

Healthcare Heartbeat

Tennessee's Nursing Workforce News

December/Winter 2004



Tennessee Center for Nursing, Inc.

www.centerfornursing.org

TCN Elects Two Members to Executive Committee: Terri Blevins, President Elect and Judith Stindt, Secretary

Terri Blevins (pictured below), Licensed Practical Nursing program Director at Tennessee Technology Center at Elizabethton was elected as President-Elect during TCN's October board of directors meeting. Previous to her position at TTC, she worked as a Charge Nurse at Carter County Memorial Hospital. Blevins' term will begin in October 2005.



Immediate Past President **Debra Wollaber**, Dean of the College of Health Sciences at Belmont University passed the gavel to **Peggy Strong**, administrator/CNO of

Methodist Extended Care Hospital who will serve as TCN president through October 2005.

Greetings of the Season

*Ann & Valda extend
Holiday Greetings
and every good wish for the
New Year!*

Judith Stindt (pictured below right), was elected secretary and will begin her term immediately. Stindt serves as Director of Care Support Medicine at Baptist Health System in Knoxville.



*Appointments continued on
page 2*

STATEWIDE EDUCATIONAL PLANNING COMMITTEE UPDATE

Meeting the State of Tennessee's nursing workforce needs has as its beginning the assurance of a strong educational system. From the outset the Tennessee Center for Nursing has embraced statewide educational planning as a primary and central part of its mission. The goal is for the Center to be a repository of information and a catalyst for change in nursing education in Tennessee.

Educational mobility of the current workforce has been a primary focus of the Center. The fact that every Tennessee nursing program is accredited either by NLN and/or CCNE and fully approved by the Tennessee Board of Nursing has made it possible to create a comprehensive and excellent educational mobility system based on trust and respect among nursing programs. All BSN programs have agreements in place to accept RNs pursuing the BSN degree without unnecessary placement testing or repeating courses where knowledge has previously been acquired. Soon many BSN and ADN programs will have agreements in place to do the same for LPNs. Barriers to graduate study in nursing have been studied and limited through innovative statewide planning and utilization of online course offerings. The distribution of graduate programs is now more balanced, making programs much more accessible across the state.

A new initiative of the Center is the establishment of long-term goals that will better match educational preparation of the state's workforce with the every-evolving complexity of health care needs in our state. Careful analyses are being done to determine the numbers of advanced practice (MSN and doctorally prepared), BSN prepared and ADN prepared nurses that will be needed to ensure safe and highly effective care in the future. The Center will be challenging nursing programs to align enrollment goals with these projections for 2010 and will work with approval bodies from the University of Tennessee, Board of Regents, and Tennessee Independent Colleges and Universities Association toward this end.



Inherent in all of the above is keeping bright, energetic young men and women of ethnic backgrounds that mirror the state's ethnicity interested in the caring and therapeutic profession of nursing. The statewide educational planning effort will continue to focus on image building and new student recruitment, even among youngsters still in elementary school. The Center challenges nurses all across the state to partner with us in this effort by setting an attractive example of the best in nursing care and by seeking opportunities to promote nursing in our state's public and private schools, churches and community centers. Our preferred future depends on us.

*Carla Sanderson, Chair, SEP Committee (a TCN Standing Committee)
Provost, Union University*

NURSING EDUCATION MASTER PLAN WELL UNDERWAY

The Nursing Education Master Plan Steering Committee is working diligently towards its goal to double Tennessee's pre-licensure RN graduates with diversity that mirrors the state populations from 1,663 in academic year 2002/2003 to 3,326 in academic year 2009/2010. A full report of recommendations will be submitted to legislators in January 2005.

The NEMP project is the result of a proposal submitted by TCN to the TN Hospital Association (THA) Board of Directors. The committee is built upon previous activities within the state including the work of the TICUA Report and recommendations resulting from the Nursing and Allied Health Professions Open Forum on Faculty and Workforce Shortages sponsored by TBR/THEC in October 2002. THA approved the grant proposal for \$11,134.

