

Texas Statewide Health Coordinating Council  
Texas Center for Nursing Workforce Studies Advisory Committee

Minutes of Meeting Held January 20, 2010  
10:00 am – 3:00 pm

Texas Department of State Health Services  
Center for Health Statistics  
1100 W. 49th Street  
Austin, Texas 78756  
Room M-739

Members Attending

Alexia Green, PhD, RN, FAAN, Co-chair  
Richard Beard, RN, BS, CMSRN, Co-Chair  
Gail Acuna, RN, MA  
Donna Carlin, MSN, RN  
M'Lissa Edwards, LVN  
Kathryn Griffin MSN, RN, NEA-BC  
Patti Hamilton, RN, PhD  
Robin Hayes, RN  
Clair Jordan, MSN, RN  
Susan McBride, PhD, RN  
Elizabeth Poster, PhD, RN, FAAN  
Elizabeth Sjoberg, JD, RN  
Lisa Taylor, PhD, RN, CNS, FNP

Members Absent

Joyce Batcheller, RN, MSN, NEA-BC, Excused  
Jennifer DM Cook, PhD, MBA, RN  
M'Lissa Edwards, LVN  
Rachel Hammon, BSN, RN  
Robin Hayes, RN, Excused  
Pearl E. Merritt, Ed.D., MSN, MS, RN  
Jackolyn Morgan, MSN, RN

Staff Present

Aileen Kishi, PhD, RN, Program Director, TCNWS  
Pamela L. Wiebusch, Program Specialist, TCNWS  
Michelle Kim, Program Specialist, TCNWS  
Bobby Schmidt, SHCC  
Rosemary Ang, HPRC  
Brian King, HPRC

Public Present

Chris Fowler, THECB  
Linda Wiegman, Legal Counsel  
Suzanne Pickens, THECB  
Kelly Miller, NNOC  
Cheryl Coney, NNOC  
Gwen Agbatekwe, NNOC  
Sherin Lender, Senate Healthcare Committee  
Kathy Hutto, Excelsior College

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1. Welcome and Introductions	Dr. Alexia Green called the meeting to order at 10:10 a.m. She welcomed the committee, staff and public present, all of whom introduced themselves. Dr. Green made several administrative announcements.
2. Establish Quorum and Approval of Excused Absences	<p><b>A motion was made by Mr. Richard Beard and seconded by Ms. Donna Carlin to approve requests for excused absences from Joyce Batcheller, Jennifer Cook, M'Lissa Edward, Rachel Hammon, Robin Hayes, Pearl Merritt and Jackolyn Morgan. The motion carried.</b></p> <p>Dr. Green informed the committee on Bob McPherson's resignation and asked members to send recommendations for public member to Dr. Aileen Kishi.</p>
Quorum Attained	A quorum of members was present; hence the committee was able to take action at this meeting.
3. Review of January 20, 2010 Agenda	The agenda was reviewed and no changes were made. The meeting moved forward with the agenda as is.
4. Approval of Minutes for September 9, 2009 Meeting	<b>A motion was made by Dr. Elizabeth Poster and seconded by Ms. Gail Acuna to adopt the minutes of the September 9, 2009 meeting. The motion carried.</b>
5. Discussion of implementation of HB 3961- Elizabeth Poster, Patti Hamilton, Aileen Kishi and Linda Wiegman	<p>Dr. Patti Hamilton gave an overview on the implementation of HB 3961. Dr. Hamilton explained that phase 1 of the study (initial development) will be funded by the Texas Board of Nursing of up to \$100,000 and the phase 2 of the study will involve the conducting of the research study. Phase 2 will require that annual grants of \$300,000 by the NCSBN be awarded for conducting the study. The purpose of the research study is to determine whether the graduates of the clinical competency assessment program are substantially equivalent to graduates of supervised clinical learning experiences programs. She presented some of the discussion topics such as adequacy of number of clinical hours, definition of independent investigator, design and distribution of RFP, level of staff involvement and the level of comparison (to whom should excelsior graduates be compared to).</p> <p>Dr. Aileen Kishi informed the committee about the members of the Selection Committee including Dr. Elizabeth Poster, Dr. Patti Hamilton, and Ms. Elizabeth Sjoberg who were present as members of the Advisory Committee. She gave an update on activities that have occurred in the implementation of HB 3961:</p>

