

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

Minutes of Meeting Held April 18, 2007
10:00 am – 3:00 pm

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

Members Attending

Alexia Green, PhD, RN, FAAN, Co-Chair ----- present 10:00 am to 3:00 pm
Patricia L. Starck, DSN, RN, FAAN, Co-Chair ----- present 10:00 am to 3:00 pm
Joyce Batcheller, RN, MSN, CNAA, RWJ Nursing Fellow ----- present 10:00 am to 3:00 pm
Donna Carlin, MSN, RN ----- present 10:00 am to 3:00 pm
Marla Cottenoir, MSN, RN ----- present 10:00 am to 3:00 pm
Kathryn Griffin MSN, RN, CNAA, BC ----- present 10:00 am to 3:00 pm
Rachel Hammon, RN ----- present 10:00 am to 12:00 pm
Robin Hayes, RN ----- present 10:00 am to 12:00 pm
Clair Jordan, MSN, RN ----- present 10:00 am to 1:45 pm
Susan McBride, PhD, RN ----- present 10:00 am to 3:00 pm
Robert McPherson, MA ----- present 10:00 am to 3:00 pm
Pearl E. Merritt, Ed.D, MSN, MS, RN ----- present 10:00 am to 2:05 pm
Jackolyn Morgan, MSN, RN ----- present 10:00 am to 2:10 pm
Elizabeth Poster, PhD, RN, FAAN ----- present 10:00 am to 3:00 pm
Carol Reineck, PhD, RN, CCRN, CNAA-BC ----- present 10:00 am to 3:00 pm
Elizabeth Sjoberg, JD, RN ----- present 10:30 am to 1:30 pm
Lisa Taylor, PhD, RN, ANCC, CNS, ABOHN ----- present 10:00 am to 3:00 pm
Kathy Thomas, MN, RN ----- present 10:00 am to 12:00 pm
Poldi Tschirch, PhD, RN ----- present 10:00 am to 3:00 pm

Members Absent

Thalia Munoz, MS, RN, excused

Staff Present

Aileen Kishi, PhD, RN, Program Director, TCNWS
Arlette Ponder, MAHS, Program Specialist, TCNWS
Suzanne Pickens, Program Specialist, TCNWS
Pamela L. Wiebusch, Research & Stats Tech, TCNWS
Willi Elam-Sneed, CHS
Bruce Gunn, PhD, Manager, HPRB
Connie Turney, BA, Project Director, SHCC

Public Present
Chris Fowler THECB

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Welcome and Introductions	Dr. Alexia Green and Dr. Patricia Starck, co-chairs of the Texas Center for Nursing Workforce Studies Advisory Committee (TCNWSAC) called the meeting to order at 10:00 a.m. Dr. Green introduced and welcomed new committee member Lisa Taylor. TCNWSAC members, staff and audience introduced themselves.
Establish Quorum and Approval of Excused Absences	A motion was made by Dr. Elizabeth Poster and seconded by Dr. Susan McBride to approve requests for excused absences today from Thalia Munoz for the entire meeting, and Katherine Thomas and Rachel Hammon for part of it. The motion carried.
Quorum Attained	A quorum of members was present; hence the committee was able to take actions at this meeting.
Committee member resignation	Committee member, Thelma Davis, has submitted a resignation as member of the TCNWSAC. The Committee thanked Ms. Davis for her faithful service since the Committee's inception. Dr. Aileen Kishi will be receiving recommendations for a replacement to represent the LVN Association.
Review of April 18, 2007 agenda	The agenda was reviewed and no changes were made. The meeting moved forward with the agenda as is.
Approval of Minutes for November 15, 2006 Meeting	The minutes from the November 15, 2006 meeting were reviewed. No changes were made. A motion was made by Dr. Carol Reineck and seconded by Dr. Pearl Merritt to adopt the minutes of the meeting. No discussion required. The motion carried.