Members of the Committee are: **Linda Bradley**, TN Higher Education Commission (THEC); **Ingrid L. Brown**, TN Dept of Correction Health Services; **Charlotte Burns**, Center for Health Care Workforce-THA (CHCW-THA); **Glenn Carnathan**, St. Thomas Health Services; **Chris Clarke**, THA; **Peggy Daniel**, TN Association of Deans & Directors of Schools of Nursing (TAD&DSN); **Ann Duncan**, TCN; **Ron Gambill**, EdSouth; **Deborah Heeney**, TN Health Care Association (THCA); **Bill Jolley**, CHCW-THA; **Bob Levy**, The University of Tennessee System; **Randy Lewis**, Care Center Management Group; **Libby Lund**, TN Board of Nursing; **Kathy Martin**, TAD&DSN; **Laurene McLemore**, TN Department of Education; **Randy McNally**, TN Senate; **Deanna Menesses**, TN Nurses Association; **J. Chris Newton**, TN House of Representatives; **Wanda Perry**, TN Organization of Nurse Executives; **Claude Pressnell**, TN Independent Colleges & Universities Association; **Thomas Samuel**, THEC; **Laura Savage**, THCA; **Brenda Speer**, TN Economic Council on Women; **Peggy Strong**, TCN; **Andrea Willis**, TN Department of Health; and **Debra Wollaber**, TCN.

TCN Appointments *continued from page 1*

Commissioner **Virginia Trotter Betts** was elected to TCN board of directors and will serve as representative for mental health issues. Betts serves as the Commissioner of the Tennessee Department of Mental Health and Developmental Disabilities and as a member of the Governor's cabinet.

Congratulations are also in order for TCN's Executive Director, **Ann P. Duncan** who was elected president of the Tennessee Nurses Foundation (TNF). TNF is a non-profit organization founded in 1982 to support programs to meet the special needs of nurses in Tennessee. The Foundation is responsible for promoting advocacy, education, leadership development, and research.

TCN HOPEFUL FOR HRSA PROJECT PROPOSAL

Earlier this month TCN in collaboration with THA (TN Hospital Association) submitted a HRSA project proposal under the title "Enhancing Patient Care Delivery Utilizing PACE" (Performance-based Advancement Career Evaluation). The purpose of the project is to promote retention and career advancement for nursing personnel. TCN will manage the program while THA will serve as the resource for establishing hospital recruitment and participation. As an in-kind contribution, UBI HealthCare Solutions will provide access to the PACE software which evaluates and distinguishes between novice, competent, proficient and expert nurses. The proposal, which was developed and submitted electronically on the HRSA website, has an award date of July 2005 with an estimated project period of three to five years. Average size of the awards is \$250,000

UTHSC COLLEGE OF NURSING'S EDUCATIONAL INNOVATIONS

MAKING A DIFFERENCE IN PEOPLE'S LIVES

By Vicki Murrell, M.Ed., Director of Educational Technology, College of Medicine, UTHSC, Memphis and
Cynthia Russell, PhD, RN Assoc Professor and Assoc Dean for Distributive Programs, College of Nursing, UTHSC, Memphis

The 2004-05 academic year marks 107 years that the University of Tennessee Health Science Center (UTHSC) College of Nursing has been active in the education of nurses. For most of that time, the College has been at the forefront of innovative nursing education, thanks to the quality, energy, and dedication of the College's administration, faculty, staff, and students.

Myriad changes in the world of health care have spurred a continual metamorphosis of the nursing profession, among them the advancements in technology that have changed the workplace as well as the educational environment. The College has harnessed the energy of innovation to help its students and faculty to become stronger, more flexible, and more efficient practitioners of care both within the school and outside its "walls." As you look at the record of change in our past, the rich dimension of people and experience in our present, and the incredible capacity for our future, we hope that you will join us in an appreciation for the unique contributions made by the UTHSC College of Nursing.

