

Texas Statewide Health Coordinating Council

Center for Nursing Workforce Studies Advisory Committee

Minutes of Meeting Held May 24, 2006
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
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, PhD, RN
Robert McPherson, MA
Jackolyn Morgan, MSN, RN
Thalia Munoz, MS, RN
Elizabeth Poster, PhD, RN, FAAN
Carol Reineck, PhD, RN, CCRN, CNAA-BC
Elizabeth Sjoberg, JD, RN
Katherine Thomas, MN, RN
Poldi Tschirch, PhD, RN

Members Absent

Alexia Green, PhD, RN, FAAN, Co-Chair, excused
Rachel Hammon, RN, excused
Pearl E. Merritt, Ed.D, MSN, MS, RN, excused

Staff Present

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

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Welcome and Introductions	<p>Drs. Patricia Starck co-chair of the Texas Center for Nursing Workforce Studies Advisory Committee (TCNWSAC) called the meeting to order at 10:00 a.m.</p> <p>CNWSAC members, staff and audience introduced themselves.</p>
Establish Quorum and Approval of Excused Absences	<p>A motion was made by Elizabeth Sjoberg and seconded by Carol Reineck to approve requests for excused absences for today from Alexia Green (co-chair), Rachel Hammond and Pearl Merritt. The motion carried.</p>
Quorum Attained	<p>A quorum of members was present; hence the committee was able to take actions at this meeting.</p>
Review of January 18, 2006 Agenda	<p>The agenda was reviewed and was reordered by Dr. Starck to accommodate schedules.</p>
Approval of Minutes of November 16, 2005 Meeting	<p>The minutes from the meeting of January 18, 2006 were reviewed. No changes or corrections were requested.</p> <p>A motion was made by Elizabeth Poster and seconded by Thalia Munoz to adopt the minutes of the meeting. The motion passed unanimously.</p>
Update Report form the Statewide Health Coordinating Council (SHCC) – Connie Turney	<p>Connie was unable to attend the meeting. Therefore, this agenda item was moved to the September meeting.</p>
Update Report on the Study to Increase RN Graduates – Chris Fowler	<p>Chris Fowler from the Texas Higher Education Coordinating Board gave an update report on the work completed so far by the Committee to Increase RN Graduates. Pat Starck asked if any other studies had been done in other disciplines to which Chris replied that as far as she knew, nursing was the first. Carol Reineck asked whether the graduating “on-time” data took into account students who were attending school part-time. Chris said that their definition of “on-time graduates” only included full-time students. Carol Reineck suggested that this be an area for study in the</p>

	<p>future. Chris Fowler stated that she understood from the Committee to Increase RN Graduates that there were not many part-time programs. Pat Starck asked whether a student who enrolled in 2003 could graduate in 2004. Chris Fowler answered that yes they could if they were LVN-RN students. Elizabeth Poster asked what the definition of a health-related institution was and Chris answered that they were the health science centers. Bob McPherson suggested that we look at the definition of persistence rates in order to develop some consensus. When looking at the graduation rates by financial aid status, Marla Cottenoir said that Community College students could not apply for financial aid after a certain amount of time. Chris Fowler replied that they had just looked to see if the student had had financial aid at one point. Pat Starck asked about programs that are longer than 4 semesters. She stated that in her study they let the directors tell them when the expected graduation date was for their students. Carol Reineck stated that the data are affected by students taking a leave of absence for reserve and active forces, to which Chris Fowler replied that she did not think they had any way to identify those students. Pat Starck asked if the study took into account students who began at one school and finished at another. Chris Fowler said that it did not. Joyce Batcheller asked if they were going to look at differences between high performers and low performers. Chris Fowler stated that they were doing that right now. Clair Jordan asked if the Committee could compare the results with other health professions such as dental hygiene. Chris Fowler said that that was a possibility.</p>
<p>Update Report from Health Professions Resource Center (HPRC) Regarding HB916: Health Care Delivery System Study – Brian King</p>	<p>The Health Professions Resource Center is currently analyzing data from this study. Data for this update was not available for the May meeting. Therefore, this agenda item was moved to the September meeting.</p>
<p>Report from the Healthcare Information Technology Advisory Committee – Susan McBride</p>	<p>Susan McBride gave a report on the HITAC advisory committee work to date. Dr. McBride stated that the technology subgroup would probably recommend pilot studies, and Donna Carlin asked if she would give an example of a possible pilot study. Susan McBride talked about the Master Patient Index (MPI) and e-prescribing. Elizabeth Poster asked how this ties in with the national TIGER work, but Dr. McBride had not heard of the program. Elizabeth Poster said she would send the information to her. Carol Reineck stated that hospitals were asking about clinical medical errors and the accumulation of technology with training that is lagging behind. Susan McBride said that she did not see the report getting that specific, but that it would probably heavily emphasize medication prescription errors. Carol Reineck stated that there were also problems with electronic medical records (EMRs) prescriptions and billing, and that hospitals were losing money. Dr. McBride said that that problem was with</p>

