

# Healthcare Heartbeat

Tennessee's Nursing Workforce News



Tennessee Center for Nursing, Inc.

www.centerfornursing.org



## ON-LINE CLINICAL PLACEMENT IS HERE!

The Regional Clinical Placement Partnership of Middle Tennessee (RCPP-MT) is pleased to announce that TCNPlacement.org, a centralized on-line clinical placement system, is now accepting clinical placement opportunities and requests from a pioneer group of nursing schools and healthcare facilities that are testing the program in preparation for full implementation in January 2007. Access to clinical settings is an essential component of nursing education. The current process for making clinical placements is unduly burdensome and valuable educational hours are lost because each placement requires hours of negotiation between school of nursing faculty and clinical facility staff to locate and assign students to appropriate clinical settings. Often, schools of nursing are unaware of potential placement sites while healthcare facilities with available placement sites are unaware of or are unable to connect with the schools seeking such sites. In addition, students may be required to complete two or more clinical rotations per semester and will spend up to four days at each site participating in redundant institutional orientation programs. As was the case when first implemented in Oregon, the program is expected to expand access to clinical placements by 25% within the first year of operation.

*TCNplacement.org is a user-friendly, online clinical placement program that connects schools of nursing seeking clinical placement opportunities for students with healthcare facilities that offer or would like to offer clinical educational opportunities for student nurses. The program allows participating schools of nursing to view online, available clinical placement sites at participating healthcare facilities.*

### The Program: TCNPlacement.org

Placement requests are sent in real-time to a clinical placement coordinator who serves as a liaison between schools and facilities to facilitate the placement request. The program allows faculty, staff and students to concentrate more fully on their educational mission by increasing efficiency and avoiding the redundancies of the current system. The advantages include providing rapid utilization of new placement opportunities, significant reductions in the amount of time required by faculty and staff to negotiate student placements and online access to essential clinical orientation content required of all students prior to the start of their clinical rotations. The partnership also provides a forum for discussion of issues in nursing education and workforce development, offers opportunities to collaborate

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## LPN IV Push Curriculum

Beginning April 3, 2006, the Scope of Practice for the Licensed Practical Nurse (LPN) was expanded with rule 1000-2-15. With this new rule, LPN's have been given an additional responsibility - the ability to give certain intravenous push (IVP) medications after meeting specific professional and educational criteria.

Since the Scope of Practice for LPN's has changed, many healthcare facilities have questions and/or concerns regarding curriculum implementation. A descriptive article will be published in the next issue of Nursing Perspectives describing how East Tennessee State University College of Nursing has chosen to implement the new curriculum.

As a part of the Board of Nursing's LPN IV/Therapy taskforce activities, ETSU developed a model curriculum

Article Continued On Page Two

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and sample competencies that facilities may use to develop their course. To receive a copy of the model curriculum, contact Chris Clarke at the Tennessee Hospital Association, cclarke@tha.com. THA is also compiling a list of course providers. Please contact THA if your organization plans to provide training and you want to be added to the list. For additional information, contact: Melessia D. Webb, EdD, RN, Assistant Professor, East Tennessee State University, College of Nursing, WEBBM@mail.etsu.edu.



within the region on "best practices" for nursing students and promotes cooperation and collaboration among a growing number of healthcare facilities and schools of nursing concerned with providing an optimal educational environment for student nurses in Tennessee. **The program can be viewed by visiting [www.tcnplacement.org](http://www.tcnplacement.org).**

### **RCPP-MT: The Partnership**

The RCPP-MT was formed in September, 2005 when the Tennessee Center for Nursing (TCN) convened a consortium of nursing school faculty and healthcare facility staff to develop plans for an online clinical placement system to address **the serious shortage of educational clinical placement sites, a major barrier to expanding enrollment in schools of nursing and forestalling a projected shortage of 35,300 RNs in Tennessee by 2020.** The partnership of approximately 80 schools and healthcare organizations is open to all schools of nursing and healthcare organizations in Middle Tennessee that choose to enter into partnership. Its dedicated members have worked diligently, planning implementation strategies and building the collaborative network that is responsible for the implementation of the online clinical placement program. The partnership has grown by word-of-mouth, and is now receiving inquiries from across the state from schools of nursing and healthcare facilities who are interested in joining the partnership. A regional mechanism for statewide implementation is in process and plans are underway to provide statewide access to online clinical placement, not only to schools of nursing, but to all allied health professional schools seeking clinical placement opportunities for its students.