1. During the summer, 2009, TCNWS sought funding to implement HB 3961 from the Board of Nursing, Texas Higher Education Coordinating Board, National Council of State Boards of Nursing, and other local, regional, state and national funding sources.
2. In September, 2009, the Texas Association of Business called a meeting of key stakeholders and representatives from the governor's office, House and Senate committees, Representative Donna Howard and her staff director Scheleen Walker along with Aileen Kishi, Bruce Gunn and other representatives from DSHS. A report on the implementation of HB 3961 was given and the Texas Board of Nursing reported that they would be able to provide up to \$100,000 to fund the planning and development phase of the research project.
3. TCNWS staff initiated the following background work required to implement HB 3961:
  - a. Continue to seek sources of funding to implement HB 3961.
  - b. Develop timeline and action plan for implementing HB 3961 (see attachment #2a & 2b).
  - c. Based upon HB 3961, delineate the roles and responsibilities for the Selection Committee, TCNWS, TCNWS Advisory Committee and the Board of Nursing (see attachment #1).
  - d. Provide staff support for the Selection Committee in order for the members to fulfill their duties as specified in HB 3961 (scheduling of and making arrangements for meetings, preparing meeting materials, etc.).
  - e. Determine the process for RFP development and approval through DSHS and HHSC:
    - o On October 5, 2009, Jackie Dingley, RN, MPH, MBA, was hired on a temporary contract basis to work 20 hours per week on HB 3961.
    - o A great deal of time was spent in finding out about the process for development and approval of an RFP with DSHS, Health and Human Services Commission, Board of Nursing and the State Comptroller. This process was necessary in order to determine the most effective RFP format and process that needs to be used for the research project.
  - f. Develop drafts of RFP for the Selection Committee to review and provide feedback.
  - g. Develop worksheets for the Selection Committee to use in the evaluation process and selection of the independent researcher.
4. The Selection Committee met for the first time on December 7, 2009. The following are highlights of the meeting:
  - a. The committee received orientation on open meetings, open records and conflict of interest laws. Committee members have to attend in-person, public meetings in order to establish a quorum of at least 5 members in order to discuss and take action on agenda items. Teleconference meetings would not be acceptable. In regard to sending out materials for discussion between meetings, it is OK for a committee member to contact TCNWS staff on an individual basis but discussion cannot occur among committee members.
  - b. Because there were multiple possible funding sources cited in HB 3961, Dr. Ron Luke (representative for the Texas Association of Business

[TAB]) informed the committee that TAB sent a letter to the state comptroller asking for clarification on BON being able to increase the surcharge on RN and LVN licensing renewal fees in order to finance the HB 3961 research study (see attachment 3).

c. Dr. Patricia Edwards, Assistant Dean for Excelsior College’s nursing program, did a presentation on the competencies of their graduates and how the students are evaluated and assessed on these competencies.

d. Dr. Janice Hooper, Nursing Education Consultant from the BON, gave a presentation on the work being done on the Differentiated Entry Level Competencies (DELC) of graduates of Texas professional nursing programs.

e. The first draft of the RFP as it relates to the research study was reviewed and discussed. Dr. Luke indicated that the RFP needs to include in the study the purpose of clinical hours, the number of hours needed to produce a competent entry-level registered nurse, and the effect of the student’s prior clinical experience on the necessary hours.

f. A list of questions was presented to facilitate discussion on the selection criteria, evaluation process, and selection of the independent researcher. The committee agreed that the final RFP should be open to the public and does not have to be limited to researchers in Texas. There was a consensus that top proposals should get an opportunity to present to the committee before the decision is made on who the independent researcher will be. The committee also indicated that the proposals do not need to be blind copied prior to review by the committee members.

g. Linda Wiegman, legal counsel for SHCC and TCNWS, informed the committee about “Work for Hire” meaning that whatever the independent research contractor produces belongs to DSHS.

5. The next meeting of the Selection Committee will be Monday, January 25, 2010, 10 am – 3 pm, in the DSHS Boardroom (M-739). The committee will be reviewing and discussing the second draft of the RFP and draft forms to use for evaluation of the proposals.