<p>Update report from the Statewide Health Coordinating Council</p>	<p>Connie Turney gave an update report from the Statewide Health Coordinating Council. She mentioned that since the last update there has been a lot of chaos in terms of protocol in the State Health Plan. TCNWSAC had been given a charge through the SHCC to come up with nursing related recommendations. Those recommendations were compiled with the other stakeholders' and were put in the context of the full health care continuum as part of the Statewide Health Plan. Ultimately every recommendation that was put forward by the TCNWSAC was incorporated into the document the governor's office published, and has been used as the basis of his nursing workforce recommendations. Copies of the Health Workforce Strategic Plan, "Commitment to Health Workforce Planning: A Strategy For Addressing Texas' Health Workforce Needs," were handed out. All recommendations are found in the plan either as a main goal, strategy or a high-level activity.</p> <p>Ms. Turney commented on the growing importance of looking at mental health workforce initiatives regarding scarcity in rural and remote areas around the state. She also commented on the high incidence of untreated mental health disorders among ER patients. Ms. Turney referred to what the Annapolis coalition hopes to do to address such issues. Many of their initiatives involve technology use such as telemedicine consults or the use of tele-education to increase workforce or to empower those in rural areas.</p> <p>Ms. Turney's legislative update focused on two key pieces of legislation SB 29 regarding minimum data sets, which would be presented by Dr. Bruce Gunn, and HB 2939 regarding consolidation of individual health professions into a health profession's commission. Ms. Turney claimed that HB 2939 is the initial effort by the state to increase integration of the health workforce. Ms. Turney also commented on the Health Information Technology Advisory Committee (HITAC), which produced the HITAC report (copies were left for those who wanted them). The follow up to that report included a governor's office bill which has led to the creation of a non-profit corporation that intends to consolidate all health records across the state.</p> <p>Ms. Turney gave the floor to Dr. Gunn who spoke about SB 29 / HB 1056 regarding a minimum data set which would consist of a minimum of 37 fields of data to be collected from every health professional in Texas. The difference between SB 29 and HB 1056 is that HB 1056 excludes all DSHS licensing boards from having to meet the requirements.</p> <p>Dr. Gunn mentioned two other bills. Both of those bills are regarding the transparency of physician ownership of certain facilities: surgical clinics and diagnostic imaging centers. The question raised is what percent of the facility is owned by a physician and how many referrals does a physician send to his own clinic compared to physicians who do not own part of the facility?</p>
<p>Change to agenda</p>	<p>Dr. Green suggested that the agenda be reorganized to allow Kathy Thomas, who would only be present until noon, to give her update in regard to the Texas Board of Nurse Examiners before Chris Fowler's update from the Texas Higher Education Coordinating Board. No one opposed.</p>
<p>Legislative update regarding Texas Board of Nurse Examiners</p>	<p>Kathy Thomas gave a legislative update in regard to the Texas Board of Nurse Examiners. Ms. Thomas reported on HB 2426, the Sunset Bill, which includes a decision for all Diploma programs to be affiliated with academic institutions by the end of 2014. The importance of diploma programs being affiliated with academic institutions is to enable students to acquire academic credit, as well as transferability of that credit to other academic institutions. The bill also defers the responsibility of establishing requirements for program accreditation through Chapter 7 to the Texas Higher Education Coordinating Board, as opposed to the Board of Nursing. Ms. Thomas also mentioned that the report on innovative models for promoting increased enrollment was complete and had been sent to the</p>

	<p>legislature in March. They are now working with schools of nursing to implement those models. She also reported that the Sunset Bill will inadvertently repeal the Patient Safety Pilot Programs that the board has the authority to approve; however, it will be removed from the bill. Ms. Thomas addressed that by 2008 the Board of Nursing would be required to develop a jurisprudence exam as a condition for initial licensure. It was later clarified that the jurisprudence exams would probably be administered before licensure exams, though it still had not been decided. She mentioned that the board's name is undergoing a change. Board of Nurse Examiners is an outdated term and has been changed to the Texas Board of Nursing. Ms. Thomas commented on HB 2939 and the Health Professions Commission/Council. She noted that the fiscal note promotes cost saving measures, which seems unusual considering that other states who have gone through similar process have more costs associated with their transformation. Ms. Thomas mentioned SB 316, which permits boards to take certain actions when individuals lie on licensure applications, and SB 1860, which has been withdrawn but would have created pilot programs that allow schools to increase the faculty -student ratio to 1: 13.</p>
<p>Update Report from the Texas Higher Education Coordinating Board</p>	<p>Ms. Chris Fowler gave a presentation on increasing completion rates from initial licensing programs. In response to SB 132, the Coordinating Board was asked to do a study to find strategies to increase completion rates from initial RN licensing programs. There were two major areas of data collection: enrollment data from state programs and calculated on-time completion rates and persistence rates. Besides finding that there is a need to increase completion rates, findings indicate that increasing capacity in nursing programs is also crucial. Findings on completion rates and persistence rates clearly show that action needs to be taken to improve student success rates. The following recommendations were made by a task-force who was established to study strategies to increase RN graduates: to improve graduation rates--- increase the amount of financial aid offered, make work-study programs available, increase cooperative programs between nursing programs and the healthcare industry, foster more academic practice partnerships, and expand counseling. To increase capacity in nursing programs, it is recommended to recruit more faculty by increasing salaries for nurse faculty, provide educational training for faculty new to the nurse educator role, and provide more support for graduate students choosing the nurse faculty role.</p> <p>Ms. Fowler also commented on program administration and the need for standardization across program or program types, especially regarding admissions criteria. She also commented on the need to develop a common methodology in calculating completion and persistence rates in order to achieve more accurate data from different sources.</p>
<p>Update on the Student Success Conference</p>	<p>Donna Carlin reported on what went on at the Student Success Conference hosted by the University of Texas Health Science Center in Houston. There were 5 break out sessions at the conference to discuss findings and provide a forum for discussion.</p> <p>The first session was on teacher certification for faculty in initial RN licensure programs. It goes back to what was previously mentioned about APNs that 95% of nurses in MSN programs are in APN programs. NLNAC has developed competencies for certified nurse educators.</p> <p>Another session was about student survivors, regarding who is responsible, and what has been effective in keeping students. Some suggestions were: a pre-orientation boot-camp that would let students and families know what is expected and required of students so that they will be better informed about clinical requirements and how long it takes to successfully complete a nursing program; make tutoring readily available; provide resources for child care; and retention counselor programs, such as the one used at Texas Tech. The program works by</p>