Operating under guidelines set forth by the RCPP-MT, the Tennessee Center for Nursing facilitates partnership operations and is responsible for fundraising and program development. Through grants and health system contributions, \$31,750 has been raised thus far for the first two years of operation, including \$8,750 support from the TCN.

### **The Ultimate Goal: "Strengthening Healthcare in Tennessee"**

Tennessee is projected to have a nursing shortage of 35,300 RNs by the year 2020. An inadequate supply of nurses will negatively impact Tennessee's future access to affordable, high-quality healthcare.

***If the shortage is not averted, our state will be able to meet only 53% of the demand for nurses by 2020 resulting in delayed elective surgeries, medication errors, increased complications that result in death, injury or permanent loss of function, and longer lengths of hospital stay resulting in higher healthcare costs are the expected results of an inadequate supply of nurses.***

Though schools of nursing have increased enrollment by 52% over the past four years, 2,383 qualified applicants were not admitted to nursing programs due to nursing faculty shortages, lack of clinical practices sites, and other resources constraints. TCNPlacement.org is an effective strategy to increase access to clinical placement sites, thereby addressing one of the barriers to increasing educational capacity in nursing.

For further information about the nursing education crisis in Tennessee, see "Curing the Crisis in Nursing Education: A Master Plan for Tennessee" at [http://www.centerfornursing.org/Nursing\\_News\\_and\\_reports/CuringtheCrisisinNursingEducation.pdf](http://www.centerfornursing.org/Nursing_News_and_reports/CuringtheCrisisinNursingEducation.pdf).

Article submitted by  
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## Executive Director Update

Ann P. Duncan, MPH, RN



Much has been happening since our December issue of *Healthcare Heartbeat* as you will see from the various articles in this issue. I'd like to highlight a few of the happenings.

This legislative session was successful in enacting our **Graduate Nursing Loan/Scholarship bill**, which was signed by the Governor June 20. The bill amends a statute which has been unfunded since 1982 by allowing TSAC to administer private funding raised for this purpose in addition to any state funding appropriated, and prohibiting unexpended funding, public or private, from reverting to the general fund. A copy of the public chapter for the loan/scholarship program for graduate nurses may be found on the TCN website at: [http://www.centerfornursing.org/education\\_careers/index.htm](http://www.centerfornursing.org/education_careers/index.htm), click on "Nurse Scholarship Loan Forgiveness". A rulemaking hearing will have to be conducted and new rules promulgated before implementing the program. A private fund-raising campaign will be launched in the near future so that scholarships will be available in 2007. Please watch our website for further information as this program evolves.

**Maureen Nalle's** article will describe the work of TCN's **Recruitment and Retention Committee**, including the 2006 Leadership Institute for Nursing Excellence. We are pleased to partner with the University of Tennessee at Knoxville, College of Nursing, to sponsor this institute. Providing leadership development for our future leaders at the clinical level is critical to supporting cultural transformation in the workplace and improving nurse retention.

I am very excited about an online clinical placement project in Middle Tennessee that is expected to increase access to clinical placements for LPN and RN nursing students. In the future, we plan to offer the system to allied health programs in addition to other regions of the state that are interested in implementing the online system, TCNPlacement.org. We are hoping to include the other regions as soon as we obtain the regional license, which we expect will be ready in a couple of months. **We could not have implemented the system without the financial support of these sponsors: Vanderbilt University Medical Center, The Memorial Foundation, the Tennessee Hospital Association, and HCA Mid-America Division.** Increasing access to clinical placements is critical to helping alleviate the nursing education crisis. Read **Lois Wagner's** article for further information about this exciting program.

We are pleased to have implemented, in partnership with **Vanderbilt University College of Nursing, the Inaugural Faculty Institute for Excellence in Nursing Education May 31-June 2.** We have received several notes expressing appreciation for the institute and overall participant evaluations have been positive. Continuing dialogue among the participants and institute faculty will be facilitated by a discussion board. Presentations from the institute will soon be posted on the TCN website. Watch for these excellent presentations!