Years Past: 1898-2004

The College of Nursing at The University of Tennessee Health Science Center has a long history of innovation in the design and delivery of exemplary nursing education. As a leader in nursing education and patient care, the UTHSC College of Nursing was among the first nursing programs (and often was the first nursing program) in the country to:

- transition from diploma to baccalaureate education as initial preparation for nurses (1950s);
- initiate a graduate program in nursing designed to prepare advanced practice nurses (1970s);
- begin an accelerated baccalaureate program in nursing for individuals holding a baccalaureate in another field (1970s);
- realize the importance of forensic nursing, opening a rape crisis center for Family Nurse Clinician faculty practice (1970s);
- devote full attention to graduate-level preparation of nurses by suspending the baccalaureate program and concentrating on the MSN, DNSc, and PhD programs (1990s);
- implement a practice doctorate (DNSc) that co-exists with a research doctorate program (PhD) (1998); and
- transition to the Doctor of Nursing Practice (DNP) degree in keeping with the October 2004 AACN Position Statement on the Practice Doctorate in Nursing (2005).

Many of today's ideas about health care and education have been common practice for years in the College of Nursing. Interdisciplinary education, which first occurred when our faculty and students partnered with physician colleagues and medical students for classroom and clinical experiences, was implemented decades ago. The College has long realized the importance of having faculty active in practice. We began using telephone conferences to connect distant public health nursing students and utilized state-wide interactive television for family nurse practitioner students. In the early 1990s, we started using the Internet for delivery of course materials and formally started our online practice doctorate program in 1998, using an integrated course management system.

This rich history of innovations has poised our college to be the vanguard in the global delivery of a quality curriculum. Our unique educational programs are making a marked difference in the lives of current students and faculty. Just as importantly, however, are the seeds being sowed for future learners.

Yesterday: 2002-2004

Flexibility in the Face of War

Gerry Hogan is a December 2004 DNSc graduate who is also on active duty with the Air Force. He has served as a flight nurse for the 315th Aeromedical Evacuation Squadron, transporting combat victims of the war in Iraq to hospitals in Germany, the Middle East, and the USA. When he was called to duty in March 2003, he says "my initial thought was that I needed to call the school and get a refund - that I would have to withdraw." However, working with the College's faculty and administration, Gerry designed an online program that would permit him to remain in the DNSc program, even while serving overseas.

The distributive nature of the curriculum accommodated Gerry's need for flexibility. He often used the computer in the middle of the night or caught up on readings during medical flights. He sent a required presentation via the Internet rather than having to present in person (which he was able to do later). The adaptability of the curriculum and the College's willingness to make adjustments in courses and timelines has allowed Gerry to continue working toward his doctorate and to serve his country at the same time.

"Beyond My Expectations"

Living in rural Tennessee, Jeff Young dreamed of continuing his education. Married and working full-time (from 10 to 18 hours a day), Jeff would not have been able to quit work and relocate to pursue his education. However, he says, "the distance program at UTHSC allowed me to have a busy life, yet at the same time complete my dream of continuing my education." Indeed, while Jeff believed that his "goals and future were set" on entering the Master of Science in Nursing Program in the Family Nurse Practitioner option, he says "through the excellent training I received at UTHSC, I was able to see myself in an expanded role as an Advanced Practice Nurse. I now have set my course in a new direction." Jeff accepted a position in an independent FNP clinic with possibilities for partnership, which, he said, "is fulfilling my goals beyond my expectations."



Jeff Young, MSN Student

Jeff credits the structure of the distance program with enabling him to serve as the Student Government Association President for the College of Nursing and to forge lifelong friendships. "The distance program at UTHSC in Memphis allows you to live your life while achieving your goals and dreams. However," he states, "it will also challenge you to stretch those goals and dreams and become more."

Professional Success and Personal Fulfillment

Dr. Carol Lockhart, a faculty member teaching Health Care Economics and Leadership in Health Care in the DNSc program, has had a health systems relations and policy consulting firm for the last 15 years. In that time, Lockhart Associates has provided assistance to local, national, and international organizations planning for and implementing health and public policy and program change. Doing this means that Carol must travel for work within the USA as well as overseas.

