

Texas Statewide Health Coordinating Council

Nursing Workforce Data Advisory Committee

Minutes of Meeting Held November 16, 2005
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

Patricia L. Starck, DSN, RN, FAAN, Co-Chair
Alexia Green, PhD, RN, FAAN, Co-Chair
Elizabeth Abel PhD, RN, CFNP
Joyce Batcheller, RN, MSN, CNAA, RWJ Nursing Fellow
Donna Carlin, MSN, RN
Marla Cottenoir, MSN, RN
Thelma Davis, LVN
Kathryn Griffin MSN, RN, CNAA, BC
Robin Hayes, RN
Clair Jordan, MSN, RN
Susan McBride, MS, RN
Pearl E. Merritt, Ed.D, MSN, MS, RN
Jackolyn Morgan, MSN, RN
Elizabeth Poster, PhD, RN, FAAN
Elizabeth Sjoberg, JD, RN
Katherine Thomas, MN, RN

Members Absent

Thalia Munoz, MS, RN, excused
Carol Reineck, PhD, RN, CCRN, CNAA-BC, excused
Rachel Hammon, RN, excused
Mary Elizabeth Jackson
Poldi Tschirch, PhD, RN, excused

Staff Present

Priscilla Boston, Program Specialist, Texas Center for Nursing Workforce Studies (TxCNWS)
Nora Douglas, MA, Program Specialist, TxCNWS
Aileen Kishi, PhD, RN, Program Specialist, TxCNWS
Bruce Gunn, PhD, Manager, Health Provider Resources Branch (HPRB)

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Welcome and Introductions	<p>Drs. Patricia Starck and Alexia Green, co-chairs of the Nursing Workforce Data Advisory Committee (NWDAC) called the meeting to order at 10:10 a.m. Dr. Green welcomed the committee's newest member, Ms. Joyce Batcheller, Senior Vice President and Chief Nursing Officer of Seton's Healthcare Network in Austin. The network has 8 hospitals and a total of 22 sites, including clinics. Ms. Batcheller represents the Texas Organization of Nurse Executives (TONE).</p> <p>NWDAC members, staff and audience introduced themselves.</p>
Review of November 16, 2005 Agenda	<p>Dr. Starck stated that by the end of the meeting the committee needs to:</p> <ul style="list-style-type: none">• finalize the NWDAC annual report to send to the Statewide Health Coordinating Council (SHCC)• finalize the vision and mission statements and communication plan• discuss a name change for the advisory committee• receive a report from Dr. McBride and the Hospital Nurse Staffing Subcommittee on the Hospital Nurse Staffing Survey• finalize the operations plan for this coming year to be presented to the SHCC on November 17, 2005.
Minutes of August 17, 2005 Meeting	<p>The minutes from the meeting of August 17, 2005 were reviewed. Clair Jordan asked to have her absence on 8/17/05 excused as she became ill that day. Dr. Kishi suggested this could be handled through a correction to the minutes. Jackie Morgan pointed out a typographical error on pg. 4 of the minutes: 79th Legislature, not the 19th. Susan McBride stated that on pg. 7 of the minutes that she had offered the subcommittee's counsel on the analysis and results of the Hospital Expansion Study rather than on the survey instrument. A motion was made by Marla Cottenoir and seconded by Elizabeth Poster to adopt the minutes of the meeting with those corrections. The motion passed unanimously.</p>

