



JUNE/SUMMER 2005

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Inaugural Leadership Institute A Huge Success!!

The inaugural Tennessee Leadership Institute for Nursing Excellence (T-LINE) was held from April 18-21, 2005. Fall Creek Falls State Park provided a peaceful and beautiful environment for the classroom and group learning activities which constituted the leadership experience.

Modeled after successful programs in North Carolina and West Virginia, the leadership institute evolved as a strategy for recruitment & retention of the nursing workforce in Tennessee. As research demonstrates, 53% of new graduates leave nursing within their first 12 months of employment, compared to an annual turnover rate for all RNs of 20%. The T-LINE was designed to address workplace issues and professional barriers that feed this mass exodus of young nurses.

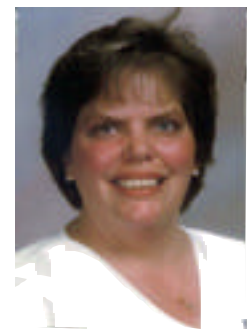
Ann Duncan, MPH, RN, Executive Director of the Tennessee Center for Nursing and Joan Creasia, PhD, RN, Dean of the University of Tennessee College of Nursing, collaborated to provide grant funding and faculty resources for program development and implementation. Dava Shoffner, PhD, RN, and Maureen Nalle, PhD, RN took the lead in establishing an Advisory Board, designing the educational curriculum, and developing a selection process for participation in the institute. Through the Tennessee Hospital Association, Chris Clarke, MSN, RN, contacted nurse leaders across the state to create awareness of the purpose and goals of the leadership institute.

The primary goal of the Tennessee Leadership Institute for Nursing Excellence is to develop clinical nurse leaders-nurses whose bedside skills and knowledge have the potential to impact patient outcomes. Eligibility criteria focus on the novice professional: less than five years clinical experience in nursing; evidence of clinical excellence and professional leadership; BSN education (or currently enrolled in BSN program), and a CNO letter of recommendation. A panel of nurse experts served on the Selection Committee to identify qualified and deserving candidates to attend the Institute.

Although initial grant funding provided for only 15 participants in the first leadership event, more than 30 applications were submitted from every region of the state. The task of selecting only 15 participants was made more difficult by the fact that so many of the RNS demonstrated outstanding professional qualifications and leadership potential. With supplemental funding from TCN, a total of 20 participants were selected. RN applicants represented diverse areas of practice, including mental health, critical care, and pediatrics. Nurse executives expressed tremendous enthusiasm for the program, supporting their RN participants with salary, paid leave, and travel expenses to attend the leadership institute. TCN grant funding allowed participants to receive meals & lodging at Fall Creek Falls.

"My participation in the LINE 2005 offered me a glimpse of nursing that I had never seen before."

"It offered me ways that I, as a staff nurse, can make a difference in my ICU unit every day. It showed me the importance of being



proactive in my profession. It also refreshed my spirit to hear from other nurses in different specialties from different geographical locations who face the same problems I face. It showed me I really am not in this alone! I look forward to putting some of the principles they taught me into action." - Hope Stone, RN, Cumberland Medical Center, Crossville

Article Continued On Page Two

Institute

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A combination of didactic content and experiential/group learning experiences were developed with the intent of promoting group participation, exchange of ideas and problem solving. An outstanding cadre of speakers from diverse backgrounds helped to facilitate sessions on such topics as personal & professional development, emotional intelligence, leadership skills, quality of care, and best practices in nursing. "The Villa" at Fall Creek Falls was the site

for FUN and productive evening activities. These open forums, facilitated by Dava Shoffner and other faculty, encouraged discussion of professional issues and concerns in the context of a safe, responsive, & supportive environment. Characterized by open dialogue and sharing of personal stories about nursing, patients, and families, these sessions were also clearly a strong bonding experience for the 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.

One of the final highlights of the program came with the awards luncheon and presentation of group skits. Making do with minimal preparation time and limited props, groups portrayed everything from Jeopardy to The Apprentice, capturing the essence of nursing in drama and comedy. The creativity and learning displayed by these young professionals had everyone laughing and/or crying-but mostly, recognizing ourselves and the humor and pathos of our profession.

Beginning with the first afternoon, and through the final awards luncheon, participants remained engaged and active in the learning experience. Each nurse demonstrated personal growth and the capacity to lead and role model for others. The overall response to presenters and program content was extremely positive, making this a very rewarding experience for faculty as well.