Although Carol has taught in schools of nursing in each city in which she has lived, her consulting business prohibits her from being available for a set schedule of face-to-face classes - the norm in most educational institutions. When Dr. Michael Carter, then Dean of the College, approached her about teaching online at UTHSC, Carol says "it seemed to offer the perfect solution to being able to continue my commitment to teaching but within the context of a schedule that is constantly changing. It also offered me an opportunity to stay abreast of new technology and teaching methods that were rapidly evolving and changing the nature of education in this country. And, finally, it offered me a way to continue to work with students who constantly challenge and expand my own thinking by their questions and experience."

One of Carol's current projects is consultant to USAID Cost Recovery, Sustainability Project for the Jordanian Association for Family Planning and Protection, a project that takes her to the country of Jordan several times a year. Last year, while in Jordan, Carol had scheduled a virtual chat for the Health Economics class which was to take place when Carol returned to the US. However, because of situations beyond her control, she was delayed in Jordan, so the chat proceeded ... with Carol logging in from Amman, Jordan. In that same chat were Anita Noble from Israel and students in the US stretching from Maine to California - across 10 time zones! Says Carol: "This is what online education has facilitated - open access to people and information at any time and from anywhere."

Similar to the students that she teaches, Carol keeps "unusual" hours. "I am most often on the computer and responding to emails and assignments on courses first thing in the morning and last thing at night. Since your sleep patterns get all mixed up, and there is a 9-10 hour time difference, I am often up and on the computer at 3 a.m. Sometimes close to daylight I can hear the first call to prayer from the mosque near the hotel."

