publication. <i>[Senate Bill 138 directed THECB to calculate graduation rates each year and to identify best practices to promote the graduation and retention of nursing students.]</i></p> <p>THECB Commissioner and Assistant Commissioner have requested that THECB undertake a study to determine the need for additional nursing schools in Texas. Currently in a preliminary stage, the study will review all ADN, BSN, MSN and doctoral programs and will most likely draw on existing data rather than collecting new data. The final stage of the study is scheduled for January 2009.</p> <p>Dr. Susan McBride requested clarification on approval of out-of-state nursing programs and on how to obtain a list of currently-approved nursing programs in Texas. Ms. Katherine Thomas advised that the Texas BON maintains a list of all BON-approved nursing programs on its web</p>
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	<p>site.</p> <p>Ms. Carlin noted that THECB oversight is changing because they are now looking at national accrediting agencies as well as those in Texas.</p> <p>BON has approved five new programs since September 2008, and seven are in the approval pipeline. There are fifteen more who are interested in starting a nursing program; one-half of these are proprietary.</p>
<p>6. Report on the National Nursing Capacity Education Summit</p>	<p>Dr. Alexia Green reported on the National Nursing Education Capacity Summit held near Washington, DC in June 2008 and sponsored by the Center to Champion Nursing. Dr. Green, the Texas Team Leader, reviewed the summit application process and Texas team membership.</p> <p>In response to the need for 2700 new Texas nursing graduates by 2010, the Texas team is preparing the Texas Team Action Plan. The team will continue to meet throughout the year, including meetings already scheduled for July and August 2008, to further develop the plan.</p> <p>While reviewing the current draft of the action plan, which identifies four major strategies, Dr. Green pointed out that input from the committee would be appreciated.</p> <p>The committee discussed several issues related to increasing capacity, such as the clinical placement bottleneck, incentives to encourage practicing nurses to continue their education, and how technology would change the role of future nurses. The discussion also touched on the need for the collection of more data on the performance of new graduates in the workplace over time. Ms. Kathy Thomas advised that a five-year longitudinal study following new graduates in the workplace will complete its data collection in eighteen months. A report will be published thereafter.</p>
<p>7. Report from the Health Professions Resource Center on the Findings of the Public Health Survey</p>	<p>Mr. Brian King gave a presentation on the findings of the Health Professions Resource Center's (HPRC) survey on the Texas public health workforce. The survey was prompted by requests for such data.</p> <p>Between November 28, 2007 and January 18, 2008, HPRC requested information, including supply and vacancy data on 39 health professions, from 63 local health departments that contract with the Department of State Health Services. Response rate was 100%.</p> <p>Mr. King stated that prior to the survey, HPRC identified ten essential public health functions. Survey findings indicate that only 30 of the 63 local health departments perform all ten functions.</p> <p>Statewide the vacancy rate for public health professionals is 6.2%. RNs</p>

	<p>and LVNs are among the top five professions in the following categories:</p> <ul style="list-style-type: none"> ❖ The most currently-staffed FTEs ❖ The highest number of vacancies, and ❖ The local department would hire more if budget allowed <p>Mr. King also reviewed survey findings at the regional level and for rural counties. He stated that future survey targets might include Federally Qualified Health Centers and Community Health Centers.</p> <p>Mr. King stated that vacancy and turnover rates are available for state-employed nurses because all states are required to collect these data. Ms. Clair Jordan noted that legislatures are often asked to address nursing needs of state entities such as prison or state hospitals.</p> <p>Responding to a question from Dr. Susan McBride, Mr. King advised the committee that HPRC had no data on school nurses, however, this is also a possible target for future surveys. Dr. Carol Reineck stated that informed studies show the benefits of school nurses. Ms. Joyce Batcheller noted that Seton Healthcare Network employs schools nurses in the Austin Independent School District and has data on the positive impact of school nurses on certain children’s health factors.</p>
<p>8. Report from the Statewide Health Coordinating Council</p>	<p>Mr. Bobby Schmidt advised that the Statewide Health Coordinating Council (SHCC) has approved the <i>Promoting Excellence Through Healthcare Workforce Planning in Texas 2007</i> report, which is posted on the SHCC website. Dr. Green requested that Dr. Aileen Kishi send the committee members a link to the report.</p> <p>Mr. Schmidt updated the committee on a project in collaboration with the Texas Health Care Policy Council to collect data on the use of simulation technology in health professions education programs throughout the state. Information will be collected via online survey from medical, dental, nursing and allied health programs. Findings from the survey are scheduled to be reported to the Governor’s Office in November 2008, with a white paper to the legislature to follow.</p> <p>Dr. Green noted that the regional perspective of the findings is essential. Ms. Carlin offered support from THECB and requested a review of the preliminary draft before it is sent to the Governor’s Office.</p>
<p>9. Discussion and Approval of the 2007 RN Nursing Education Information Survey (NEPIS) Reports</p>	<p>Dr. Aileen Kishi presented three fact sheets developed from the RN Nursing Education Information Survey (NEPIS):</p> <ul style="list-style-type: none"> ❖ 2007 Update on Professional Nursing Programs ❖ Faculty Demographics fact sheet ❖ Student Demographics fact sheet <p>Dr. Kishi pointed out that this was a continuation of the reporting on findings from RN-NEPIS and that the Education Subcommittee had previously reviewed these materials.</p>