	<p>assigning students to counselors or advisors, who would guide them throughout the course of the program. The counselors typically have access to the student's records including exams. Dr. Alexia Green commented on the program and how it has worked at Texas Tech.</p> <p>The third session was on rethinking the concept of hospital-based nursing programs. The discussion revolved around the collaboration between El Centro Community College and THR Hospital Corporation along with Methodist – Dallas and Baylor Medical Center in the Dallas/Ft. Worth area. Employees of participating hospitals have been given stipends and schedule flexibility for their participation in the program. El Centro Community College (ECCC) provides the didactic content and THR provides the faculty. The courses take place in the hospital and are done by live video. ECCC also provides accreditation, evaluation processes, and curriculum. Four cohorts have gone through the program and of the 88 students only one has not been successful.</p> <p>The fourth session was on increasing nursing faculty salaries. The discussion included what happened in Mississippi. The Mississippi Nurses Association formed a high-level policy group, which has been successful in developing and implementing a plan to increase nursing faculty salaries.</p> <p>The final session was on selectively seeking students. In this session, research findings specific to identifiers of the successful candidate and the process of evaluation and assessment of candidate outcomes were presented. There was discussion of standardized minimum data sets appropriate for admission criteria. Activities that other states, such as California and Oregon, are working on or have implemented include identifying diagnostic instruments to predict nursing success and adopting it statewide with a statewide standard for nursing program success; examining methods to strengthen pre-nursing coursework; developing a computerized, online clinical placement and clinical faculty registry; and implementing standardized curriculum, academic admissions criteria, remediation through the curriculum and external curriculum evaluation. A centralized administrative process that was implemented in the Houston/Galveston area was presented. The functions included centralized student background checks, centralized student drug screening, centralized clinical placements, and a centralized faculty resource center.</p>
Update on legislative activities	<p>Clair Jordan gave an update on legislative activities. She started off by giving feedback on the Supply and Demand report which has been very beneficial to the legislature. It has given legitimacy and authority to the issue of the nursing shortage in the state.</p> <p>As far as financing, Ms. Jordan reported on various issues that are floating around such as diploma programs. Legislators ask whether it should come back, is it legitimate, and whether one can be against anything that could produce more nurses. She also mentioned that many proprietary schools see Texas as a monetary opportunity: a rapidly growing area with a shortage of nurses. Ms. Jordan claims that the faculty to student ratio issue is based on the fact that nursing education is done differently than other health professions. She mentions how no one wanted to take on the salary issue, and the one person who did, did so on certain conditions: monies had to be trusted to some party besides the school of nursing, schools had to be evaluated on graduation data, and there had to be a strict accountability from schools for whatever money they accepted.</p> <p>Ms. Jordan reported on the legislation concerning incentives to colleges and universities for five professional programs including nursing. This included recruitment and retention of under-represented minorities and underprivileged students. The colleges would receive \$2,000/student bonus at graduation. HB 3443 regarding the creation of the Texas hospital-based nursing education partnership grant program was discussed. Ms. Jordan reported that hospitals and community</p>