These participant comments reveal the enthusiasm and satisfaction which characterized the T-LINE experience:

"What a great opportunity to jump start some ideas that we all share but may be afraid to take the next step."

"Not only were the topics great, but the presenters were excellent. The relationships I've formed will last a lifetime."

"I would definitely recommend it...It has been a refreshing educational experience!"

"My batteries were recharged-personally and professionally."

Finally, it goes without saying that such a promising initiative needs to be kept alive. TCN and the UT College of Nursing will maintain their partnership in order to offer the leadership institute again next year. Dates and location will be determined in the near future. If you are interested in serving on one of the T-LINE committees, please contact the Tennessee Center for Nursing at 615-242-8205 or www.centerfornursing.org

A very special note of thanks to Valda Barksdale for her commitment to this project and for making the rest of us look good!!!

Article submitted by

Maureen Nalle, PhD, RN

Assistant Professor, University of TN - Knoxville



Leadership Institute 2005 *Kneeling (L to R): Tanya Parker, Clay Kyle, Hope Stone, Michael Payne* *1st Row Standing: Lisa Calton, Emily Carson, Charlotte Ray, Dava Shoffner, Pamela Crues, Regina Phillips, Susan Sanders.* *2nd Row Standing: Amanda Wyatt, Ann Duncan, Shayla Green, Rachel Webb, Donna Fuller, Shannon Roberts, Sonya Luchauer, Valda Barksdale, Maureen Nalle* *3rd Row Standing: Tonya Moore, Peggy Strong, Brad Reed, Shana Haynie, Eugenia Shaver (not pictured Michelle Dennis)*

Global Policy Implications of the Nursing Shortage

According to a recent study by Peter Buerhaus and others, published November 17 in *Health Affairs*, the long-term outlook for the nursing shortage remains serious. Enrollment in nursing programs would have to increase at least 40% per year merely to replace retiring RNs. The authors proposed that policy makers address three issues: increase the number of RNs, retain the large number of older nurses, and prepare for the growing reliance on foreign-born RNs.

There are complex issues involved with each of these recommendations that will need to be addressed, and particularly for that requiring the international recruitment of RNs. The new report from the International Council of Nurses, *The Global Shortage of Registered Nurses: An Overview of Issues and Actions*, describes these issues. The report presents a global picture of the distribution of nurses which varies greatly from country to country.

The USA, with a nurse:population ratio of 773 nurses to 100,000 population, is reporting a nursing shortage. So is Uganda, with a nurse:population ratio of approximately 6 nurses per 100,000 population. Of the three challenges facing those responsible for nursing workforce policy that the report identified, Critical Challenge #1 addresses the impact of HIV/AIDS on the nursing workforce in sub-Saharan Africa. In December 2003 it was noted that "the HIV/AIDS epidemic has led health service delivery systems to collapse" in sub-Saharan Africa (WHO/World Bank) due to increasing demand for health services and by reducing health workforce availability.

"Mortality rates among the health workforce increase, absence rates increase, remaining staff can become demoralized, and potential

recruits select alternative career paths. One recent estimate is that 19-53% of all deaths in government employees in Africa are due to HIV/AIDS (Tawfik and Kinoti 2001). The impact of HIV/AIDS is also a factor in increasing internal and international migration of health workers from sub-Saharan Africa, which in turn creates heavier workloads for the nurses who remain...The nursing workforce challenge in sub-Saharan Africa is the most critical of any region in the world." Dr. Gary Linn's article contributed for this issue of *Healthcare Heartbeat* describes the collaborative project between the Tennessee State University (TSU) School of Nursing and South African universities in addressing the HIV/AIDS maternal and infant mortality crisis and nursing workforce issues.

As the US prepares for increased reliance on foreign-born nurses, the ICN report provides us with guidance. The right of nurses to migrate is not at issue. However, if the "push" factors in countries related to low pay, poor career prospects, and instability and violence are addressed through health system reform, then the "brain drain" in the developing countries could be stemmed. The article about the partnership between TSU School of Nursing and South African Universities to conduct HIV/AIDS research and provide nursing education is timely and relevant to the issues addressed in the ICN report.

Ann P. Duncan, MPH, RN
Executive Director

TSU JOINS SOUTH AFRICAN UNIVERSITIES IN FIGHT AGAINST MATERNAL MORTALITY AND AIDS

The southern cone of African including Angola, Zambia, Malawi, Mozambique, Namibia, Botswana, and South Africa has among the world's highest rates of maternal and infant mortality and HIV infection. In all of these African countries, nurses are at the forefront of the struggle to improve mother and infant health outcomes and to reduce the prevalence of HIV/AIDS. For the past three years, Dr. J. Gary Linn, from the School of Nursing and Center for Health Research of Tennessee State University, has collaborated with nursing and other faculty of Community and Health Sciences of the University of the Western Cape (UWC) Republic of South Africa on several research and nursing education programs.