Dr. Kishi also explained the roles and responsibilities of TCNWS, TCNWS Advisory Committee, Selection Committee, and the BON. She explained that the role and responsibilities of the Selection Committee would end after an independent researcher has been selected. Once the independent researcher has signed the contract and begins implementation of the research project, TCNWS Advisory committee will begin serving as an oversight committee. The BON will serve as a fiscal agent for phase 1 and possibly phase 2 (willing to act as fiscal agent should we get grant funding from NCBSN). Dr. Kishi also went over the timeline for implementing the research study:

- o January 25: Selection Committee Meeting, reviews second draft of RFP
- o January-March: Advertise the RFP for proposals, select researcher
- o Stage 1: March through June. Contracts with researcher (funded by \$100,000 startup funds from BON) and initiates work:
  - Reviews and summarizes relevant literature
  - Identifies methods for evaluating clinical competencies
  - Identifies and validates exit evaluation tools
  - Develops study design, methods, and proposed statistical analyses for conducting the above described legislatively mandated research study

	<ul style="list-style-type: none"> <li>▪ Collaborates with TCNWS and BON to acquire a \$300,000 grant from the National Council of State Boards of Nursing (NCSBN)</li> <li>○ Stage 2 (and possibly Stage 3) – Funded by \$300,000 grant from NCSBN. <ul style="list-style-type: none"> <li>▪ Conducts research study</li> <li>▪ Completes study no later than June 30, 2014</li> <li>▪ Report of findings written and approved by TCNWS Advisory Committee.</li> <li>▪ Report and abstract from the independent researcher are sent to the office of the governor, the Senate Committee on Health and Human Services, and the House Committee on Public Health.</li> </ul> </li> </ul> <p>Dr. Susan McBride brought forth discussion on what is included in phase 1 (funding up to \$100,000). Dr. Kishi clarified that the phase 1 includes research design &amp; methodology, developing or testing of the instrument, literature review, developing operational definitions, IRB approval and the grant application. She also explained that one of the potential funding sources of this study was from increasing the surcharge for licensure renewal fees for RNs and ADNs. However, the BON received a directive from Senator Ogden NOT to raise the surcharge. There is a conflict between what was indicated in the LAR and what was in the legislation for HB 3961. Thus, the letter that TAB sent to the comptroller’s office was asking for clarification.</p> <p>Ms. Donna Carlin indicated that the \$100,000 that was appropriated to the BON is not coming from raising the surcharge for the licensure renewal fee.</p>
<p>6. Review , Discussion, and Possible Approval of the Report on Nursing Workforce in Texas- 2009: Demographics and Trends- Rosemary Ang and Brian King</p>	<p>Ms. Rosemary Ang presented a draft report on nursing workforce in Texas. She informed the committee that this is a second update to this report since the update in 2007 of the 2003 document. She noted some changes in the data collection method on pg. 7 of the report. She explained that the data used for 2009 is a combination of data from the licensing board (previously collected) and the minimum dataset that BON implemented in March of 2008. Most of the older U.S. health professions supply data were obtained from the Health Resources and Services Administration (HRSA) and some national professional organizations. However, in recent years HRSA has discontinued the collection and dissemination of U.S. data so U.S data for recent years are often unavailable, or, they were gathered from different sources, such as the Bureau of Labor Statistics, Kaiser Family Foundation, and other health professional associations. Consequently, data collection methods, criteria, and definition of terms vary resulting in skewed trend lines on the graphs in which sharp increase or decreases in recent years may not be due to a real difference in actual supply.</p> <p>Dr. Kishi updated the committee on the Recommendations section of the report. She informed the committee about an additional recommendation that was included in this report: “When funding and resources are available, conduct a survey of RNs and LVNs in Texas regarding career plans, job satisfaction, retention, and re-entry into nursing.” She mentioned that the supply &amp; demand projection study (2006) needs to be updated and is waiting on the new model from HRSA. Dr. Alexia Green suggested that it needs to be clear that the supply &amp; demand projection study needs to be updated. Ms. Clair Jordan inquired on the timeline for this update to report to the legislature in October. Dr. Kishi responded that it depends on when the upgraded HRSA model will be available. She also mentioned that the National Council of State Board of Nursing is dialoging with HRSA and some of the federal entities about the role of Nursing Workforce Centers and perhaps conducting some of the surveys. Dr. Kishi mentioned that the</p>