	<p>facilities would partner with accredited schools of nursing in order to increase enrollment and the number of graduates. The state funded hospitals would be exempt. There would be \$40 million allocated to these grants for a two-year period. The THECB would be the responsible agency to award these grants. Dr. Susan McBride indicated that memorandums of agreements between schools of nursing and hospitals need to be developed immediately.</p>
<p>TCNWSAC Annual report to SHCC</p>	<p>Dr. Aileen Kishi presented the Texas Center Nursing Workforce Studies Advisory Committee’s Annual Report to the Statewide Health Coordinating Council. A draft of the report was provided to all committee members and staff. Dr. Kishi stated that the report covers activity from September 2005 through December 2006. The report includes an overview of work done during the reporting period. The long list of reports produced indicates a high level of productivity. Copies of the most recent reports will be provided to SHCC members at the April 19th meeting. Other ways that committee members and staff have been active is through implementing the communications plan, which has allowed committee members to be involved by sharing reports, information, doing presentations, and testifying at hearings. Committee and staff members have also been involved through other associated committees, subcommittees, and task forces. TCNWS advisory committee and staff also provided input for the Texas State Health Plan that was reflected in the update and strategic plan.</p> <p>Dr. Kishi explained how the operations plan includes objectives, project strategies, and updates on what has been done. Only two projects are left to be completed: nurse staffing surveys on Long Term Care and Home Health.</p> <p>Dr. Alexia Green made some editorial changes, and no other suggestions or changes were made.</p> <p>Motion to approve the Annual Report to the Statewide Health Coordinating Council with edits was made by Marla Cottenoir. Bob McPherson seconded the motion. The motion carried.</p>
<p>Progress report on the demographics and trends of RN nursing programs in Texas</p>	<p>Arlette Ponder and Pamela Wiebusch presented preliminary nursing education highlights for RNs. The presentation included preliminary data on RN programs, nursing faculty, and nursing students from 88 programs across the state. The data came from the 2006 BNE online survey, with the exception of nursing faculty demographics which came from the BNE licensing database. There were some issues with ambiguity of terms such as the term “appointment” in regard to faculty positions in nursing programs. All data were preliminary due to some issues that were still being fixed with the survey’s database.</p>
<p>Review and discussion of TCNWS Bylaws</p>	<p>Dr. Aileen Kishi led the discussion on the TCNWS Bylaws. A copy of the current Bylaws was provided to all committee members and staff. Issues regarding the Bylaws have come up at past meetings and were reflected in the questions provided by Dr. Kishi for discussion. One of those issues relates to having a quorum and whether to consider redefining how many members are needed to have a quorum. It was suggested that it be determined how many members are needed to legally hold a meeting or establish a quorum. Dr. Susan McBride commented on the need of precaution of not having quorums at subcommittee meetings, and to take it into consideration if , and when, “quorum” is redefined. Donna Carlin suggested that item D-9 in the Bylaws be changed to say “3 representatives from state agencies who are preferably RNs.” Dr. Starck suggested a section on task forces, if in fact, task forces were going to be established. On the subject of attendance, it was concluded that 3 absences should include the descriptive “unexcused” to be cause for action. It was decided that a draft for changes to the bylaws be made for members to review before the next meeting. It was also suggested that Dr. Kishi contact Linda Wiegman regarding the aforementioned issues before the next meeting so that members can be informed in order to take action on the items.</p>

Report of TCNWS Activities	Dr Aileen Kishi reported on recent activities of the TCNWS. A hand-out outlining recent activities was provided. Dr. Kishi announced the addition of two new staff members, and gave an update on where the center stands with the BNE's Annual Survey of Nursing Education Programs. Dr. Kishi mentioned various meetings, conferences, and legislative hearings attended by TCNWS staff and advisory committee members. She also pointed out that the abstract submitted by Drs. Alexia Green, Patricia Starck, and Aileen Kishi received the highest score among the reviewers for the National Nursing Workforce Conference to be held in June 2007 in San Francisco. Dr. Kishi also mentioned involvement in activities throughout the legislative session including preparing impact analyses and cost estimates for HB2939 and SB 198. In addition, Dr. Kishi commented on future projects including nurse staffing studies for long term care and home health, creating task forces for these projects, and possible revision of the Hospital Nurse Staffing Survey. Dr. Kishi introduced a brochure that was drafted for the TCNWS and sought comments and suggestions.
Public Comment	There was no public comment.
Future Meeting Dates	<ul style="list-style-type: none"> • Wednesday, July 18, 2007 • Wednesday, October 17, 2007
Agenda Items for July 18, 2007 Meeting	<ul style="list-style-type: none"> • Bylaws • Long Term Care and Home Health • Review of faculty salaries • Transitioning a new home for RN career fulfillment survey • Update on preliminary nursing education data
Adjourn	The meeting was adjourned by Dr. Alexia Green 2:40p.m.

Minutes Approved:

Patricia L. Starck ,DSN, RN, FAAN

Alexia Green, PhD, RN, FAAN