Requests for Excused Absences	A motion was made by Pearl Merritt and seconded by Thelma Davis to approve Ms. Jordan’s request for excused absence on 8/17/05, along with those for today from Rachel Hammon, Thalia Munoz, Carol Reineck and Poldi Tschirch. The motion carried.
Quorum Attained	A quorum of members was present; hence the committee was able to take actions at this meeting.
NWDAC’s Annual Report of Activities: September 2004- August 2005	The advisory committee reviewed the draft of an annual report on NWDAC activities that will be shared with the SHCC at their January 2006 meeting. Dr. Poster complimented the succinct format. Ms. Morgan suggested that it be shared as part of new member orientation. Dr. Starck asked that a sentence be added “During the 79 th Texas legislative session, data, information and testimony were provided by staff to legislators in relation to SB 132, HB 916, SB 1525 and the General Appropriations Act.” At the end of the meeting, Ms. Thomas moved the adoption of the annual report with the above added sentence. Ms. Cottenoir seconded the motion, and it passed unanimously.
Vision and Mission Statements for NWDAC and Texas Center for Nursing Workforce Studies (TxCNWS)	<p>At the August meeting of the NWDAC, discussion was held on the vision and mission statements. Comments have been incorporated, and the committee was asked whether further changes were in order.</p> <p>Dr. McBride thought that the mission statement as it stands speaks to supply but not to demand. Dr. Abel felt that there was a quality of care aspect that is missing. Ms. Carlin asked whether target audiences needed to be referenced. It was agreed that the terms “public” and “stakeholders” encompassed them all. Discussion ensued and consensus was achieved on the following:</p> <p><u>Vision</u>: Quality health care for all Texans through an optimal nursing workforce based on reliable, valid and useful data. <u>Mission</u>: To develop and maintain a statewide system that serves stakeholders by describing and forecasting the supply and demand of the changing nursing workforce in Texas.</p> <p>Dr. Poster made a motion that the vision statement be adopted. Ms. Merritt seconded the motion. The motion passed unanimously. Ms. Merritt made a motion that the mission statement be adopted. Dr. McBride seconded the motion. The motion passed unanimously.</p>

<p>Communications Plan</p>	<p>At the August meeting of the NWDAC, discussion was held on the communications plan for the TxCNWS and NWDAC. Comments have been incorporated, and the committee was asked whether further changes were in order.</p> <p>While there was agreement that the Legislature intended to have the Center be the state’s key resource on nursing data and the NWDAC as the logical forum to discuss nursing workforce issues, there was reluctance to diminish the roles that other key stakeholders play in these realms. Therefore qualifying adjectives such as “the most” were removed. Dr. McBride moved that the last objective be modified to read “Actively promote the NWDAC as an appropriate forum for discussing nursing workforce issues and developing recommendations for solutions to the nursing shortage in Texas.” Robin Hayes seconded the motion, and it passed unanimously.</p> <p>Dr. Abel made additional editorial suggestions to ensure that the vision and mission statements were congruent with the communications plan, e.g. removing the word “general” before public, changing the word “audiences” to “stakeholders”, etc. Dr. McBride felt that the action plan section lacked reference to the types of activities the hospital subcommittee is doing to bring target survey respondents into the development process with the goal of increasing data validity. Ms. Boston will add a statement in the action plan to reflect Dr. McBride’s recommendation. Ms. Batcheller moved that the Communications Plan be accepted with the modifications discussed today. Ms. Jordan seconded the motion. The motion passed unanimously.</p> <p>At the end of the meeting, Ms. Batcheller started a discussion about additional ways to get the information products of the Center and the NWDAC disseminated. Dr. Green indicated that NWDAC members are expected to take information back to the groups they represent and help to create dialogs. Ms. Jordan suggested that a template of ways to share the work of this group be developed. Dr. Starck recommended that this be added as a section in the communications plan. Dr. McBride suggested Power Point presentations summarizing findings in reports be prepared and added to the website when reports are posted. Ms. Jordan stated that she would love to see every hospital vice president sharing these presentations with their boards.</p>
<p>Name Change for NWDAC</p>	<p>Dr. Starck stated that the name change for the Center that occurred last meeting had precipitated some discussion that the Committee’s name should also be changed. She proposed that the name of the NWDAC be changed to Texas Center for Nursing Workforce</p>