	<p>supply trend has been updated, but for the complete Supply &amp; demand projection model, TCNWS will need the updated HRSA model. Dr. Susan McBride brought forth discussion on demand fluctuations and that there has been some indication that the demand is increasing. Dr. Alexia Green recommended that we include age distribution for the Texas population on pg. 11 of the report.</p> <p>Ms. Rosemary Ang explained that beginning in March 2008 the data collection for highest degree earned was changed to highest nursing degree earned for online renewal applications, therefore, 2009 data may not be comparable to data from previous years. Ms. Donna Carlin brought forth discussion on 2009 Texas Registered Nurse facts. She mentioned that the “other” category for the race breakdown is too high. Mr. Brian King explained that this data comes from the Board and there’s no other information to break it down.</p> <p>Ms. Ang also talked about Advanced Nurse Practitioners beginning on pg. 21 of the report. She noted that this information is self-reported and although Advanced Practice Nurse may be certified in multiple position types, they can only choose one position type when completing renewal forms. For Nurse practitioners, both U.S and Texas supply ratios have increased. The clinical nurse specialists have also increased in the past 4 years after the decline in supply ratios in the late 90s.</p> <p><b>A motion was made by Dr. Patti Hamilton and seconded by Mr. Richard Beard to adopt the <i>Report on Nursing Workforce in Texas-2009: Demographics and Trends</i> with recommended changes. The motion carried.</b></p>
<p>7. Report from the Texas Higher Education Coordinating Board- Chris Fowler and Suzanne Pickens</p>	<p>Ms. Suzanne Pickens gave an update on the Hospital-Based Nursing Education Partnership Grant Program (HNEP). She highlighted the following points on HNEP Grant Program:</p> <ul style="list-style-type: none"> <li>• The Coordinating Board (CB) released a request for application for HNEP on January 4, 2010.</li> <li>• The grant program is established by the 80<sup>th</sup> Texas Legislature in 2007 but was not funded until the 81<sup>st</sup> Legislature in 2009.</li> <li>• The goal of the program is to address the state’s need for registered nurses by fostering collaboration between hospitals and academic partners. The partnerships will result in an increase in the number of students enrolled in and graduating from professional nursing education programs through innovative instruction and the use of existing expertise and facilities.</li> <li>• HNEP is a competitive, peer-reviewed grant program that supports educational initiatives designed to address the state’s need for registered nurses through partnerships between hospitals and nursing education degree programs. New and expanding partnerships are eligible to apply for this grant. Approximately \$5 million is available for HNEP awards during the 2010/2011 biennium with the minimum grant being \$100,000 and maximum will be \$1 million.</li> <li>• To be eligible for a grant, qualifying partnerships must submit a completed application to the Coordinating Board (CB) by February 26, 2010. The notice of intent is due on January 29, 2010. The RFA and instructions are on the CB’s website: <a href="http://www.theccb.state.tx.us/HNEP">www.theccb.state.tx.us/HNEP</a>.</li> </ul> <p>Dr. Poster posed a question on why there is a difference in the grant amount based on the academic setting (Nursing programs vs. Health Science Centers). Marginal</p>