Finally, I am pleased about our continuing partnerships with the Tennessee Board of Nursing. We have continued the partnership with **East Tennessee State University College of Nursing** to produce the Board of Nursing Annual Report of Schools of Nursing. The 2005 Annual School of Nursing Reports are posted on our website. You may view the LPN Programs Annual report at [http://www.centerfornursing.org/nursemanpower/LPN\\_Annual\\_Report\\_2005.pdf](http://www.centerfornursing.org/nursemanpower/LPN_Annual_Report_2005.pdf) and the RN Programs Annual Report at [http://www.centerfornursing.org/nursemanpower/RN\\_Annual\\_Report\\_2005.pdf](http://www.centerfornursing.org/nursemanpower/RN_Annual_Report_2005.pdf). Thanks are extended to our **schools of nursing** for their diligence in completing these comprehensive reports in a timely and accurate manner. The newest partnership with the Board of Nursing is the publication of **Nursing Perspectives**. The first issue was mailed this month to all RNs and LPNs in Tennessee, as well as employers and other interest groups. The TCN will publish this magazine quarterly for the Board. If you did not receive a copy, please view it on the TCN website at [http://www.centerfornursing.org/news/magazine/Summer\\_2006.pdf](http://www.centerfornursing.org/news/magazine/Summer_2006.pdf).

*Ann P. Duncan*

## Recruitment and Retention: Looking for Best Practices

### A Report from the TCN Committee on Recruitment and Retention

During the April TCN meeting, the Recruitment and Retention (R &R) Committee convened to address five key areas of the TCN strategic plan: **integration of education and practice, leadership development, career mobility, workforce diversity, and the work environment of nurses.** In Tennessee and across the United States, these issues have had a significant impact on RN recruitment and retention. The work of the R & R Committee is thus envisioned as identifying meaningful solutions to these underlying problems.

**Externship and internship programs have been recognized as a successful, cost-effective strategy for both recruiting and retaining nursing personnel.** While an externship is offered as a supplemental student experience (usually after the first year of nursing coursework), an internship occurs as the new graduate is becoming oriented to the workplace. Demonstrated benefits of these programs include less orientation time for new employees, increased satisfaction with work, and decreased "reality shock" in the novice professional. Yet there is little consensus on what constitutes a successful internship or externship program and there is wide variation in content, time frame, and supervisory characteristics. The R & R Committee advocated for a standardized program, based on experience and best practices. Such an inventory will be conducted over the next few months to determine what is currently being done and to examine available information related to the effectiveness and outcomes of these programs.

Leadership development has been an ongoing objective of TCN and this committee. Last year, the Tennessee Leadership Institute for Nursing Excellence (T-LINE) was initiated with great success. This year, the second group of future nurse leaders was selected from across the state. **A diverse, enthusiastic, and FUN group of 20 RNs learned about political advocacy, professional development, conflict resolution, and what makes a nurse leader.** Another proven retention strategy, the Leadership Institute nurtures the best qualities of young professionals while encouraging group support and an appreciation of one's personal leadership potential. Additional leadership and management education will be explored for nurses across the career continuum. TCN, working in collaboration with schools of nursing and health care organizations, will continue to pursue the development and implementation of programs and best practices for professional nurse leaders.

**Workforce diversity is an ongoing initiative at both the state and national level.** As the population becomes more ethnically and racially diverse, nursing is challenged to recruit and retain professionals who can provide culturally and linguistically appropriate care. The R & R Committee identified several strategies in this focus area. Cultural competence training should be required and documented for all health care personnel and educational opportunities within nursing must be expanded to support a diverse student body. This is currently being explored by TCN through the Nursing Education Master Plan.

Current literature supports the critical need for change in the work environment of nurses, and **there are many initiatives focused on safety, ergonomics, fatigue, and other contributing aspects of the health care environment.** The

Tennessee Hospital Association, Tennessee Organization for Nurse Executives, and TCN will be partnering for a Patient Safety Initiative, and additional projects are being considered as grant funding and other opportunities become available. The TCN will continue to be a repository and disseminator of information on partnerships, education, and nursing workforce as we pursue the best practices to support recruitment and retention of professional nurses for Tennessee.

The Recruitment and Retention Committee would like to acknowledge the contributions of the other TCN committees, without whom, our work and progress would not be possible. Thanks to all of you.