In 2003, Dr. Linn presented the paper, "HIV Prevention in Vulnerable Populations" to faculty of the UWC Center of HIV/AIDS Programs. The manuscript focused on effective prevention education strategies for special populations such as women in Botswana, indigenous peoples of Northern Brazil, and homeless mentally ill men in the southeastern United States. In the months following Dr. Linn's visit, he collaborated with Dr. Tania Vergnani of UWC, Dean Mary Ella Graham of Tennessee State University and TCN Board Member, and others on the education proposal, "Building Expanded HIV-AIDS Healthcare Training and Treatment Capacity in Namibia," which was prepared for the U.S. Agency for International Development.

In the spring of 2004, Drs. Graham and Linn invited Professor Cheryl Nikodem from the Department of Nursing of the University of the Western Cape to present her research on the impact of HIV/AIDS on health professionals in South Africa at several venues in the United States. These included the TSU School of Nursing, the Vanderbilt-Meharry Alliance, and the Chronic Disease and Disability Section of the Western Social Science Association. Dr. Nikodem reported that approximately 16% of South African health professionals, including nurses, are HIV positive and that the South African government was attempting to meet their healthcare needs with the "roll out" of a program of anti-retroviral medications that would be dispensed free of charge through public health clinics.

During the summer and fall of 2004, Dr. Linn worked with Haritha Boltman and Professor Cheryl Nikodem of UWC on a systematic review of natural remedies (herbal and homeopathy) used during the perinatal period. The objective of the study was to evaluate maternal and neonatal outcomes when women (primarily from African countries) ingest natural remedies during the perinatal period. Study results were presented by Dr. Linn in a keynote address at the 24th Annual Conference on Priorities in Perinatal Care in Langebaan South Africa. It was concluded that natural remedies have no effect in the perinatal period, and that there is no evidence to advocate their use.

While visiting in the Capetown South Africa area prior to the conference on perinatal care, Dr. Linn met with Dean Ratie Mpofu of the School of Community and Health Sciences (UWC) and Professor Thembisile Khanyile, Head of Nursing

(UWC). They expressed an interest in collaborating with Tennessee State University (SON) on the development of an online Masters in Nursing program. Since the University of the Western Cape was designated the primary provider of nursing education in the Capetown area (a metropolis of over 4 million people) enrollment has skyrocketed, and students need additional learning opportunities.

To learn more about UWC nursing clinical sites, Dr. Linn was given a tour of two primary healthcare centers in squatter camps (economically marginal areas) of Capetown. At the Bishop Lavis Primary Healthcare Center, Haritha Boltman, a UWC nurse intern, explained that she had assisted with many of the clinic's 200 deliveries over the previous month. She also commented that approximately 35% of the women delivering in the clinic's obstetrical unit were HIV positive, and that the clinic routinely provided HIV counseling to all of its new mothers.



(From Left) Grace Linn (Dr. Linn's daughter), Haritha Boltman, RN (University of the Western Cape), and Professor J. Gary Linn (TSU)

In August, Dr. Linn will be returning to South Africa and visiting Malawi as part of the Rural Livelihoods Project, which is lead by Oregon State University and funded by the Association Liaison Office of the United States Agency for International Development. As head of the AIDS cluster in the project, he will be working with HIV/AIDS research and training centers at the University of Pretoria and the University of the Western Cape in developing social support, treatment, and prevention strategies to help farm families with HIV in several countries in southern Africa. Working with nurses at the Universities of Pretoria, the Western Cape, and Tennessee State University, he will rely on a community nursing perspective.

**Article submitted by
J. Gary Linn, PhD., Professor
School of Nursing
Center for Health Research
Tennessee State University**

Health Care Hero Award presented to Terri Blevins

Terri Blevins, director of the Practical Nursing program at Tennessee Technology Center at Elizabethton and president-elect of the Tennessee Center for Nursing, has been named a Health Care Hero Award by the Business Journal of the Tri-Cities and King and Monarch Pharmaceutical Companies. Ellen Myatt, publisher of the Journal, and Susan Duncan, communications coordinator in the King Pharmaceutical Company Public Relations Department, presented the award to Ms. Blevins in recognition of her accomplishments in the health care profession.



