

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

Minutes of Meeting Held September 9, 2009  
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

Richard Beard, RN, BS, CMSRN, Co-Chair  
Donna Carlin, MSN, RN  
Jennifer Cook, PhD, MBA, RN  
M'Lissa Edwards, LVN  
Kathryn Griffin MSN, RN, NEA-BC  
Rachel Hammond, RN  
Clair Jordan, MSN, RN  
Susan McBride, PhD, RN  
Bob McPherson, MA  
Pearl Merritt, Ed.D, MSN, MS, RN  
Jackolyn Morgan, MSN, RN  
Elizabeth Poster, PhD, RN, FAAN  
Carol Reineck, PhD, RN, CCRN, CNAA-BC  
Kathy Thomas, MN, RN

Members Absent

Alexia Green, PhD, RN, FAAN, Excused  
Joyce Batcheller, RN, MSN, NEA-BC, Excused  
Marla K. Cottenoir, MSN, RN, Excused  
Robin Hayes, RN, Excused  
Elizabeth Sjoberg, JD, RN, Excused  
Lisa Taylor, PhD, RN, CNS, FNP, Excused

Staff Present

Aileen Kishi, PhD, RN, Program Director, TCNWS  
Pamela L. Wiebusch, Program Specialist, TCNWS  
Michelle Kim, Research & Statistics Tech, TCNWS  
Bruce Gunn, PhD, Manager, HPRB  
Bobby Schmidt, SHCC

Public Present

Sharon Johnson, Representing Elizabeth Sjoberg, JD, RN  
Chris Fowler, THECB  
Linda Wiegman, Legal Counsel  
Suzanne Pickens, THECB  
Mary Beth Thomas, PhD, RN, Director of Nursing Practice and Education  
Paul Waller, PhD, RN, Nursing Consultant for Education  
Virginia Ayers, MSN, RN, Nursing Consultant for Education  
Janice Hooper, PhD, RN, Nursing Consultant for Education  
Robin Caldwell, PhD, RN, Nursing Consultant for Education  
Rebecca Lewinsky, RN

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1. Welcome and Introductions	Mr. Richard Beard called the meeting to order at 10:20 a.m. He welcomed the committee, staff and public present, all of whom introduced themselves. Mr. Beard made several administrative announcements.
2. Establish Quorum and Approval of Excused Absences	<b>A motion was made by Ms. Rachel Hammond and seconded by Dr. Elizabeth Poster to approve requests for excused absences from Alexia Green, Joyce Batcheller, Marla Cottenoir, Robin Hayes, Elizabeth Sjoberg and Lisa Taylor. The motion carried.</b>
Quorum Attained	A quorum of members was present; hence the committee was able to take action at this meeting.
3. Review of September 9, 2009 Agenda	The agenda was reviewed and re-ordered the agenda item #8 (2009 RN and VN NEPIS and CANEP surveys) after the agenda item #6 (HB3961).
4. Approval of Minutes for February 26, 2009 Teleconference Meeting	<b>A motion was made by Dr. Pearl Merritt and seconded by Dr. Jennifer Cook to adopt the minutes of the February 26, 2009 teleconference meeting. The motion carried.</b>
5. Appointment of New Advisory Committee Members	<p>Dr. Aileen Kishi presented some background information on the two vacant advisory committee positions.</p> <ul style="list-style-type: none"> <li>• Dr. Carol Reineck is resigning from the advisory committee and recommendations on the two vacant advisory committee positions were received from several committee members.</li> <li>• Ms. Wiegman, Legal Counsel, had reviewed the statutes to determine if the educator of nurses needs to come from academia. Ms. Linda Wiegman indicated that the statutes do not stipulate the setting where the educator of nurses needs to come from. The co-chairs and staff came to a consensus that the vacant educator of nurses position should be filled with someone who functions as an educator of nurses in the practice arena.</li> <li>• A committee member recommended Gail Acuna, the director of workforce development for the St. David’s HealthCare System. The co-chairs directed Dr. Kishi to contact Ms. Acuna who indicated her interest in serving on this advisory committee.</li> <li>• The co-chairs recommended Dr. Patti Hamilton, a professor and dean of graduate studies at Midwestern State University in Wichita Falls. She was contacted, and she indicated her interest in serving on this advisory committee.</li> <li>• The committee members reviewed resumes for Ms. Gail Acuna and Dr.</li> </ul>