	<p>The 2007 Update on Professional Nursing Programs included information on geographic location, length of curriculum and resources needed to increase capacity. The committee discussed the issue of how much detail should be reviewed by the full committee versus the Education Subcommittee. Dr. Green suggested that this issue could be the subject of further discussion at a later time. The committee also had discussions centered on student retention and the faculty shortage.</p> <p>Dr. Kishi next reviewed the Faculty Demographics fact sheet. During the review, it was pointed out that TCNWS collects and analyzes raw data and presents the results. Stakeholders package the data into a form best suited for their individual audiences.</p> <p>The observation was made that the survey data on faculty workload was not sufficient to fully analyze and present the issue; therefore, this section should be omitted from the fact sheet.</p> <p>Dr. Kishi then presented the fact sheet on student demographics. No changes were recommended by the committee.</p> <p>Ms. Donna Carlin moved to approve the three fact sheets with the recommended changes to the 2007 Update on Professional Nursing Programs and on the 2007 Update on Faculty Demographics fact sheets. Dr. Jennifer Cook seconded the motion. The motion carried.</p>
<p>10. Discussion of the Summary of Findings of the 2008 Hospital Nurse Staffing Survey</p>	<p>Ms. Arlette Ponder presented findings on the 2008 Hospital Nurse Staffing Survey. The findings covered each of the questions asked on the HNSS. There are 543 hospitals in Texas that are licensed by the Department of State Health Services.</p> <p>The committee discussed the validity of the data on hospitals' contributions to nursing education and concluded that the limited response from the hospitals on these questions preclude a meaningful representation of the issue.</p> <p>Ms. Clair Jordan moved that the data from HNSS questions 12 through 15 regarding hospital contributions to nursing education, and that THA and TCNWS partner to develop and implement a survey to be distributed by THA to collect more fully information on this topic. Caro Reineck seconded the motion, which carried with Dr. Elizabeth Sjoberg abstaining.</p>
<p>11. Discussion and Approval of the 2008 Hospital Nurse Staffing Reports</p>	<p>Ms. Arlette Ponder presented two fact sheets developed from the data from the 2008 HNSS. It was recommended that the APN vacancy and turnover data be removed from the chart in the Vacancy and Turnover Rates fact sheet, as the number of hospitals that provided this information was too small. Dr. Lisa Taylor asked Ms. Ponder for a breakdown by "type" of the APN data for future use.</p>

	<p>Dr. Pearl Merritt moved that the HNSS Vacancy and Turnover Rates fact sheet be approved by the TCNWSAC members with some recommended changes. Dr. Elizabeth Poster seconded, and the motion carried.</p> <p>Ms. Joyce Batcheller moved that the HNSS Expansion of Beds fact sheet be approved by the committee with recommended revisions. Ms. Jackolyn Morgan seconded; the motion carried.</p> <p>Ms. Ponder stated that she would be working on two additional fact sheets and would present a final draft for approval at the September meeting. The fact sheets Methods of Interim Staffing and Hospital Contributions for Nursing Education. After some discussion, the TCNWSAC recommended that Ms. Ponder not develop a fact sheet on Hospital Contributions to Nursing Education, but instead work with THA and develop a survey to send to hospital systems.</p>
<p>12. Update Report from the Hospital Licensing Division Regarding Availability of Data on Expansion of Hospital Beds</p>	<p>Dr. Bruce Gunn reported on his investigation into whether the Texas Department of State Health Services (DSHS) could serve as a source of data on planned increase in the number of hospital beds.</p> <p>Dr. Gunn described the process whereby the DSHS staff of nine engineers reviews approximately 500 plans for hospital building additions and modifications annually. Only paper submissions, as opposed to electronic/online, are accepted, and DSHS does not define the form or types of information required in the submission. Also, a hospital may change the planned number of beds over the implementation of the project. The result is information that is not consistent, predictable or reliable.</p> <p>However, from a workforce point of view, the most limiting aspect of the plan information is that it does not provide any nursing data and does not provide bed expansion data by type of unit.</p> <p>Dr. Gunn concluded that the DSHS Hospital Licensing Division is not a useful source of information on future nursing staff needs as predicted by an expansion in hospital beds.</p>
<p>13. Progress Report and Summary of Findings on the Long Term Care Nurse Staffing Study</p>	<p>Ms. Suzanne Pickens discussed two documents related to the Long Term Care Nurse Staffing Study (LTC NSS).</p> <p>The LTC NSS Design and Methods report draft is intended to provide insight into how the study was designed and implemented as well as into the methods used to interpret the results. The report covers the role of the task force, a description of the survey population, the survey distribution process and steps taken to encourage survey submission. Survey response is discussed in detail. Ms. Pickens noted that, over the past several months, much of the information in the Design and Methods report draft</p>