Article submitted by  
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## 2006 LEADERSHIP INSTITUTE FOR NURSING EXCELLENCE



The Tennessee Center for Nursing in a collaborative effort with the University of Tennessee-Knoxville, College of Nursing offered its second annual Leadership Institute for Nursing Excellence 2006 in Tennessee on April 10-13, 2006 at Fall Creek Falls State Park. In the photo above nurse participants from across the state representing diverse areas of practice are gathered with staff and speakers. L to R **Row 1:** Lesia Reaves, Chrisla Tidwell, Lindsey Stanfield, Valda Barksdale, Jennifer O'Connell, Samantha Huskey, Dava Shoffner **Row 2:** Dina Miller, Maureen Nalle, Lindsey Beasley, Stephanie Fowler, Jessica Boyd, Mary Gunther, Sam Maceri, Misty Hyder, Michael K. Lambert, Lois Wagner **Row 3:** Carole Myers, Ann Duncan, Peggy Strong, Allyson Murry, Jennifer Green, Joann Evans, Darren Murphy, Heather Crouch, Jennifer Hirst, and Melanie Hobbs



### TCN Honors Charter Members

At TCN's annual spring Board of Directors meeting, in commemoration of its 10th anniversary, the Charter Member award was presented to those Charter Members who are former board members. The Tennessee shaped acrylic award was presented in appreciation of the charter member's vital role in shaping the future of health care in Tennessee and in recognition of their innovative leadership and commitment to the organization. A Charter Member is defined as a board member who was active as of April 2000 during the incorporation of Tennessee Healthcare Consortium for Nursing (renamed TCN in Spring 2001). As Charter Members who are currently serving on the board become inactive, they too will receive an award. Those in attendance to receive the award were: **Louise Browning, Gary Crotty, Kathy Wood Dobbins, and Marjorie Luttrell.** All other awards, a total of 17, were mailed to the following members:

**Marion Anema, Hugh Bellamy, Phil Campbell, Judy Dias, Tony Garr, Sharron Grindstaff, Donna Herrin, Bill Jolley, Karl Kovacs, Margaret Laning, Karen Martin, Patrice Mayo, Deanna Naddy, Gary Odom, Sharon Tanner, Mary Layne Van Cleave, and Peggy Ingram Veaser.**

Congratulations to all recipients and many thanks for your support during the early development of statewide efforts to improve the quality of health care in Tennessee!

# Board of Nursing

*Nursing Perspectives Magazine*

The Tennessee Center for Nursing and the Tennessee Board of Nursing is pleased to announce that our introductory issue of ***Nursing Perspectives*** was a huge success! The full-color, glossy magazine was addressed and mailed to every licensed nurse in the state of Tennessee as well as legislators, educators, and nursing organizations. 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.

Our quarterly distribution schedule is February, May, August, and November. All licensed nurses should receive the summer edition sometime in late August. If you are a licensed nurse and did not receive a copy of the May issue, please email TCN at [valda@centerfornursing.org](mailto:valda@centerfornursing.org). Or, if you or someone you know would like to receive a copy, please forward the name and mailing information to the same.

As the **magazine's cost is offset by advertising revenue**, we are most appreciative of our advertisers and would like to encourage others to contact Steve McPherson with Publishing Concepts at **800-561-4686** for **advertising space and feature opportunities**. Publishing Concepts is the nation's largest publisher of state boards of nursing, producing magazines for fifteen states across America.



*"Strengthening Health Care in Tennessee"*

## *Healthcare Heartbeat*

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**Valda Barksdale & Ann P. Duncan, Editors**

## 2006 TCN Calendar

### July

- 4 Holiday - Offices Closed
- 10 Finance & Audit Committee Teleconference, 9:00 am cst
- 27 Strategic Planning Committee Meeting, Empty Nest Houseboat
- 28 Executive Committee Meeting, Empty Nest Houseboat

### September

- 1 Nursing Education Master Plan Steering Committee Meeting, THA
- 13 NP Editorial Advisory Board Meeting, TCN

### October

- 4 Executive Committee Meeting, Fall Creek Falls State Park
- 5-6 TCN Board Meeting, Fall Creek Falls State Park

### December

- 7 Executive Committee Conference Call Meeting
- 14 NP Editorial Advisory Board Meeting, TN BON