	<p>Patti Hamilton.</p> <p><b>A motion was made by Dr. Elizabeth Poster and seconded by Ms. Donna Carlin to ratify these appointments. The motion carried.</b></p>
<p>6. Discussion of HB 3961 – Aileen Kishi and Linda Wiegman</p>	<p>Dr. Aileen Kishi provided an update on the implementation of HB 3961 which requires that a research study be done to determine if the graduates of a clinical competency assessment program (e.g. Excelsior program) are substantially equivalent to the graduates of supervised clinical learning experiences programs in terms of clinical judgments and behaviors.</p> <ul style="list-style-type: none"> <li>• DSHS is currently contacting all the designated organizations to select a representative to serve on the Selection Committee. In regard to the representatives from the Center for Nursing Workforce Studies’ (CNWS) Advisory Committee, the nurse researcher representative and chair of the Selection Committee will be chosen at today’s meeting.</li> <li>• According to HB 3961, the Advisory Committee for the Center for Nursing Workforce Studies (CNWS) will serve as the oversight committee for the study. CNWS will be responsible for the implementation of the study and for the writing of the report that will also include a research abstract prepared by the independent researcher.</li> <li>• DSHS and the Center for Nursing Workforce Studies (CNWS) are currently looking for funding sources to fund the research project. CNWS is very interested and willing to implement this important research project, but this can only be done to the extent that funding is available. The Board of Nursing, the Texas Higher Education Coordinating Board and the National Council of State Boards of Nursing (NCSBN) have been contacted. Ms. Kathy Thomas from the Board of Nursing provided information regarding a directive from Senator Ogden and other legislators to not increase nurses’ licensing renewal fees. The NCSBN indicated that a research design, among other information, is needed in order to apply for and successfully receive a \$300,000 grant. DSHS and the CNWS are continuing to look for other sources of funding.</li> </ul> <p><b>Dr. Elizabeth Poster was nominated and elected by all committee members present to serve as the chair of the selection committee.</b></p> <p><b>A motion was made by Dr. Susan McBride and seconded by Dr. Pearl Merritt to appoint Dr. Patti Hamilton as nurse researcher representative to the Selection Committee. The motion carried.</b></p>
<p>7. Progress Report, Review and Discussion on 2009 RN and VN Nursing Educational Programs’ Information Survey (NEPIS) and Compliance Audit of Nursing Education Programs (CANEP) - Pamela Wiebusch and Aileen Kishi</p>	<p>Dr. Aileen Kishi introduced the following BON staff members who were present to respond and discuss the 2009 RN and VN NEPIS and CANEP surveys with advisory committee members:</p> <ul style="list-style-type: none"> <li>• Mary Beth Thomas, PhD, RN, Director of Nursing Practice and Education</li> <li>• Virginia Ayars, MSN, RN, Nursing Consultant for Education</li> <li>• Robin Caldwell, PhD, RN, Nursing Consultant for Education</li> <li>• Janice Hooper, PhD, RN, Nursing Consultant for Education</li> <li>• Paul Waller, PhD, RN, Nursing Consultant for Education</li> </ul> <p>Ms. Pamela Wiebusch updated the advisory committee on the process used by TCNWS and BON staff in the review and revision of the survey instruments and instructions. She also went over the timelines for distribution, follow-up for</p>