	<p>cost issue was required by the statute and that those numbers are based on formula funding. Ms. Donna Carlin said that the formula funding is different for different type of programs. Ms. Pickens added that there is flexibility.</p> <p>Ms. Chris Fowler gave an update on other grants that are available at the CB.</p> <ul style="list-style-type: none"> <li>• The Minority Health Grant Program is available for public and private 4-year institutions for partnership with a variety of entities including community colleges and hospitals.</li> <li>• The project will address educational pipelines for Hispanics and African Americans. This is an opportunity for nursing education programs to receive funds to enhance the diversity of enrollment and graduates.</li> <li>• The deadline for this grant was January 11, 2010 and CB has received 17 proposals. Grants will be awarded in early March. Another grant that the CB is administering called the Nursing Innovation Grant Program which focuses on each of the Texas' 7 regions. The application should address one of the strategies under the strategic plan for the state and strategies focused on partnership and sharing limited resources, sharing curriculum and faculty to increase capacity of initial licensure programs. The applications are due in March.</li> </ul> <p>Ms. Fowler also gave an update on CB's board meetings. Some of the important topics at the last meeting included issues and barriers affecting their grant programs, future study on appropriate student to program match, match of faculty to the various tracks in a nursing program, and admission criteria. Some of the other topics for discussion included competition between hospitals and institutions, use of non-traditional faculty, and use of simulation to replace clinical hours. There was further discussion on simulation.</p>
<p><b>8.</b> Report from the Statewide Health Coordinating Council- Bobby Schmidt and Aileen Kishi</p>	<p>Mr. Bobby Schmidt gave a report from the Statewide Health Coordinating Council (SHCC). He updated the committee about the new approach for the 2011 – 2016 State Health Plan which is divided into 5 sections. Workgroups were formed for each section of the health plan. He informed the committee that the Health Care Workforce Symposium is scheduled for February 19<sup>th</sup>. Chairs and co-chairs for the workgroups met 3 times to develop the State Health Plan and will continue to meet after the symposium. The preliminary State Health Plan will be distributed to various organizations and their feedback will be incorporated in the final draft to take to the SHCC meeting in April. After that, there will be 30-day period for public comment and the SHCC members will consider if any additional revisions are needed based upon the public comments. Final approval of the 2011 – 2016 State Health Plan will occur at the July, 2010 meeting. Finally, it will be sent to the Governor's office for review and approval by October 31<sup>st</sup>.</p> <p>Dr. Kishi went over the work done in identifying and writing on nursing workforce issues for the State Health Plan. She requested the committee to provide feedback on whether those work papers should be included or not. There was discussion on how the papers are going to be referenced. Dr. Green suggested that we include important topics from all major papers we produced. Additional work will be done on development of nursing workforce recommendations for the State Health Plan.</p>
<p><b>9.</b> Progress Report and Discussion on the 2010 Texas Hospital Nurse Staffing Survey</p>	<p>Ms. Pamela Wiebusch presented a progress report of the 2010 Hospital Nurse Staffing Survey (HNSS). She informed the committee that the task force had a one-time in person meeting in December to discuss and revise the proposed draft of the HNSS instrument. The task-force reviewed and discussed a proposed draft of the 2010 survey instrument. Revisions to the 2008 survey tool included</p>

<p>(HNSS)</p>	<p>eliminating items that have since been asked in other surveys, had poor response rates, or did not yield sound data. Some minor revisions were also made so that the 2010 HNSS would be in synchronize with the Forum of Nursing Workforce Centers' recommended Demand Minimum Dataset. There was discussion on how to increase the response rate. Ms. Wiebusch mentioned that the 2010 survey is significantly shorter. Also, TCNWS staff as well as task force members representing 8 different regions in Texas will follow-up with hospitals to increase the response rate.</p> <p>Ms. Wiebusch went over the survey instrument and pointed out any changes from the 2008 survey. There was discussion on Questions #8-9 on whether there was a change in number of budgeted direct patient care RN FTEs on staff in the past two years and the reason for the change if it has decreased. The committee decided that the reason for the increase is also important and it should be asked. Ms. Wiebusch informed the committee that the advanced information and the paper copy of the survey will go out in February. She informed the committee that the survey will be live starting March 1<sup>st</sup> through March 19<sup>th</sup> and will be extended through April 12<sup>th</sup>. Data verification will start in April and the analysis will begin in May and continue through June.</p>
<p><b>10. Progress Report, Review and Discussion on 2009 RN and VN Nursing Educational Programs' Information Survey (NEPIS) and Compliance Audit of Nursing Education Programs (CANEP)- Pamela Wiebusch and Aileen Kishi</b></p>	<p>Ms. Wiebusch presented a progress report for 2009 RN and VN Nursing Educational Programs' Information Survey (NEPIS) and Compliance Audit of Nursing Education Programs (CANEP).</p> <p><b><u>RN and VN NEPIS</u></b></p> <p>As recommended at the September 2009 advisory committee meeting, number of people from different groups/organizations met to revise/work on the 2009 NEPIS and CANEP survey instrument. People involved included: Donna Carlin, Chris Fowler, and Suzanne Pickens from the Coordinating Board, Bob McPherson, Jim Willmann from the Texas Nurses Association, and Virginia Ayers, Paul Waller, Janice Hooper and Robin Caldwell from the Board of Nursing. Some revisions were made but no drastic changes to the instrument took place.</p> <p>Ms. Wiebusch reported that the project proceeded as planned:  The survey went live on Thursday, October 1, 2009 and closed on Thursday, October 15. Most surveys were completed by the deadline, although there were a few that were late. However, all RN and VN surveys were submitted by the end of October.</p> <ul style="list-style-type: none"> <li>• At this time, all RN and VN faculty profiles have also been submitted.</li> <li>• Data verification took place over the month of November and the first week of December for both RN and VN NEPIS.</li> <li>• In reviewing the admissions data, it seems that respondents ran into the same problem they did last year --- inaccurately reporting their first admission period. In order to make sure we have the best data possible, we went back and looked at the 2008 data again to follow up with programs who did not report their admissions data accurately in 2009 and/or in 2008.</li> <li>• We are still waiting on a few replies to verification emails, but for the most part RN and VN NEPIS verification is complete.</li> </ul> <p><b><u>RN and VN CANEP</u></b></p> <p>For the 2009 CANEP process, it was decided that we would collect an audit from ALL RN and VN programs. The CANEP was live during the same dates as the NEPIS (October 1 – October 15, 2009). All audits were submitted by the end of</p>