	<p>Studies Advisory Committee. Staff checked with legal counsel, and there was no problem with doing so. Dr. Poster made the motion to change the name of the committee to the Texas Center for Nursing Workforce Studies Advisory Committee. Ms. Carlin seconded the motion. Ms. Sjoberg asked whether we could use the term Council rather than Committee. Dr. Gunn checked with legal counsel during the meeting, and it was determined that it was not possible to use the word “council” but it was possible to change it to the Texas Center for Nursing Workforce Studies Advisory Committee. The motion passed unanimously.</p>
<p>Update Report from Hospital Nurse Staffing Subcommittee</p>	<p>Dr. McBride presented an update on the work of the subcommittee she co-chairs with Ms. Hammon. An evaluation of the survey was administered to CNOs across the state last summer. The results were analyzed using two methodologies, means and percent disagree, and comments were captured from the evaluators. On the basis of the evaluation the subcommittee recommended several actions:</p> <ol style="list-style-type: none"> 1. Shorten the survey by removing competency related questions to be administered in a separate survey. Thus, this survey would focus on supply and demand assessment only. Dr. Kishi would work with Texas Nurses Association’s Competency Taskforce to develop a different survey on nurse competency issues in hospitals. 2. Add two questions on hospitals’ use of foreign-educated nurses. 3. Add a text field asking respondents to describe any shifting of tasks from RNs to LVNs. 4. Add two items to the list of possible repercussions hospitals may be experiencing due to a shortage of RNs. <p>Dr. McBride then went over the list of questions in the survey, pointing out the competency related questions that the subcommittee recommended deleting from this particular survey, and the new questions the subcommittee recommended adding. Dr. Poster requested that the word “trained” be replaced with the word “educated” in relation to foreign nurses and the group concurred. Ms. Batcheller, who personally participated in the evaluation, supported shortening the survey and offered to participate in beta-testing the electronic version. Dr. Green noted that the competency questions are more subjective and the supply and demand questions more objective. Ms. Jordan expressed her concern that the competency survey needs to be completed and ready for sharing with legislators prior to the next session, anticipating that competency will be a big point of discussion in the Board of Nurse Examiner’s sunset review.</p> <p>Ms. Sjoberg stated that she believed the hospitals will be much</p>

happier to complete two shorter surveys rather than one long survey, and the group concurred. Ms. Jordan shared more about the taskforce established by the Texas Nurses Association (TNA) to look at tying competency assessment/certification to re-licensure. The group has been working for two years and their recommendations for a multi-phased on-line portfolio approach has been endorsed by the TNA Board. They have looked at things to include in the portfolio including practice testing, certification and context of practice. They have also looked at continuing education in the context of the Citizen's Advocacy Center's recommendations that continuing education be brought to a level where competency is measured. Dr. McBride suggested that the TNA taskforce (of which she is a member) could be utilized to further refine and develop competency based survey questions.

Dr. Poster reported on the work being done by nursing schools in the Dallas/Ft. Worth metroplex on ways to assess the competency of new graduates, with the goal of narrowing the gap between graduation and the skill-sets needed for entry-level nurses.

Dr. Green shared an update on a National Science Foundation grant that Texas Tech has in partnership with Austin Community College to look at competency tracking. She remarked on the synergy that exists with all of the competency assessment initiatives occurring in the state right now.

The Hospital Nurse Staffing Subcommittee moved that the competency questions be separated out from the Texas Hospital Nurse Staffing Survey and be used as a basis for further development work by the TNA taskforce, leaving the Texas Hospital Nurse Staffing Survey focused solely on demand issues. No second was required. The motion passed unanimously.

Dr. McBride then asked the NWDAC to consider the subcommittee's second recommendation: to add two questions in relation to foreign-educated nurses. A long discussion ensued about foreign-educated nurse issues. It was noted that the HRSA supply model includes data about foreign-educated nurses. It was decided to add a line item for foreign-educated nurses into the table collecting current percentages and preferred change by nurse type. The subcommittee was empowered to make additional changes on this topic as they deem fit.

The NWDAC discussed the subcommittee's third recommendation to add a text field to collect brief descriptions on any shifting of tasks from RNs to LVNs. Ms. Sjoberg discussed the passage of SB

