

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

Minutes of Meeting Held October 13, 2010
10:00 am – 3:00 pm

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

Members Attending

Alexia Green, PhD, RN, FAAN, Co-chair
Richard Beard, BS, RN, CMSRN, Co-Chair
Gail Acuna, RN, MA
Elizabeth Poster, PhD, RN, FAAN
M'Lissa Quintanilla, LVN
Kathryn Griffin MSN, RN, NEA-BC
Pearl E. Merritt, Ed.D., MSN, MS, RN
Jackolyn Morgan, MSN, Ed.D., RN
Elizabeth Sjoberg, JD, RN
Lisa Taylor, PhD, RN, CNS, FNP
Katherine Thomas, MN, RN
Lula Pelayo, PhD, RN
Patti Hamilton, PhD RN,
Robin Hayes, RN
Rachel Hammon, BSN, RN
Sally Harper Williams

Members Absent

Donna Carlin, MSN, RN, Excused
Clair Jordan, MSN, RN, Excused
Bonnie Clipper, MBA, RN, FACHE, Excused
Jennifer DM Cook, PhD, MBA, RN, Excused
Susan McBride, PhD, RN, Excused

Staff Present

Aileen Kishi, PhD, RN, Program Director, TCNWS
Pamela L. Wiebusch, Program Specialist, TCNWS
Michelle Kim, Program Specialist, TCNWS
Mary Benton, PhD, Research Specialist, TCNWS
Bobby Schmidt, SHCC

Public Present

Marc Connelly, Legal Counsel
Chris Fowler, Texas Higher Education Coordinating Board
Gretchen Ellison, HillCo Partners

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1. Welcome and Introductions	Dr. Alexia Green called the meeting to order at 10:00 a.m. She welcomed the committee, staff and public present, all of whom introduced themselves. Dr. Green made several administrative announcements.
2. Establish Quorum and Approval of Excused Absences	A motion was made by Ms. Rachel Hammon and seconded by Dr. Lula Pelayo to approve requests for excused absences from Donna Carlin, Clair Jordan, Jennifer Cook, Susan McBride, and Bonnie Clipper. The motion carried.
Quorum Attained	A quorum of members was present; hence the committee was able to take action at this meeting.
3. Review of October 13, 2010 Agenda	The agenda was reviewed and no changes were made. The meeting moved forward with the agenda as is.
4. Approval of Minutes for April 14, 2010 Meeting	A motion was made by Ms. Rachel Hammon and seconded by Ms. Lula Pelayo to adopt the minutes of the April 14, 2010 meeting with recommended changes. The motion carried.
5. Update Report on the 2010 Nursing Educational Program Information Survey on Professional and Vocational Nursing Programs in Texas- Pamela Wiebusch	Ms. Pamela Wiebusch gave an update on the 2010 NEPIS. <ul style="list-style-type: none"> ▪ She noted that the Advanced Practice RN programs are being surveyed for the first time. ▪ All RN, VN, and APRN programs have received hard copies of the survey materials back in August and the survey went live on October 1, 2010. She noted that additional instructions were added to the hard copy of the survey. ▪ About a third of the surveys have come in so far, and the staff will start verifying the data after the October 15th deadline. The programs have until December 15, 2010 to make corrections.
6. Report on Plans for a Statewide Home Health Nurse Staffing Survey- Mary Benton	Dr. Mary Benton presented on plans for a statewide Home Health Nurse Staffing Survey. <ul style="list-style-type: none"> ▪ The goal of the Home Health Nurse Staffing Survey is to collect vacancy and turnover rates for the home health and hospice facilities in Texas. ▪ There are more than 5,000 home health agencies in Texas and about 2,500 of them are Medicare Certified agencies. ▪ Stratified random sampling will be used unlike the other surveys that have been done previously. ▪ She presented to the committee some of the people that will be on the taskforce and asked them for suggestions.