	<p>implementation and that they have not touched on it yet. Robin Hayes said that some pharmacies, which served the long-term care industry, were using a system called Envoy. She said that she would send information about this system to Susan McBride.</p>
<p>TCNWS' 2005 Financial Report to the Board of Nurse Examiners – Bruce Gunn</p>	<p>Bruce Gunn gave a report on the TCNWS expenditure of funds obtained from the Board of Nurse Examiners. Poldi Tschirch asked if TCNWS was able to capture all of the money from RN licensure this year. Dr. Gunn replied that they are trying to get it all for 2009. Pat Starck remarked that the TCNWS was a very cost effective organization.</p>
<p>Report on the Hospital Nurse Staffing Survey – Aileen Kishi and Nora Douglas</p>	<p>Aileen Kishi gave a report on the Hospital Nurse Staffing Survey.</p> <p>Bob McPherson asked if there was any other source of statewide vacancy and turnover data, to which Dr. Kishi replied that there was not. Susan McBride stated that the Dallas Hospital Council does a little bit of this, but they are having problems with their definitions. Carol Reineck said that there are many different ways to measure turnover and she hopes in the future better ways can be developed. Joyce Batcheller stated that Seton was working on some projections. Dr. Kishi indicated that there was also a one-page expansion of beds survey in which the findings will also be reported.</p> <p>In response to the 292 direct care RNs injured on the job last year, Elizabeth Poster asked if there was a way to identify how they got their injury. Aileen Kishi said that there was not. Elizabeth Poster said that 70% of RNs report having been assaulted and that is with underreporting. She further stated that this makes it harder to bring RNs into certain specialties and that we may want to create a taskforce to study this. Joyce Batcheller said that they do document injuries caused by violence and that they are trying to do some additional training. She stated that it is hard to get health care professionals to think about their own health. Carol Reineck suggested that a bullet be added to the State Health Plan recommendations about this issue. Susan McBride asked if the advisory committee wanted to create a work group to look at this, and Dr. Kishi said there would be time to discuss this later in the agenda. Pat Starck stated that it was commendable that the TCNWS got such a good response rate.</p>
<p>Report on Developing Projections on RNs and New Graduates Needed in Texas – Nora Douglas</p>	<p>Nora Douglas gave a report on the work done to-date for the SB132 report to the 80th legislature entitled, “The Supply of and Demand for Registered Nurses and Nurse Graduates in Texas.” The following comments were made:</p> <ul style="list-style-type: none"> • The committee wants to look at the demand model further to determine how accurate it is for Texas. • Increasing wages will lead to cuts in other areas and will impact workload and work environment. TCNWS needs to be careful about what is said about salaries. • The report needs to reflect “increasing graduates” not “graduation rates.”

	<ul style="list-style-type: none"> • Use TCNWS instead of CNWS needs to be reflected in the report. • Mandatory staffing ratios in other states are impacting on our ability to recruit nurses to Texas. • Need to research what other forecasting models are being used. • Clair Jordan knows the name of the nurse who was involved with the Code Red report. The committee would like to invite this person to speak at the September meeting. • Page 12 of the report, the section entitled, “Annual Wage Growth” – the first paragraph of section discussing the effects of increase RN wage needs to be identified as an assumption of the model.
<p>Report from TCNWS – Aileen Kishi</p> <p>Development of Web-Based System for the Board of Nurse Examiners’ Annual Survey of Nursing Education Programs</p> <p>Process of Review for Drafts of Reports Between TCNWS Advisory Committee Meetings</p>	<p>Aileen Kishi gave a report on the development of a web-based system for the Board of Nurse Examiners’ (BNEs) Annual Survey of Nursing Education Programs, and lead a discussion about the development of work groups to assist the TCNWS with its up and coming reports.</p> <p>When Dr. Kishi asked the committee to write a letter of support for the nursing workforce section of the survey, Pat Starck stated that she would support the TCNWS drafting a letter that members of the advisory committee could sign. Jackolyn Morgan said that she did not mind supporting it. Joyce Batcheller said that it was important to share how we will use the data and that we will share the results with the schools. Donna Carlin asked why we could not just tell the schools that the entire survey was mandatory. Bob McPherson asked whether all of the questions would be together, to which Dr. Kishi replied that yes they would. Bob McPherson asked if salary questions were included in the instrument now. Dr. Kishi replied that yes, the same salary questions as were asked in the previous Increasing RN Graduates Study will be used again. Aileen Kishi will draft a letter of support to send to the educators. Jackolyn Morgan stated that she was interested in turnover of directors of nursing programs. Dr. Kishi said that she thought we could track this now through the BNEs annual survey</p> <p>Two subcommittees were created: a committee to assist with the SB132 report and a committee to assist with the update of the Nursing Education report. The subcommittees were charged with serving as a resource to TCNWS staff as they develop and revise the SB132 report and the Nursing Education Report.</p> <p>SB132 Report – Carol Reineck, Clair Jordan, Susan McBride, Donna Carlin, Elizabeth Sjoberg will serve on this subcommittee and Bob McPherson agreed to serve as a consultant when needed.</p> <p>Nursing Education Report – Pat Starck, Alexia Green, Marla Cottenoir, Elizabeth Poster and Jackolyn Morgan will serve on this subcommittee.</p>