(L to R) Terri Blevins, director of the Practical Nursing program at TTCenter at Elizabethton, Susan Duncan, communications coordinator with King Pharmaceuticals Public Affairs Department, and Jerry Patton, director of TTC-Elizabethton, are all smiles after Ms. Blevins was presented the Health Care Hero Award, sponsored by Business Journal of the Tri-Cities and King and Monarch Pharmaceuticals.

BlueCross Honors the Nursing Profession

First Lady Andrea Conte Special Guest Speaker

BlueCross BlueShield of Tennessee recognized the importance of nurses at its annual observance of National Nurses Week last month. The event was held at the Chattanooga Conference Center where more than 300 nurses from BlueCross and area health care facilities, as well as members of the public attended.

Tennessee's First Lady Andrea Conte (*right photo*), a nurse by training, was the special guest speaker for this year's appreciation luncheon. The theme of the 2005 event was "Nurses. Many Roles. One Profession." On behalf of TCN, Ann Duncan, Executive Director, presented the First Lady with an acrylic award (*inscription, right*) in recognition of her support of the nursing profession.

In addition to the luncheon, BlueCross organized a public exhibit highlighting the nursing profession and the many roles available to nurses today. The display was located in the 21 windows of the Miller Building at 7th and Market Streets in downtown Chattanooga.



Andrea Conte
~ First Lady of Tennessee ~

May 5, 2005
Blue Cross Blue Shield
National Nurses Week Celebration

In recognition of your relentless support of the nursing profession and the quality of care that they provide daily to victims and children nationwide.

Nurses. Many Roles. One Profession.

Dedication of ETSU Nursing Center at TTC-Elizabethton

Dr. Pat Smith, dean of the ETSU College of Nursing, Terri Blevins, director of the Practical Nursing Program at



Tennessee Technology Center at Elizabethton, and Dr. Priscilla Ramsey, ETSU professor of nursing, from left, are pictured at the dedication of the ETSU Nursing

Center at TTC - Elizabethton May 2005. The center will assist graduates of the LPN program at TTC-Elizabethton with the transition to the ETSU Registered Nurse degree program, according to Dr. Priscilla Ramsey, program director. Dr. Smith said 10 graduates of the LPN program at TTC-Elizabethton were among recent graduates of the ETSU RN program. The ETSU Nursing Center is located on the Herman Robinson Campus, 1500 Arney St., in Elizabethton.



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Valda Barksdale & Ann P. Duncan, Editors

Nursing Awareness Event Educates High School Seniors

Jennifer Harmon, student at Hampton High School, has her blood pressure checked by Crystal Saylor of Erwin, student in the Practical Nursing



program at Tennessee Technology Center-Elizabethton. Also pictured, from left, are Emma Hopson of Unicoi, member of the TTC nursing faculty, and Stacy Taylor of Limestone, TTC nursing student. Both Saylor and Taylor are scheduled to graduate from the 12-month nursing program in September.

Some 45 high school seniors from Carter, Johnson, Sullivan and Washington counties received hands-on experiences at a "first of its kind" nursing awareness event held at Tennessee Technology Center at Elizabethton Thursday, funded by a \$1,000 Tech Prep Grant.

Emma Hopson of Unicoi and Sandy Barker of Elizabethton, members of the nursing faculty at TTC-Elizabethton, submitted the grant proposal "to help high school seniors have a better understanding of a health care career." Grant monies were used to purchase medical supplies used in the demonstrations.

Nursing students and faculty at TTC-Elizabethton demonstrated blood pressure cuffs, wound care, administration of intravenous fluids and hospital patient care to the high school seniors. A video produced by the **Tennessee Center for Nursing** was shown. Students also received information on the Nursing Entrance Test and how to apply for the \$1,250 Wilder-Naifeh Technical Skills Grant under the Tennessee Lottery Education Scholarship. Additional information on nursing programs at TTC is available on their web site, www.elizabethton.tec.tn.us or by contacting the school at 423-543-0070.

TCN Calendar

June

**22-24 Exhibitors at the 2005 HOSA Healthcare Exposition
Gaylord Opryland Convention Center ~ Nashville**

July

**14-16 Co-Exhibitors w/ Belmont University SON at the 19th Annual HSTW Staff
Development Conference
Gaylord Opryland Convention Center ~ Nashville**

**21-22 TCN Executive Committee & Strategic Planning Committee Meetings
Empty Nest House Boat ~ Edgar Evins State Park**