	<p>Ms. Hammon asked about why we are limiting it to Medicare certified services. She mentioned that most licensed Home Health Agencies (HHAs) have nursing services as well. Dr. Benton mentioned that most surveys done by other states or done nationally surveyed Medicare certified agencies. With more than 5,000 home health agencies in Texas, the most important things that need to be surveyed will need to be identified.</p> <p>Ms. Elizabeth Sjoberg mentioned that many hospitals have their own Home Health services, and it will be great to have someone on the taskforce to represent them. Ms. Pearl Merritt mentioned that she is excited to see people from the Long Term Care facilities that have their own home health and hospice services on the taskforce.</p>
<p>7. Review, Discussion and Possible Approval of the 2010 Hospital Nurse Staffing Study Reports- Pamela Wiebusch, Michelle Kim, Mary Benton and Aileen Kishi</p>	<p>The TCNWS staff presented 2010 Hospital Nurse Staffing Survey (HNSS) reports. The committee decided to discuss and possibly approve the reports one at a time.</p> <p>A. Hospital Characteristics</p> <ul style="list-style-type: none"> ▪ The 2010 HNSS had a 60% response rate. It had a representative sample of hospitals by region and bed size for the first time staff was able to analyze the data regionally. ▪ A motion was made by Dr. Elizabeth Poster and seconded by Ms. Gail Acuna to approve the Hospital Characteristics report. The motion carried. <p>B. Vacancy and Turnover</p> <ul style="list-style-type: none"> ▪ Ms. Wiebusch informed the committee about a few changes in the 2010 HNSS in an effort to implement the Forum of the Nursing Workforce Center’s demand minimum dataset. The biggest change is the reporting of the vacancy rates by two different methods: position vacancy rate and facility vacancy rate. The turnover rates were calculated by facility rather than taking the sum across the hospitals. ▪ There was some confusion regarding the vacancy rates for APRNs because of the way it was reported. It was suggested to separate the APRN data from other nurse types and add additional explanation to avoid confusion. ▪ The committee suggested that it would be better to report the APRN data by each APRN type. ▪ The committee decided to adopt this report after revisions have been made. <p>C. Methods of Interim Staffing</p> <ul style="list-style-type: none"> ▪ Mr. Mark Connelly asked whether hospitals affiliated with academic institutions were included in the survey. The staff will change the wording to show that DSHS-licensed hospitals as well as hospitals linked to academic institutions were included. ▪ A motion was made by Ms. Kathy Thomas and seconded by Ms. Jackie Morgan to approve the Methods of Interim Staffing report with the recommended changes. The motion carried. <p>D. Recruitment of Nurses</p> <ul style="list-style-type: none"> ▪ For the data table on internationally educated nurses, it was suggested that previous years data be add previous year’s data for comparison. ▪ There was discussion regarding the table demonstrating the difficulty hiring newly licensed RNs and the possible reasons behind that. It was decided that further analysis is necessary including analysis of data by hospital bed size to demonstrate whether smaller hospitals had more

	<p>difficulty hiring newly licensed RNs.</p> <ul style="list-style-type: none"> ▪ The committee decided to adopt this report after revisions have been made. <p>E. Critical Access Hospitals</p> <ul style="list-style-type: none"> ▪ Same changes suggested in the other reports will be reflected here as well. ▪ A motion was made by Ms. Sjoberg and seconded by Mr. Richard Beard to approve the Critical Access Hospitals report with the recommended changes. The motion carried. <p>F. State Hospitals</p> <ul style="list-style-type: none"> ▪ Same changes suggested in the other reports will be reflected here as well. ▪ A motion was made by Ms. Kathy Griffin and seconded by Ms. Sjoberg to approve the Methods of Interim Staffing report with the recommended changes. The motion carried. <p>G. Design and Methods</p> <ul style="list-style-type: none"> ▪ There was further discussion on the median facility vacancy rates for the APRNs. More thorough explanation for both of the methods will be added. ▪ A motion was made by Ms. Kathy Thomas and seconded by Mr. Richard Beard to approve the Methods of Interim Staffing report with the recommended changes. The motion carried. <p>H. Highlights and Recommendations</p> <ul style="list-style-type: none"> ▪ There was discussion on the recommendations section of the Highlights and Recommendations report. The committee recommended that this section be revised so that the recommendations presented are supported by the findings of the 2010 HNSS. ▪ The committee decided to adopt this report after revisions have been made. <p>A 2010 HNSS subcommittee was established with Dr. Lisa Taylor, Dr. Elizabeth Poster, Dr. Patti Hamilton, Ms. Gail Acuna, Ms. Elizabeth Sjoberg, and Dr. Alexia Green serving on this subcommittee. This subcommittee will review the revised 2010 HNSS Reports and Recommendations and will have the delegated authority to approve these reports. The Advisory Committee will ratify the action of the 2010 HNSS Subcommittee at the February 2011 meeting.</p>
<p>8. Report on the Status of the Nurse Staffing Questions and Responses on the Annual Hospital Survey – Ramona McFarlin and Dwayne Collins</p>	<p>Ms. Ramona McFarlin and Mr. Dwayne Collins gave a presentation of 2009 nurse staffing questions and responses on the Annual Hospital Survey (AHS).</p> <ul style="list-style-type: none"> ▪ The response rate for the nurse staffing questions in the 2009 AHS was 98%. 562 of 569 hospitals answered these questions. ▪ Overall, vast majority of the hospitals said “Yes” to the following questions. <ul style="list-style-type: none"> ○ Q1. Has the governing body of the hospital adopted a nurse staffing policy as required by Section 257.003 in the Health and Safety Code? ○ Q2. Has the hospital established a nurse staffing committee as required by Section 257.004 in the Health and Safety Code? ○ Q3. Has the nurse staffing committee evaluated the hospital’s official nurse services plan as required by Section 257.004? ○ Q4. Has the nurse staffing committee reported results of the evaluation of the nurse services staffing plan to the hospital’s governing body as required by Section 257.005 in the Health and Safety Code?

