



DECEMBER/WINTER 2005

In this Issue

Online Clinical Placement.....	1
Promise of Nursing.....	1
Measuring Performance.....	3
Annual Nursing School Report.....	4
2006 Leadership Institute.....	6
TN BON Magazine.....	7
TCN Calendar.....	7

DEVELOPMENT OF AN ON-LINE CLINICAL PLACEMENT PROGRAM

Last year the Tennessee Center for Nursing (TCN) and the Tennessee Hospital Association worked to create the report *Curing the Crisis in Nursing Education: A Master Plan for Tennessee*. One recommendation made in the document is for all institutions currently offering preparation for registered nurses to increase their enrollment of pre-licensure graduates. A second recommendation was that "clinical facilities, in collaboration with nursing education programs, should identify and make available more clinical training sites for nursing education. Schools of Nursing have increased enrollment. However, as a result, clinical facilities have faced a surge demand for clinical placement sites which has placed stress on the clinical agencies' ability to place students in appropriate clinical settings. Further, agency staff who assist in the supervision of and/or precept students are faced with increasing requests by schools for their services. The added demand of working with students while caring for their increasingly complex patients increases the risk of staff burnout and turnover.

Currently there is no mechanism to determine how many clinical sites are available in the middle Tennessee region. Each School of Nursing makes requests to the typically "tried and true" clinical facilities with which they traditionally have worked. The clinical agencies have worked to accommodate the requests but have felt the effects of the increased demands of nursing education.

While attending the national Centers for Nursing conference in Portland, Oregon this year, representatives from TCN were able to observe a program that could easily be used to address this issue in Tennessee. The Oregon Center for Nursing has developed a regional, centralized on-line clinical placement program that can be viewed at www.ocnplacement.org. As we reviewed the program we identified several advantages for creating a regional, on-line system:

- All clinical agencies and nursing programs would have access to database information for all clinical placements.
- Clinical opportunities can be reviewed and requested directly on-line with a quick turnaround.
- Faculty and student clinical requirements can be standardized to avoid repetition and increase efficiency.
- There will be a significant reduction in %FTE necessary to negotiate and secure clinical placements for both education and clinical partners.
- This provides an excellent avenue for tracking clinical placements across the region as it provides an opportunity to see the "big picture" in terms of clinical placement needs for both education and practice.

Article Continued On Page Two

Promise of Nursing Campaign: A Gala Event

On March 9, 2006, at the Renaissance Nashville Hotel, Johnson & Johnson, along with numerous healthcare organizations will host "The Promise of Nursing for Tennessee".



TCN is excited that Johnson & Johnson has chosen TN once again as one of the sites for the regional gala as part of "The Campaign for Nursing's Future". During the 2004 gala, this multi-year initiative designed to attract more individuals to the nursing profession raised over

Article Continued On Page Three

Clinical Placement

continued from page 1

- Already established clinical arrangements with clinical partners would be maintained.
- There can be a standardized method for keeping up with necessary documentation required of students and faculty.
- Each facility and school would provide links to the site allowing for marketing of both educational programs and practice partners.

The regions are determined by geographic closeness to clinical agencies. Generally, students should be within an hours' drive of a clinical site. To begin our work we have reserved the website domain www.tcnplacement.org for our use in Tennessee. Future plans are to expand the use of the site to west and east Tennessee.

A steering committee of representatives from schools and nursing and clinical facilities has been formed to initiate the regional program first in middle Tennessee. Ann Duncan and Debra Wollaber are coordinating the work of the steering committee. To date we have agreed to purchase the license from the Oregon Center for Nursing and modify it to meet our needs. The committee is seeking funding for the start-up phase of the project. The MidAmerica division of HCA, Ascension (Saint Thomas, Baptist, and Middle Tennessee Medical Center), and Vanderbilt University Hospital all have stated they will provide start-up monies and we are seeking grants from local Foundations for additional support.

Current work of the committee involves identifying those processes and policies related to orientation that can be standardized between and among clinical facilities. For example, every institution has orientations related to HIPAA, OSHA, and blood-borne pathogen content. There is very little difference in the content that is delivered in these materials. The goal is for clinical agencies to come together and agree on one content set to place on the website for students and faculty to review prior to engaging in clinical experiences. Any site-specific information can be housed in the clinical agencies' materials.

As we began our work we noted that we already had made progress beyond what the Oregon Center for Nursing has accomplished. For example, the work done at Belmont University to come to agreement on Health Records will be easily uploaded to our TCN database. Further, our work on Criminal Background checks is, although not perfect, for the most part common and can be uploaded to the website.