	<p>has been presented to the committee, although not in its present format.</p> <p>A question was raised as to what formats other nursing workforce centers are using to present data. It was suggested that this should be a topic for the September 2008 meeting of the committee, and that samples be presented.</p> <p>Dr. McBride requested that formulas for turnover and vacancy calculations be included in the report.</p> <p>The LTC NSS Task Force will review the report draft at its August 13, 2008 meeting, and a final report will be presented to the TCNWS advisory committee for approval at the September 10, 2008 meeting.</p> <p>Ms. Pickens also reviewed LTC NSS Summary of Findings. She stressed that the data were preliminary and had not yet been reviewed by the task force. LTC NSS fact sheets describing LTC NSS survey results will be presented at the September 2008 Advisory Committee Meeting.</p>
<p>14. Progress Report on the VN Nursing Education Information Survey (NEPIS)</p>	<p>Ms. Arlette Ponder reviewed preliminary findings from the Vocational Nursing Educational Program Information Survey (VN-NEPIS), and told the TCNWSAC members that she would be developing four fact sheets from data collected from this survey. Ms. Ponder presented the preliminary data under the four categories for the fact sheets. 1) Student Admission, Enrollment, and Graduation; 2) Geographic Location, Length of Curriculum, and Resources Needed to Increase Capacity; 3) Student Demographics in Vocational Nursing Programs; 4) Faculty Demographics in Vocational Nursing Programs.</p>
<p>15. Report on the Forum of State Nursing Workforce Centers' Conference, June 11-13, 2008</p>	<p>Dr. Aileen Kishi reported that 360 attendees from 40 states were in Denver for the conference. 28 of the State Forum member nursing centers were present.</p> <p>Prior to the start of the conference, attendees were invited to tour WELLS Center at Denver's BioTech Campus. The center has a complete array of state-of-the art patient simulation tools for building clinical knowledge. There are high fidelity patient simulation mannequins as well as a VH Dissector™, a cutting edge, interactive computer program for learning anatomy and virtual dissection in both 3D and 2D.</p> <p>The conference included excellent speakers who presented a wide array of information on workforce research, planning, program development, policy formulation, and innovative solutions based on retention efforts at the community and state levels.</p> <p>On June 13, 2008, the Annual Meeting of the Forum of State Nursing Workforce Centers was held. The forum members shared with each other the projects and accomplishments that each state nursing workforce center</p>

	<p>has done in the past year. The North Carolina Center announced that it will cease operations in 2008 due to lack of appropriations. Dr. Kishi commented on the importance of maintaining good relationships with legislators.</p> <p>The next State Forum Conference will be in March 2009 at the Beau Rivage Hotel in Biloxi, MS.</p>
16. Announcements	<p>Aileen Kishi was elected to the Steering Committee for the National Forum of State Nursing Workforce Centers. Her term runs 2008 – 2011.</p> <p>Pearl Merritt is unable to attend the September 10, 2008 Advisory Committee Meeting.</p>
13. Future Meeting Dates for TCNWS Advisory Committee	<ul style="list-style-type: none"> ○ September 10, 2008 – This will be the last meeting before the Texas legislature begins its sessions in January 2009.
14. Agenda Items for September 10, 2008	<ul style="list-style-type: none"> ○ Update on the Texas Team, National Education Capacity Summit ○ Review samples of fact sheets prepared by other nursing workforce centers.
15. Public Comment	No public comment.
16. Adjourn	The meeting was adjourned at 3:00 PM.