	<p>October. We will also be analyzing some of the data from the CANEP this time around (specifically information regarding whether the governing institution is public, private, for profit, etc.)</p> <p>Ms. Wiebusch presented a draft of the 2009 RN Enrollment, Graduation and Admission spreadsheet. She informed the committee that she is still waiting on responses to verification emails and emphasized that this is NOT the final spreadsheet so it should not be distributed. She also presented 2009 RN-NEPIS Summary of Findings. She indicated that this is also a preliminary analysis, and it will be used to determine what areas to report on.</p> <p>Ms. Wiebusch added that there was one question that was added to the NEPIS that came from the workgroup meeting in September which was Question #23 on clinical hours. It reads “How many total hours are students required to participate in patient care clinical situations and in skills, computers, and simulation labs. This was the first time that this question was asked so some of the data looked a little sketchy. She informed the committee that with the help of BON she will follow-up to get more accurate data.</p> <p><b><u>Next Steps</u></b> Once all the verification is completed, the databases will be finalized and TCNWS staff will begin writing the reports. All RN and VN reports should be ready for review and approval at the April advisory committee meeting. At that point, recommendations for next year’s instrument and survey process will be presented for the committee’s review and input.</p>
<p><b>11. Report on TCNWS Activities- Aileen Kishi</b></p>	<p>Dr. Aileen Kishi provided an update on the Nursing Workforce Center’s activities.</p> <p>In the last quarter of 2009, Aileen Kishi and Pamela Wiebusch were the only full-time TCNWS staff (Michelle Kim, as a part-time research &amp; statistics technician, provided 20 hours per week of staff support for TCNWS). In addition to what has been reported to TCNWS Advisory Committee members for the January 20, 2010 meeting (implementation of HB 3961, 2009 RN and VN NEPIS and CANEP, 2010 HNSS, 2011-2016 State Health Plan, and report on 2009 nursing workforce demographics &amp; trends), the following are additional TCNWS activities that have occurred since September 2009:</p> <ul style="list-style-type: none"> <li>• Bruce Gunn received and reviewed almost 100 applications for the TCNWS program specialist position. Aileen Kishi did additional evaluation of the top applications, and interviews were done with 4 applicants. Michelle Kim was offered and accepted the TCNWS program specialist position and began working as a full-time TCNWS program specialist on December 1, 2009 and began her orientation to this position.</li> <li>• The upgraded position of Research Specialist IV was posted on the DSHS’ HR website in November 2009. There have been over 100 applications for this position but many do not meet the qualifications needed to be second in command of TCNWS. So far, there have not been any RNs, with research educational preparation and experience, apply for this position. Based upon availability of qualified applicants, interviews will probably be scheduled starting in February 2010.</li> <li>• Bruce Gunn, Aileen Kishi, Dwayne Collins (team leader for the Hospital</li> </ul>