	<p>1000 in the last legislative session providing for an LVN scope of practice rather than a title act. SB 1000 clarified that LVNs can only do focused assessments rather than comprehensive assessments. Since the changes to the law became effective 5/1/05, Ms. Sjoberg was concerned that the question will be confusing since it begins with the phrase “in the past several years.” A long discussion ensued about the likelihood of getting good information on this question given the legalities involved. It was decided to add a line item for LVNs into the table collecting current percentages and preferred change by nurse type. Whether to keep the text field question on shifting of tasks was not resolved. However, the subcommittee was empowered to make additional changes on this topic as they deem fit.</p> <p>The NWDAC discussed the subcommittee’s final recommendation to add to the list of possible repercussions to the shortage: declaration of safe harbor and physician dissatisfaction. On the latter, it was decided to reword the physician dissatisfaction item to “decreased physician satisfaction.”</p> <p>The Hospital Nurse Staffing Subcommittee moved that declaration of safe harbor and decreased physician satisfaction be added to the list of possible repercussions in the survey. No second was required. The motion passed unanimously.</p> <p>Dr. McBride reported that the subcommittee had also looked at whether to change the expansion of beds question included in the Annual Survey of Hospitals. The intent of this question was to anticipate nursing demand based on planned expansion of facilities. The subcommittee recommended no changes other than shifting forward the dates.</p> <p>The Hospital Nurse Staffing Subcommittee moved no changes in the Expansion of Beds questions developed for the Annual Hospital Survey administered by the Hospital Data Section in the Health Provider Resources Unit be included again in the 2006 survey. No second was required. The motion passed unanimously.</p> <p>Dr. Green thanked the committee for its work and suggested that a survey for the long-term care arena be developed next.</p>
<p>Report on TxCNWS Activities</p>	<p>Dr. Kishi directed the committee to a written report on TxCNWS activities. Dr. Starck remarked on how busy and involved Center staff has been.</p> <p>Dr. Kishi next directed the committee to a document listing most of</p>

	<p>the bills from the 79th Texas Legislature that impacted nursing. Dr. Starck stated that at the last Deans and Directors of Schools of Nursing meeting that it was suggested that someone needed to be tracking the impact of these bills. The committee discussed the role of NWDAC vs leaving this up to the responsible entity named by the legislature. Ms. Carlin stated that those bills assigned to the Higher Education Coordinating Board were in the rules-writing stage. It was noted that some bills may take years to have impact. There was some consensus that the only legislation worthy of special follow-up by the NWDAC were those related to supply and demand (such as what TCNWS and THECB need to do in SB 132). However, it was decided to have subcommittees look at what information would be useful for assessing the impact of all bills that passed last session on nursing issues and report back at the next NWDAC meeting. The subcommittees are as follows:</p> <ul style="list-style-type: none"> • Donna Carlin: lead of group where THECB is listed as responsible entity <ul style="list-style-type: none"> ○ Members: Marla Cottenoir, Elizabeth Abel, Alexia Green • Kathy Thomas: lead of group where BNE is listed as responsible entity <ul style="list-style-type: none"> ○ Members: Elizabeth Poster, Jackie Morgan, Thelma Davis and Kathryn Griffin • Pat Starck: lead of group where SHCC is listed as responsible entity <ul style="list-style-type: none"> ○ Members: Clair Jordan, Pearl Merritt, Susan McBride • Clair Jordan: lead of group for legislation on Safe Patient Handling <ul style="list-style-type: none"> ○ Members: Elizabeth Sjoberg, Robin Hayes, Joyce Batcheller <p>It was decided not to amend the TxCNWS Operation Plan in light of the new projects explored today (Hospital Nurse Competency Study and Impact of Nursing-Related Bills from the 79th Legislature) at this time.</p> <p>Finally Dr. Kishi pointed out two reports she developed and included in the member's briefing books: one summarizing a presentation by Dr. Buerhaus at the UT School of Nursing in September, and one on an international think tank meeting on the impact of global nurse migration on health service delivery.</p>
<p>Future Meeting Dates for NWDAC</p>	<p>January 18, 2006 May 24, 2006 September 13, 2006</p>

	November 15, 2006
Agenda Items for January 18, 2006 Meeting	<ul style="list-style-type: none"> • Report of the 2004 Career Fulfillment Survey, presented by Dr. Carol Reineck • Update report from SHCC on SB 45 • Update report from the Health Professions Resource Center on the recruitment and retention of physician assistants and advanced practice nurses in small, rural communities in Texas • Update report on TxCNWS activities (including work in relation to SB 132 on supply and demand projections) • System for tracking impact of recent legislation • Update from the THECB on SB 132 (increasing graduation rates) • Report on the Texas Doctorate in Nursing Practice Roadmap taskforce
Public Comment	There was no public comment.
Adjournment	The meeting adjourned at 1:30 pm.

Minutes Approved:



Patricia L. Starck, DSN, RN, FAAN



Alexia Green, PhD, RN, FAAN