	<p>clarification, data analysis and reporting of findings.</p> <p>There was a discussion among committee members about whether demographic questions for graduates should be included in RN/VN NEPIS. Dr. Kishi explained that the Coordinating Board collects demographic data on graduates, and Dr. Mary Beth Thomas from the BON mentioned that it is important to collaborate and try not to collect duplicate data. Also, there was discussion about confusion on definitions of certain terms, reporting period, and issues between programs and program tracks.</p> <p>The advisory committee decided to call a meeting to discuss more in detail about the concerns that came up. Clair Jordan, Donna Carlin, Bob McPherson, Jim Willman, BON staff and TCNWS staff will participate in the meeting to discuss RN/VN NEPIS instruments.</p>
<p><b>8. Discussion of 2010 Texas Hospital Nurse Staffing Survey (HNSS)</b></p>	<p>Ms. Pamela Wiebusch updated the advisory committee on the 2010 Hospital Nurse Staffing Survey. She asked the committee to consider appointment of a HNSS Task Force that will include advisory committee members as well as representatives from hospitals in all the regional areas of Texas. She also informed the committee that the Task Force can help in providing guidance and feedback in the revision of the survey instrument and strategies to use in increasing participation in the study, marketing the study, and assist with contacting their constituents to encourage them to respond to the survey.</p> <p>Dr. Aileen Kishi announced that the co-chairs would like to appoint Ms. Elizabeth Sjoberg and Dr. Susan McBride to serve as advisory committee representatives on this Task Force. Ms. Sjoberg has agreed to serve as chair of this Task Force, and Dr. McBride has agreed to serve as advisory committee representative on the Task Force.</p> <p>There was discussion among committee members as to who would serve as representatives of the Task Force from different areas in Texas. TCNWS staff will contact the recommended individuals to see if they would be willing to serve on the Task Force.</p>
<p><b>9. Discussion and Possible Approval of TCNWS Operations Plan for January 2010 – December 2011</b></p>	<p>Dr. Aileen Kishi presented the proposed Operations Plan for January 2010-December 2011.</p> <p>There was discussion among committee members on a new supply and demand model.</p> <p>Dr. Kishi informed the committee members on the national minimum dataset which was discussed more in detail in agenda item #12.</p> <p><b>A motion was made by Ms. Clair Jordan and seconded by Mr. Bob McPherson to approve TCNWS Operations Plan for January 2010-December 2011. The motion carried.</b></p>
<p><b>10. Discussion of the 81<sup>st</sup> Legislative Session – Clair Jordan, Donna Carlin, Chris Fowler,</b></p>	<p>Ms. Chris Fowler, Ms. Donna Carlin and Ms. Clair Jordan gave a presentation on the nursing legislation that passed in the 81<sup>st</sup> Legislative Session.</p> <p>Ms. Chris Fowler focused on the money appropriated to the Coordinating Board to distribute in the next two years (\$63 million).</p>