We have noted that creating content that is standard between and among clinical facilities and schools of nursing can and will positively affect patient safety. Having common standards and content will reduce confusion in students as they begin their professional careers. Clinical facilities will be able to use the site for their orientations as well.

We believe that our work will facilitate and streamline clinical placements. In order to document the outcomes of our work, a subcommittee is working to create a study that will allow us to examine outcomes and make evidence-based recommendations to improve the system. Our work will enable us to identify previously unused clinical sites, to maximize our ability to use specialty (OB, pediatric and psychiatric) sites, and to match clinical site placement to student learner readiness. We wish to thank those who have expressed an interest in and are working toward the fulfillment of this project:



**Article submitted by
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Dean, School of Nursing
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Immediate Past President, TCN**

Aquinas College	Nashville Technical Institute
Austin Peay State University	NHC Corporation
Baptist Hospital	Quality Care Health Center
Belmont University	Richland Place
Bordeaux Long Term Care	Skyline Medical Center
Centennial Medical Center	Spring Meadows Health Care Center
Columbia State Community College	St. Thomas Hospital
County Place Health Care Center	Sumner Regional Medical Center
Cumberland University	TN Board of Regents
Kindred Health Care	TN Center for Nursing
Life Care Center of Columbia	TN Hospital Association
Life Care Center of Sparta	TN State University
Madison Health Care and Rehabilitation Center	Trousdale Medical Center
Masters Health Care Center	Vanco Manor Nursing Center
Middle TN Medical Center	Vanderbilt University School of Nursing
Middle TN State University	Vanderbilt University Medical Center
Nashville General Hospital	Vanderbilt Stallworth Rehabilitation Hospital
Nashville State Community College	Williamson Medical Center
	Woodcrest at the Blakeford

Johnson & Johnson Gala Event

continued from page 1

\$450,000 which was used for nursing student scholarships, faculty fellowships, and nursing school grants.

Your generous support could really make a difference in the campaign and would provide a way for you or your company to show support for nurses and truly celebrate their everyday extraordinary contributions. Each table costs \$7,500 and includes 10 seats at each table. Contributions of any amount will be accepted and every penny raised will go directly to educating more nurses in Tennessee. All donors will be recognized at the event.

If you would like to learn more about the gala, please contact TCN at valda@centerfornursing.org or 615-242-8205.

New WEB-Based Tool For Measuring Nurse Performance

Performance measurement in healthcare represents what is done and how well it is done. Its goal is to accurately understand current performance so that better results can be achieved through focused improvement actions. UBI Healthcare Solutions (UBI) has developed a web-based performance evaluation tool for nurses that complies with JCAHO standards.

UBI's tool is called CareerPACE (Performance-based Advancement Competency Evaluation). Conceived and developed By Nurses, For Nurses, CareerPACE provides the clinical enterprise with the capability to identify and track specific nurse competencies and their relationship to specific patient outcomes. The focus is on integrated, collaborative practice, and not on nursing alone. CareerPACE benefits the healthcare provider by providing a continuous stream of performance information that enables a healthcare organization to understand how well their organization is doing over time. Also, CareerPACE provides continuous access to objective data that can support claims of quality. Data captured by CareerPACE can be used to verify the effectiveness of corrective actions and identify areas of excellence within the organization.

Beyond performance measurement, UBI addresses the nursing crisis by providing a cost-effective method to attract, retain, and reward nurses in direct patient care. CareerPACE identifies core competencies that form the foundation of recognizing and rewarding nurses- an essential element in reducing nurse turnover costs.

CareerPACE provides the clinical enterprise with a thorough evaluation of the nurse's job performance, reduces costs, and provides more effective, higher quality patient care by:

- Differentiating behaviors associated with differing practice levels,*
- Quantifying the quality of practice within each level,*
- Identifying strengths and areas for improvement and development,*
- Providing an objective, consistent rating system, and*
- Eliminating or reducing performance evaluation paperwork.*

*TCN is excited and pleased to partner with UBI in promoting CareerPACE. If you would like to learn more about how CareerPACE can benefit your facility, please contact TCN at **615-242-8205** or email **ann@centerfornursing.org**.*

Highlights From The 2004 TN BON Annual Nursing School Report

The Tennessee Board of Nursing annually surveys all nursing schools in the state to gather enrollment, graduation, and faculty data. The Tennessee Center for Nursing awarded a contract to East Tennessee State University, College of Nursing to 1) modify the survey to make it more congruent with other national organizational reporting requirements, 2) to gather additional data to aid in state nursing workforce planning, and 3) to conduct an analysis of the data. In Fall 2004 all 33 Schools of Nursing in Tennessee that offer Diploma, Associate, Baccalaureate, or graduate degree nursing programs were surveyed. Of these 33 Schools of Nursing, 19 are affiliated within public colleges and universities, 10 are within private-religious institutions, and four (4) are under the administrative control of private-independent colleges and universities. Highlights of the findings from the survey are presented below.