	<p>Data Section) met with representatives from the Hospital Licensing Division to discuss and develop survey questions for the mandatory 2010 annual hospitals survey that reflect the legislatively mandated data to be collected according to SB 476 regarding hospital nurse staffing committees and plans. The final draft of the questions was reviewed by Elizabeth Sjoberg and Jennifer Banda with THA. The revised questions will be included in the 2010 survey that is scheduled to go to all the Texas hospitals in January 2010.</p> <ul style="list-style-type: none"> <li>• Aileen Kishi currently serves and actively participates on the following: Texas Team, DSHS Nursing Leadership Council, TNA’s Education Committee, and Executive Steering Committee for the National Forum of Nursing Workforce Centers. She also serves as a resource person for THECB’s Advisory Committee on RN Education and the Texas Health Care Policy Council and its Workforce Partnership Subcommittee.</li> <li>• The Executive Steering Committee for the National Forum has been meeting monthly via teleconference to discuss the national workforce leaders’ conference that will be held in Dearborn, Michigan (outside of Detroit) on June 9-10, 2010. This committee has also planned and scheduled a meeting for all the nursing workforce directors in Chicago, January 13-14, 2010. One of the major areas that will be discussed is what the next steps will be in establishing the national nursing workforce minimum datasets.</li> <li>• On December 3, 2009, Aileen Kishi did a presentation about nursing faculty in Texas professional nursing programs to the Texas Health Care Policy Council’s Workforce Partnership Subcommittee. This presentation included data and information on faculty demographics, turnover and vacancy rates, and faculty salary trends and comparisons.</li> <li>• On January 8, 2010, Aileen Kishi did a radio interview on the shortage of nurses and faculty that will be aired in the Houston area.</li> <li>• We were notified that we were selected to do the following two presentations at the national workforce leaders’ conference in Michigan in June 2010: <ul style="list-style-type: none"> <li>○ <i>The Economic and Policy Initiatives Impacting Nursing in Texas</i>, presenters: Aileen Kishi, Sondra Flemming, and Alexia Green</li> <li>○ <i>A Partnership Model Between the Texas Board of Nursing and the Texas Center for Nursing Workforce Studies</i>, presenters: Aileen Kishi, Paul Waller, and Virginia Ayrs</li> </ul> </li> </ul>
<p><b>12.</b> Report from Texas Team- Alexia Green</p>	<p>Dr. Green presented a report from the Texas Team.</p> <p>The Texas Team was appointed through the governor’s office in the summer of 2008. The Texas Team consists of representatives from the wide variety of entities across the state.</p> <p>The Texas Team has been working together with Texas deans and directors in developing a statewide strategic plan to increase capacity in professional nursing</p>

	<p>programs. This was done in response to call to action by Robert Wood Johnson (RWJ) Foundation and Center for Champion Nursing in America (AARP). She informed the committee that the strategic plan can be found on the TCNWS website. She mentioned that the plan is being implemented. A major initiative that was accomplished primarily by Texas Hospital Association, Texas Nurses Association, and Texas Association of Business during the last legislative session was obtaining funding to increase nursing education capacity in the state. Dr. Green indicated that currently, the Texas Team is primarily focusing on the strategic initiatives that look at creating partnerships, regionalization, and sharing of resources among schools of nursing and hospitals in the state. A \$1 million grant from the Texas Workforce Commission was officially awarded last week which is funding 5 regions throughout the state to develop regional initiatives for sharing resources. She informed the committee that the Texas Team will meet on the February 27<sup>th</sup> to review the strategic plan, and catch up with implementation of TWC grant.</p> <p>Dr. Susan McBride brought forth discussion on which regions were receiving a grant other than the Dallas Ft. Worth Hospital Council. Dr. Green responded that the following 5 regions are receiving a grant:</p> <ul style="list-style-type: none"> <li>• North Texas (Dallas Ft. Worth Hospital Council)</li> <li>• East Region (UT Tyler)</li> <li>• Gulf Coast (Texas Woman’s University)</li> <li>• Central Texas (Texas A&amp;M University)</li> <li>• Rio Grande (UT El Paso)</li> </ul> <p>Dr. Green added that there were total of 7 regions. One region (West Texas) did not apply and the South Texas region did apply but withdrew their application due to some issues.</p>
<p><b>13. Future 2010 Meeting Dates for TCNWS Advisory Committee Meeting</b></p>	<ul style="list-style-type: none"> <li>• April 14, 2010</li> <li>• July 14, 2010</li> <li>• October 13, 2010</li> </ul>
<p><b>14. Agenda Items for Next TCNWS Advisory Committee Meeting</b></p>	<p>There was a discussion among the committee members on possible agenda items for the next TCNWS Advisory Committee meeting.</p> <ul style="list-style-type: none"> <li>• Clear plan for Nursing Workforce Trends</li> <li>• Selection Committee Update</li> <li>• Update on DELC</li> </ul>
<p><b>15. Public Comment</b></p>	<p>Ms. Gwen Agbatekwe from the National Nurses Organizing Committee (NNOC) expressed concerns on lack of short term solutions to some of the staffing issues.</p>
<p><b>16. Adjourn</b></p>	<p>The meeting was adjourned at 1:40 PM.</p>