Aileen Kishi

- The largest program is the professional nursing shortage reduction program which received significant increase (238%) in funding for the upcoming biennium. The funds are available to all nursing programs under the professional nursing shortage reduction program and are divided into two distinct programs. \$15 million will be distributed to programs that increase their total number of graduates from one year to the next per capita amount for additional students (old money). New money will be distributed to programs with increase in enrollments or graduates in the initial licensure nursing programs. \$30 million will be distributed based on the graduation rate (specifically the 2008 graduation rate reported to the legislature during the last session). Those schools with graduation rates of 70% and above are eligible for \$20.5 million worth of funds based on the increases in enrollment. Schools must agree to increase their initial licensure enrollments by 12% in this academic year and an additional 6% in the following academic year to be eligible. They will receive \$10,000 per new enrollee per year. The money is already being calculated for these schools, and there are six schools that did not apply. Those schools with graduation rates below the state average or no calculated graduation rates (new programs) are eligible for \$10 million, based on the increase in graduates. Schools can set their own target and will be eligible to receive \$10,000-20,000 for each projected new graduate depending on the program length. Money will be distributed some time in September.
- The last legislation created a grant program that promotes Hospital based nursing education programs where the hospitals will apply for funds and receive grants in partnership with nursing programs. It was not funded last year but this year it got \$5 million. The state and federal hospitals are not eligible to apply. The grant supports associate, baccalaureate, and masters nurse education programs. It will most likely be a 2-3 year program, and it will be awarded in April of this year. Rules and requests for applications are being revised and will be presented at the October board meeting.
- Another source of funding is the Nursing Innovation Grant Program, and the focus of this grant is in each of the Texas' 7 regions with one grant application per region under the lead nursing program. The application should address one of the strategies under the strategic plan for the state and strategies focused on partnership and sharing limited resources, sharing curriculum and faculty. They are expecting to award 2 or 3 year grants. The maximum amount for the 3 year grant will be \$1.3 million. The RFP should be out in December, applications are due in March, and the board will award grants in July.
- The Coordinating Board also administers the Minority Health Grant Program. Public and private 4 year institutions can apply in partnership with a variety of entities including community colleges and hospitals. The project will address educational pipelines for Hispanics and African Americans. This is an opportunity for nursing education program to receive funds to enhance the diversity of enrollments and graduates. The RFPs will be out in September, applications are due in December, and the board will award grants in April.

Ms. Donna Carlin gave a presentation on two bills from this legislative session related to higher education, HB2504 and HB3189. HB2504 requires a public institution of higher education to establish uniform standards for publishing cost of attendance information, to conduct student course evaluations of faculty, and to

	<p>make certain information available on the Internet. It requires publication of core programs' lesson plans, syllabi, content class meetings, faculty CVs, required reading list, cost of class, and opportunity for work-study for courses for all institutions of higher education other than Health Related Institutions. HB4189 requires all new students including transfer students who live on campus to provide proof of meningitis vaccination 10 days prior to taking up residence in dormitories.</p> <p>Ms. Clair Jordan also gave a presentation on the 81<sup>st</sup> Legislative Session. She mentioned that there was a decline in the number of bills. 19.7% of the 14,000 bills filed were passed. She pointed out that nurse staffing was a big issue. SB476 mandated staffing plans, enlargement on what the staffing rules require, and prohibition of mandatory over-time. She also mentioned that two of the fixed ratio bills did not pass: SB 1000 and HB1489.</p>
<p><b>11. Report on Appropriation of Funds for TCNWS – Bruce Gunn</b></p>	<p>Dr. Bruce Gunn presented a report on appropriation of funds for the Center for Nursing Workforce Studies. He reported that there is an interagency contract between BON and DSHS totaling \$730,000: \$365,000 for the fiscal year 2010 and another \$365,000 for the fiscal year 2011. In the past the center received funding through the LAR process and the money was appropriated to DSHS with CNWS receiving \$234,000 a year. An effort to increase that funding was not successful in the past. This year, interagency contract with BON will allow the money from their operating funds to be given directly to DSHS for the sole purpose of CNWS activities. As of now, the agreement is being reviewed by DSHS' legal department, and the first installment of funds anticipated to start on September 15, 2009 and will continue through August, 2011.</p>
<p><b>12. Report on TCNWS Activities – Aileen Kishi</b></p>	<p>Dr. Aileen Kishi gave a report on the National Minimum Data Set Project. The process involved collecting nurse workforce data from different states, reviewing, and discussing at annual business meetings and work groups as well as getting feedback from nursing and healthcare agencies at the national and state levels to establish standardized nurse supply, demand, and education datasets to be collected by each state as part of a larger effort to effectively quantify and address the country's critical nursing shortage.</p> <ul style="list-style-type: none"> <li>• The final draft of the dataset has been approved by the Executive Steering Committee for the National Forum of Nursing Workforce Centers at the July meeting.</li> <li>• The Steering Committee had a teleconference meeting yesterday to discuss the next step in the implementation and the development of the national minimum data set project.</li> <li>• Dr. Susan McBride brought forth a discussion about national aggregate data being available for public use. Dr. Aileen Kishi mentioned that this would be an issue to discuss at the meeting with the directors of nursing workforce centers in January. She also informed the committee about the National Forum of National Workforce Centers conference that will be held on June 9-11, 2010 in Dearborn, Michigan.</li> <li>• Dr. Kishi introduced Michelle Kim, Research and Statistics Technician, who is helping the CNWS and announced Pamela Wiebusch's promotion to Program Specialist IV. She also informed the committee about two vacant positions at the CNWS, Program Specialist IV and Research Specialist V positions. The Research Specialist V position which was upgraded from Pamela Wiebusch's former position will oversee applications for grants and contracts, perform highly advanced statistical</li> </ul>