Enrollment (as of October 15, 2004):

- A total of 96 students are enrolled in the one remaining Diploma program in Tennessee; 19% are male and 14% are from racial and ethnic minorities. This program is scheduled to close in Spring 2006.
- A total of 2,811 students are enrolled in the thirteen Associate Degree Programs in Tennessee; 13% are male and 14% are from racial and ethnic minorities.
- A total of 3,153 students are enrolled in the eighteen Baccalaureate Initial RN Licensure programs and 671 are enrolled in the nineteen RN-BSN programs for a grand total of 3,824 Baccalaureate Degree nursing students. Males account for 10% of all BSN nursing students and 19% are from racial and ethnic minorities.
- A total of 368 students are enrolled in two Master's for Initial RN Licensure programs, 774 in fourteen Master's Degree programs and 19 in six Post-Master's Certificate programs for a

grand total of 1,161 Master's Degree/Post-Master's Certificate nursing students. Males account for 12% of all MSN nursing students and 13% are from racial and ethnic minorities.

- A total of 114 students are enrolled in four Doctoral Degree programs; 11% are male and 15% are from racial and ethnic minorities.

Graduations (from October 16, 2003 to October 15, 2004):

- A total of 57 students graduated from the one Diploma program; 5% were male and 9% were from racial and ethnic minorities.
- A total of 996 students graduated from Associate Degree programs; 9% were male and 14% were from racial and ethnic minorities.
- A total of 756 students graduated from Baccalaureate Initial RN Licensure programs and 265 graduated from RN-BSN programs for a grand total of 1,021 Baccalaureate Degree nursing graduates. Males accounted for 11% of all BSN graduates and 19% were from racial and ethnic minorities.
- A total of 140 students graduated from the Master's for Initial RN Licensure programs, 255 from Master's Degree programs, and 12 completed Post-Master's Certificate programs for a grand total of 407 Master's Degree/Post-Master's Certificate nursing graduates. Males accounted for 12% of all MSN graduates and 12% were from racial and ethnic minorities.
- A total of 18 students graduated from the Doctoral Degree programs; 17% were male and 6% were from racial and ethnic minorities.

Article continues on next page

Three Year Trends in Enrollment (Based on data from the same institutions reporting each year since 2002):

- Enrollment in all Associate Degree programs has increased significantly over the past 3 years by 24.97% (473 students) (p=.011).
- Enrollment in all Baccalaureate Degree programs has increased significantly over the past 3 years by 55.06% (1,265 students) (p=.006).
- Enrollment in all Master's Degree programs (except Post-Master's Certificate) has increased by 42.02% (138 students) (p=.156).
- Enrollment in all nursing programs in Tennessee has significantly increased over the past three years by 40.79% (p<.001).

Qualified Applicants Not Admitted to Tennessee Nursing Programs During 2003-2004 Year *(All those reporting having "qualified applicants not admitted" did not provide numbers not admitted):*

(All those reporting having "qualified applicants not admitted" did not provide numbers not admitted):

- Twelve out of thirteen Associate Degree programs reported having 1,289 qualified applicants who were not admitted.
- Eleven out of twenty-one Baccalaureate Degree programs reported having 323 qualified applicants who were not admitted.
- Four out of fourteen Master's Degree programs reported having 64 qualified applicants who were not admitted.
- The most frequently reported factors preventing admission of more students were lack of faculty for classroom teaching and clinical supervision, limited clinical sites/preceptors, limited classroom space, and program budget constraints.

Faculty Summary:

- For all 33 Schools of Nursing, there are 654 full-time Nursing Faculty and 279 part-time Nursing Faculty for a total of 933 Nursing Faculty.