	<ul style="list-style-type: none"> ○ Q5. Has the nurse staffing committee selected nurse-sensitive outcome measures to use in evaluating the hospital’s official nurse services staffing plan as required by Section 257.005 in the Health and Safety Code?
<p>9. Discussion of Implementation of HB 3961 – Elizabeth Poster, Aileen Kishi</p>	<p>Dr. Elizabeth Poster, who is serving as chair of the Selection Committee, gave a report on the August 5th Selection Committee meeting and the status of implementation of HB 3961.</p> <ul style="list-style-type: none"> ▪ There was a very low response rate to the RFP. One of the proposals was considered but the Selection Committee did not approve this proposal. ▪ The TCNWS staff researched to find out the possible reasons for the low response rate. Some of the factors that contributed to the low response rate include inadequate funding for the work and resources that were required, RFP being too Texas specific, and the timing of the release of the RFP. ▪ The Selection Committee has contacted the authors of the HB 3961 to determine the next steps. <p>Dr. Kishi informed the committee that the BON is willing to provide \$100,000 during the 2011 fiscal year. She also shared with us that she confirmed with Ms. Thomas about the possibility of a second round of grant applications by the National Council of State Board of Nursing (NCSBN) in June of 2011 which opens up an opportunity for a second RFP. However, Dr. Kishi mentioned that it would be a challenge to go through the entire process again in such a time frame.</p>
<p>10. Report from the Statewide Health Coordinating Council – Bobby Schmidt</p>	<p>Mr. Bobby Schmidt gave a report from the Statewide Health Coordinating Council (SHCC).</p> <ul style="list-style-type: none"> ▪ The 2011-2016 State Health Plan and recommendations will be sent to the governor’s office on November 1st. ▪ Mr. Schmidt informed the committee about the new members of SHCC including the new chair, Dr. Mike Ragain. ▪ Mr. Schmidt showed appreciation for Dr. Raimer who has been with SHCC for 17 years and informed the committee about the council’s plans for presenting a plaque of appreciation for his work. The committee decided to send Dr. Raimer a letter of appreciation as well.
<p>11. Report from the Texas Higher Education Coordinating Board – Chris Fowler</p>	<p>Ms. Chris Fowler gave a report from the Texas Higher Education Coordinating Board (THECB).</p> <ul style="list-style-type: none"> ▪ Hospital-Base Nursing Education Partnership Grant program (HNEP): It is a competitive peer-reviewed grant program that was created in 2007 by the 80th Texas Legislature, and received an appropriation of \$5 million in 2009 by the 81st Texas Legislature. <ul style="list-style-type: none"> ○ 20 HNEP applications were reviewed by 6 national experts and 6 coordinating board staff during the spring of 2010. ○ The THECB authorized eight grant awards ranging from \$100,000 to \$1 million. ○ Funded partnerships collectively project an increased enrollment of 526 nursing students during the two year grant period, which ends August 31, 2012. ▪ Tobacco-related Nursing Grants: These are grants funded by the Texas Tobacco lawsuit settlement in 1999. It is a permanent funding that is appropriated each biennium by the legislature. <ul style="list-style-type: none"> ○ Minority Health Research and Education Grant program: Normally, it targets African Americans, Hispanics and educational pipeline grants. During the last competition, it was focused on educational pipelines that affected nursing and allied health

	<p>students to increase the number of graduates and ethnic diversity. THECB awarded two, two-year grants totaling \$1,002,437 under the Minority Health Research and Education Grant program.</p> <ul style="list-style-type: none"> ○ THECB awarded six, two-year grants, totaling \$1,563,229 under the Nursing Innovation Grant Program. There were two competitions: Best practices competition and breaking the bottleneck in clinical education competition.
12. Report from Texas Team – Alexia Green	The Texas Team has been working diligently to increase nursing education capacity through grant initiative as well as looking forward to possible opportunities that might be coming forward with the IOM/RWJ initiative on the future of nursing.
13. Report from Texas Nurses Association – Clair Jordan	Ms. Clair Jordan was not present at the meeting to give a report. Copies of the Future of Nursing: Leading Changes, Advancing Health was distributed.
14. Report on TCNWS Activities – Aileen Kishi	Dr. Kishi shared with the committee the various conferences and meetings that she attended including the National Workforce Leaders conference and a business meeting of the national forum of the nursing workforce centers.
15. Future 2011 Meeting Dates for TCNWS Advisory Committee Meeting	<p>2011 TCNWSAC Meeting dates:</p> <ul style="list-style-type: none"> ▪ Wednesday, February 2, 2011 ▪ Wednesday, April 6, 2011 ▪ Wednesday, September 28, 2011
16. Agenda Items for Next TCNWS Advisory Committee Meeting	<p>There was a discussion among the committee members on possible agenda items for the next TCNWS Advisory Committee meeting which include the following:</p> <ul style="list-style-type: none"> • Ratification of the 2010 HNSS reports • Biennial report to SHCC on TCNWS and TCNWS Advisory Committee activities. • Nursing shortage coalition • Update on IOM/RWJ recommendations
17. Public Comment	There was no public comment.
18. Adjourn	The meeting was adjourned at 1:40 PM.