	<p>research work, will serve as project/research manager, will assist in development of strategic plans, work closely with advisory groups, legislators, planners, agencies and other stakeholders. Dr. Aileen Kishi asked the committee to help advertise both positions and encourage well qualified candidates to apply.</p>
<p><b>13. Report from the Statewide Health Coordinating Council</b></p>	<p>Mr. Bobby Schmidt gave a report from the Statewide Health Coordinating Council. He updated the committee about the planning process for the 2011-2016 State Health Plan. The committee members of the state plan development committee, other members of SHCC, members of this advisory committee, and other stakeholders met in July and decided that this year's plan will be split up into 5 sections and a section with the recommendations to the legislature. The 5 sections will be the Demographic review of population trends in Texas in general, Demographic review of Texas health professions workforce including Nursing Workforce, Access to healthcare, Technology, Prevention and education. And the final section will be recommendations made from each of those work groups. The works groups will be a small group format and look at the current status of each of these sections, future directions, and recommendations or issues, ideas and innovations. The plan to schedule a statewide symposium did not work out so the council tentatively rescheduled this in coordination with advisory committee and SHCC council meeting in January to be held at the JJ Pickle Research Center on January 22, 2010. The council is inviting all stakeholders to help in the formation of the State Health Plan, have the draft ready for the council to look at in April, set up a 30-day period for public comment and any additional input, get final approval at the July, 2010 meeting, and get it to the governor in November, 2010.</p> <p>Mr. Schmidt also informed the committee about the Texas Public Health Associations' annual educational conference to be held in South Padre Island from April 21-23, 2010. Main topics will focus on border issues with regard to global health, disaster, access to care, workforce issues, geriatric, accreditation and also on a national move to mandate accreditation of local health departments. This conference will be followed by the Texas Health Policy forum to help bring educators and public health officials and policy makers together.</p>
<p><b>14. Report from the Texas Higher Education Coordinating Board— Donna Carlin and Chris Fowler</b></p>	<p>Ms. Donna Carlin and Ms. Chris Fowler gave an update on behalf of the Texas Higher Education Coordinating Board.</p> <p>Ms. Chris Fowler reported that the advisory committee on RN Nursing Education was established last year to reach state's higher education goals: increase in capacity, retention success, excellence and research. She informed the committee about the subcommittees of this advisory committee aligned with these goals and invited anyone interested to participate in the work.</p> <ul style="list-style-type: none"> <li>• She announced the chairs for the subcommittees: Barbara Cordell is serving as the subcommittee chair for Capacity (increase number of students enrolled in nursing education to meet the demand), Pat Allen at Texas Tech University and Mary Beth Thomas at Board of Nursing for retention, Beth Mancini at UT Arlington for research (grants currently awarded through nursing innovation grant), and Eileen Curl at Lamar University for excellence (accreditation). She also updated the committee on the ACORN advisory committee's previous accomplishments such as improving curriculum and redesigning nursing education.</li> <li>• Their focus at this point includes some housekeeping issues such as</li> </ul>