Tomorrow: 2005 and Beyond

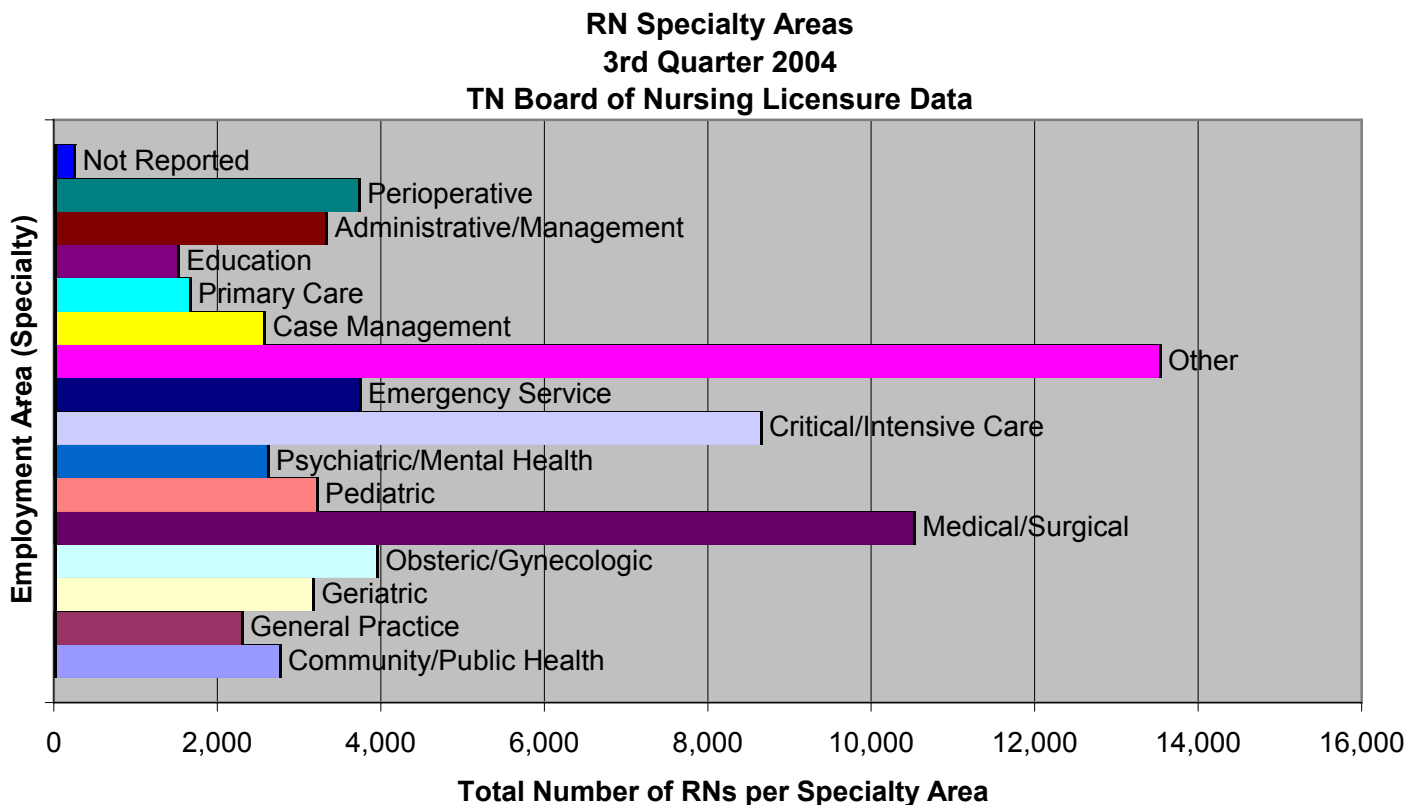
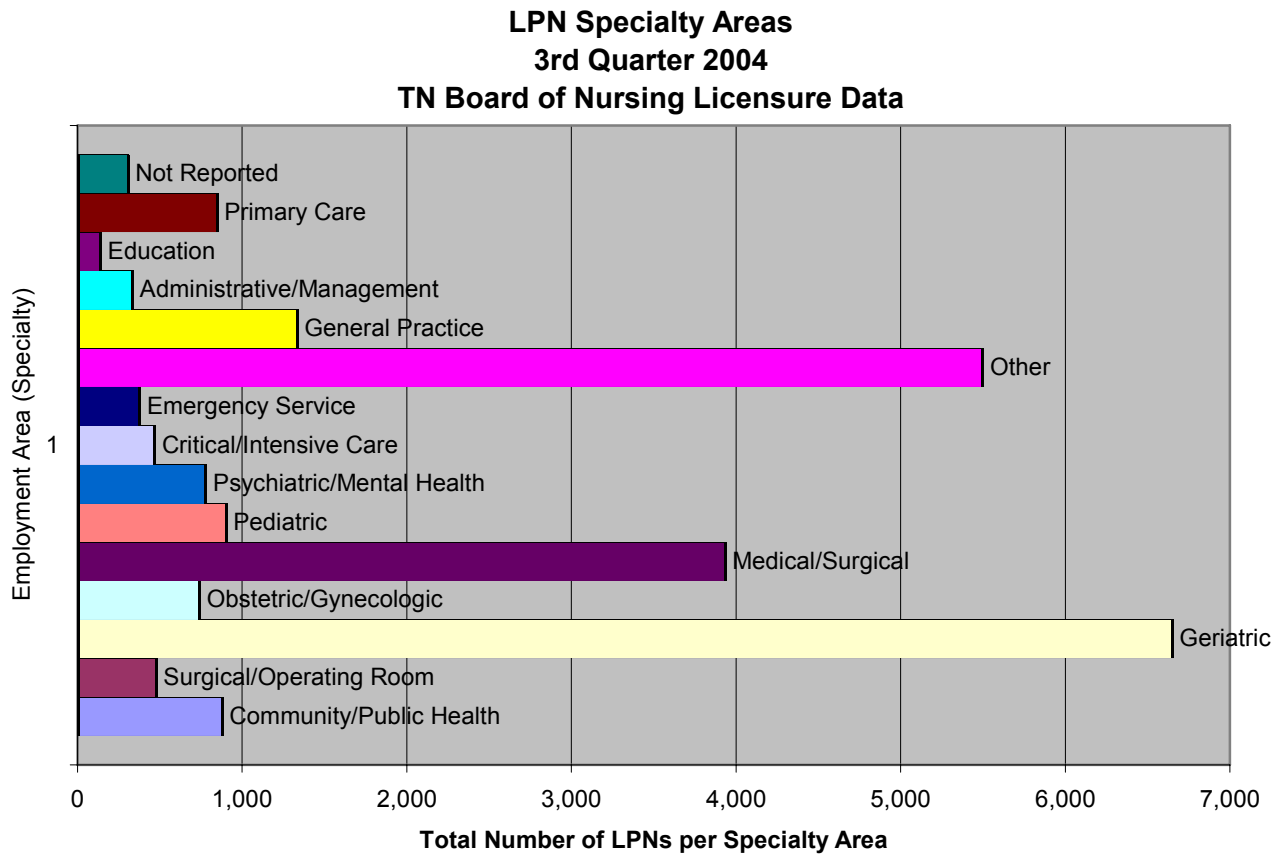
The College of Nursing has demonstrated its flexibility in education and commitment to advancing nursing education not only in keeping up with the times but in being ahead of the times. The pace of technological advances means that the tools of the future hold unlimited potential for educating the next generation of nurses. Healthcare will continue to evolve and to demand more and different things from providers. Whatever changes the future brings, our graduates are equipped to be adaptable in their practices in part because of the flexibility brought to them by their educational programs.