<p>Report from the Advisory Committee Workgroup on Developing Nursing Related Recommendations for the State Health Plan – Alexia Green</p>	<p>Alexia Green was unable to attend the May meeting. Aileen Kishi gave the report in her place. Carol Reineck made a correction to page three, footnote four, “15% to 25% of RNs in TX reported ADD [an increase in] workplace harassment by doctors, patients and other staff.”</p> <p>Poldi Tschirch commented that when she read number seven, “The Texas Higher Education Coordinating Board should encourage the development of regional ‘nursing centers of educational excellence’ to consider redundant tasks performed by educators at individual institutions.” She did not think about doing boring redundant paper work. She thought of innovative curriculum, pooling resources and resource sharing. Elizabeth Poster suggested new wording should go to the task force and Education subcommittee.</p> <p>Susan McBride suggested that page four, number eight, bullet four (b), “improve the quality and effectiveness of care including minimizing patient related errors.” Should be changed to, “minimize errors or patient safety events.”</p> <p>Marla Cottenoir asked what nursing students were included in number eight, bullet two, on page three. Aileen Kishi answered that it was referring to all nursing students. Marla Cottenoir stated that she did not think anyone would be able to stop nursing students from working. Susan McBride said that she thought they had the same issues with providers, who have to check to see if their employees are working other jobs. Elizabeth Sjoberg suggested adding the words “reasonable limits” to this section. Elizabeth Poster said that in the UT system, faculty cannot work more that eight hours over a full workload and there is a form they must fill out. But she did not know whether faculty were truthful or not about their reporting. Pat Starck said that they do not want the legislature to tell nurses they can only work a certain number of hours. Poldi Tschirch suggested adding, “based on available evidence” to this recommendation. She added that the research on this subject is pretty compelling. Marla Cottenoir said we need to be sure students can regulate themselves. Bob McPherson suggested that the recommendation should include the word “encourage”. Pat Starck suggested the task force continue to work on these recommendations. Bob McPherson pointed out that the schools and employers should be working together on this issue. Joyce Batcheller stated that students needed to learn how to balance things (for example, by taking breaks). She included that some people really do have to work. Robin Hayes pointed out that not all students work in a setting involving direct patient care.</p> <p>Donna Carlin said that the Texas Higher Education Coordinating Board should be taken out of number eight, bullet three on page three. Aileen Kishi agreed. Thalia Munoz said she did not know what this bullet was intending to add. Pat Starck suggested adding, “should continue to” before encourage and support. Bob McPherson said that we should really talk about nurse faculty salaries in the recommendations. For him, it would be</p>
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	bullet number one. Pat Starck suggested adding this as a fourth bullet to recommendation number one. Elizabeth Poster suggested that comparisons be made between the service setting and other settings. Carol Reineck said that the salary disparity between these settings needed to be decreased. Bob McPherson added that any additional funds needed to be separate from formula funding.
Update Report on Doctorate in Nursing Practice Programs – Patricia Starck	Patricia Starck gave an update report on the Doctorate of Nursing Practice Programs. When asked about the prescriptive authority of the DNP compared to a nurse practitioner, Pat Starck replied that it would be no different. In the “Road Map to the DNP,” there were four DNP models described. The University of Texas Health Science Center (UTHSC) - Houston will offer the traditional model (BSN+MSN+practice+doctorate with a 46 credit program). Susan McBride said that the PharmD degree had both research and practice to ensure graduates would have the knowledge and training to do research on performance improvement, measuring outcomes, and creating an evidence-based practice. She suggested that the DNP degree should include some research as well. Pat Starck replied that the students will have some research skills from the MSN, but they will get some additional research preparation in evidence-based research and translational research.
Report on the Texas Health Care Policy Council’s Workforce Partnership Subcommittee – Alexia Green	Alexia Green was unable to attend the May meeting. This agenda item was moved to the September meeting.
Public Comment	There was no public comment.
Future Meeting Dates	<ul style="list-style-type: none"> • September 13, 2006 • November 15, 2006
Agenda Items for September 13, 2006 Meeting	<ul style="list-style-type: none"> • Update report from SHCC • Update report from HITAC • Update report from HPRC regarding study on recruitment and retention of health professionals in small, rural communities • Report from the THECB’s Committee to Study Strategies to Increase RN Graduates in Texas • Final Draft Report on the projections of RNs and new graduates needed (SB 132) • Draft Report on the findings of the 2006 Hospital Nurse Staffing Survey and Expansion of Beds Survey • Draft Report on the Demographics and Trends on Professional, Vocational and Advanced Practice Nursing Programs in Texas • Report from the Advisory Committee Workgroup studying the issues and trends on internationally educated nurses licensed in Texas

DRAFT

September 13, 2006 CNWSAC Meeting
Agenda Item 4

	<ul style="list-style-type: none">• Report on “Code Red”
Adjourn	The meeting adjourned at 2:25p.m.

Minutes Approved:

Patricia L. Starck, DSN, RN, FAAN

Alexia Green, PhD, RN, FAAN