- Of the 933 Nursing Faculty, 10% are from racial and ethnic minorities.
- Seventeen of the 33 schools (51.5%) reported having budgeted, unfilled full-time nursing faculty positions. Of those 17 schools, 12 (71%) are public institutions.
- Faculty with a specialization in Maternal Child Health and Psychiatric/Mental Health are the most needed specializations.
- Of the 33 Schools of Nursing, 9 (27.3%) schools reported Nurse Faculty retirements.
- Of the 33 Schools of Nursing, 22 (66.7%) reported a total of 44 Nurse Faculty resignations. The most frequent reasons reported for Nurse Faculty resignations were for career advancement and return to clinical practice.

Retention Rates:

- All Associate Degree programs reported an average retention rate of 68.8%.
- All Baccalaureate Degree programs reported an average retention rate of 89.7%.
- All Master's Degree programs reported an average retention rate of 90.95%.

Questions or comments regarding the findings of the survey may be directed to the authors, to the Board of Nursing, or to TCN. Details of the findings from the 2004 Annual Nursing School Report may be found on the TCN website at www.centerfornursing.org.

Article Submitted by:

Patricia L. Smith, Dean *(Left, photo below)*

ETSU College of Nursing and

Deborah T. Pfortmiller, Statistician *(Right, photo below)*

ETSU College of Nursing,

Center for Nursing Research



PLANS PROGRESSING FOR THE 2006 TENNESSEE LEADERSHIP INSTITUTE FOR NURSING EXCELLENCE

The second annual Tennessee Leadership Institute for Nursing Excellence (T-LINE) will be held April 10-13, 2006 at Fall Creek Falls State Park. A teleconference planning session was held with the Advisory Board, and plans are going forward based on feedback from both the participants and the faculty of the 2005 institute.

The six month evaluation from the 2005 Leadership Institute for Nursing Excellence is in the process of being completed. All topics and speakers were ranked very highly. Comments included:

"Excellent professional environment. Very inspiring for future leaders!"

"I felt all topics were very real and relevant to my practice."

"The experience of being there was invaluable."

"I would like to see something like this for the seasoned, mature nurse."

If anyone would like to lead a session and has an idea for a presentation for our young nurses who are upcoming leaders, please feel free to contact Joan Creasia, Maureen Nalle, or Dava Shoffner who will be doing the final planning for the session. Two topics that were suggested for this year by last year's participants are "Managing Change" and "Quantum Leadership." Any volunteers??

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Joan - jcreasia@utk.edu



In photo above, nurses from across the state representing diverse areas of practice including mental health, critical care, and pediatrics gathered in the Villa at Fall Creek Falls during one of the 2005 T-LINE sessions. Characterized by open dialogue and sharing of personal stories about nursing, patients, and families, these sessions were clearly a strong bonding experience for the 20 nurses as they revealed their joys, frustrations, and professional aspirations. Throughout the three days, the true potential of nurses to develop and shine in a leadership role was very evident.



Board of Nursing

Nursing News On The Radar

The Tennessee Center for Nursing is pleased to announce that we have contracted with Publishing Concepts, Incorporated to produce a quarterly magazine, *Nursing Perspectives*, for the Tennessee Board of Nursing (TN BON). The 32-page, full-color, glossy magazine will be addressed and mailed to every licensed nurse in the state of Tennessee. As the official publication of the TN BON, the magazine will be used to disseminate information vital to the practice of nursing in the state of Tennessee. The magazine cost will be offset by advertising revenue.



For advertising space and feature opportunities in the magazine please contact Steve McPherson with Publishing Concepts at **800-561-4686**.

Publishing Concepts is the nation's largest publisher of state boards of nursing, producing magazines for fifteen states across America.



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Valda Barksdale & Ann P. Duncan, Editors

TCN Calendar

December

So that TCN staff may enjoy the holiday season with family and good friends, our offices will close Friday, December 23 thru Monday, January 2. Office hours will resume on Tuesday, January 3, 2006.

Happy Holidays and Seasons Greetings to all of our associates!

January 2006

- 2 Holiday - Offices Closed
- 12 Regional Clinical Placement Partnership (RCPP) Meeting 2-4:30, THA
- 16 Holiday - Offices Closed

February

- 2 Executive Committee Conference Call
2-4 pm Central Time
- 16 Regional Clinical Placement Partnership (RCPP) Meeting 2-4:30, THA

March

- 9 Johnson & Johnson's *The Promise of Nursing for TN* Gala
Renaissance Nashville Hotel
- 16 Regional Clinical Placement Partnership (RCPP) Meeting 2-4:30, THA