	<p>redeveloping the website for nursing education and analysis on graduation rate.</p> <p>Ms. Donna Carlin updated the committee regarding the new Coordinating Board policy for approval of baccalaureate and graduate programs. In the past, new programs had to submit a proposal and receive prior approval. With the new policy, prior approval is not required for programs that cost below \$2 million with the exception of the doctoral programs.</p> <p>Ms. Fowler reported on the Doctorate in Nursing Practice (DNP) programs. She informed the committee that the Coordinating Board asks all public institutions to provide basic information on their doctoral programs to ensure the quality of these programs by making this information public.</p> <p>The committee discussed whether the Coordinating Board will look at how the graduate utilizes the knowledge afterwards. Ms. Fowler responded that the Coordinating Board is focusing more on the content and the type of outcome that comes out of the program but not necessarily on practice. She also mentioned that the Coordinating Board is in the process of developing an evaluation component to all programs where all programs are evaluated on set criteria. However, they may not be as far reaching as going to the employers to determine the quality of their practice.</p> <p>There was a discussion among committee members on the importance of collecting data on where DNP graduates are going and what they are doing post-graduation especially on how much of their time goes towards teaching.</p> <p>Dr. Susan McBride brought forth a discussion on how the qualified applicants are turned down at one school are not able to find an opening at another school. Ms. Fowler mentioned that the development of an application center that has been tested in West Texas could be expanded statewide to reduce the number of good students falling through the cracks and not finding openings elsewhere if they had been turned down at one particular school.</p>
<p><b>15. Report from Texas Team – Aileen Kishi</b></p>	<p>Dr. Aileen Kishi gave a report from the Texas Team. The Advisory committee has been working on the implementation of the statewide strategic plan to increase capacity in professional nursing programs. The focus was to get all the nursing programs throughout Texas’ 7 regions to work in collaboration via webinars and other means. She also informed the committee about the \$1 million grant from the Texas Workforce Commission that was used to jump-start these regional activities. The team has been working on setting up the infrastructures and informing schools about this and deciding what kind of project the regions are going to work on to apply for this grant funding. Dr. Alexia Green and her staff at the Texas Tech Health Science Center took the lead role in getting this grant set up. This has officially been implemented as of September 9, 2009 and 6 grants were awarded so far and two of the regions are working on something similar.</p> <p>There was a discussion on individual schools and schools in the 7 regions working on targeted goals to produce more graduates to meet future healthcare demand needs. Dr. Kishi informed the committee about the deadline for submitting these targeted goals.</p>

<b>16. Future 2010 Meeting Dates for TCNWS Advisory Committee</b>	<ul style="list-style-type: none"> <li>• January 20, 2010</li> <li>• April 14, 2010</li> <li>• July 14, 2010</li> <li>• October 13, 2010</li> </ul>
<b>17. Agenda Items for Next TCNWS Advisory Committee Meeting</b>	<p>There was a discussion among the committee members on possible agenda items for the next TCNWS Advisory Committee meeting.</p> <ul style="list-style-type: none"> <li>• Hi-tech grants</li> <li>• Lack of Nurse Practitioner data</li> <li>• Access to care</li> <li>• Claims data through TMHP</li> <li>• Baselines and targets statewide by regions</li> </ul>
<b>18. Public Comment</b>	<p>Ms. Rebecca Lewinsky expressed concerns about the North Texas region's TWC grant proposal for clinical placement software being exclusive to professional nursing programs and there will be potential for the vocational nursing programs in the region not being able to find acute care clinical placement for their students. There was discussion that the TWC grants were designed to provide start-up funding for a regional project to increase capacity in professional nursing programs. Thus, the grant proposal is designed to develop a regional process for clinical placement first with professional nursing students. Once the software program and process has been developed and implemented, it has the potential of being used for both professional and vocational nursing programs after the grant funded project is completed. Ms. Lewinsky was encouraged to continue her discussion of this issue with the nursing programs in the North Texas region who are involved in this project.</p>
<b>19. Adjourn</b>	<p>The meeting was adjourned at 3:00 PM.</p>