Exciting possibilities exist in the College's partnership with Methodist Healthcare's School of Nursing. Just as we demonstrated foresight in the design and delivery of yesterday's education, using technology to support the global delivery of programs of study, our future holds promise for exciting curricular innovations that facilitate students' learning. According to Donna Herrin, the UTHSC College of Nursing Assistant Dean of Nursing for Methodist Healthcare, "it is essential that this program be implemented as soon as possible to meet workplace demands, as well as deliver the highest level of patient care and safety. Implementing innovative educational programs like this will enable us to reach our goals of improving patient outcomes."

Within the UTHSC College of Nursing, a vision for the nurse and for the educational programs of tomorrow has always been a component of our practice for today.

Where are Tennessee's Nurses?

A review of the 2004 3rd quarter TN Board of Nursing licensure data identifies the specialty employment areas of actively licensed LPNs and RNs. The charts provided here show 28% of LPNs are in the Geriatric practice setting (23% other) while 15% of RNs are in the Medical/Surgical practice setting (20% other).



**LEADERSHIP INSTITUTE FOR
NURSING EXCELLENCE
SET FOR APRIL 18-21, 2005**

TCN in collaboration with UTK will hold its first TN Leadership Institute for Nursing Excellence on April 18-21, 2005 at Fall Creek Falls State Park. The general purpose of the Institute is to support and promote skills and competence in areas of professional leadership, personal development, and client advocacy. A panel of nurse experts will select qualified and deserving candidates to attend the informal group gathering where renowned speakers will address topics such as professional development, conflict management, motivational theory, etc.

The project is headed by Dava H. Shoffner, PhD, RN, Associate Professor and Maureen A. Nalle, PhD, RN Assistant Professor; both are faculty members at the University of Tennessee-Knoxville.

Email valda@centerfornursing.org for more information.

**GREGG NAMED BY PRESIDENT BUSH TO
Health IT Commission**

Congratulations are in order for Vicky Gregg, TCN Board Member/CEO of BlueCross BlueShield of Tennessee. Earlier last month President Bush and U.S. Senate Majority Leader Bill Frist (R, TN) announced the initial members of the Commission on Systemic Interoperability, which was recently established by the Medicare Modernization Act to recommend standards for developing a universal health records system. They are Scott Wallace, president and CEO of the National Alliance for Health Information Technology; C. Martin Harris, M.D., CIO of the Cleveland Clinic Foundation and chair of the National Health Information Infrastructure Task Force of the Healthcare Information and Management Systems Society; William Stead, M.D., associate vice chancellor for health affairs and director of the Informatics Program Center at Vanderbilt University Medical Center; Ivan Seidenberg, CEO and chair of Verizon Communications; and **Vicky Gregg**.



"Strengthening Health Care in Tennessee"

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Valda Barksdale & Ann P. Duncan, Editors

TCN Calendar

December

24, 27, 28, 30, 31 TCN Offices Closed

January 2005

3 TCN Offices Closed

February

3 TCN Executive Committee Conference Call

April

13 TCN Executive Committee Spring Meeting, Radisson Opryland ~ Nashville

14-15 TCN Board of Directors Spring Meetings Radisson Opryland ~ Nashville