

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

Minutes of Meeting Held April 14, 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
Jennifer DM Cook, PhD, MBA, RN
M'Lissa Quintanilla, LVN
Kathryn Griffin MSN, RN, NEA-BC
Clair Jordan, MSN, RN
Susan McBride, PhD, RN
Pearl E. Merritt, Ed.D., MSN, MS, RN
Jackolyn Morgan, MSN, RN
Elizabeth Sjoberg, JD, RN
Lisa Taylor, PhD, RN, CNS, FNP
Katherine Thomas, MN, RN
Bonnie Clipper, RN, MBA, FACHE
Lula Pelayo, PhD, RN

Members Absent

Elizabeth Poster, PhD, RN, FAAN, Excused
Patti Hamilton, RN, PhD, Excused
Rachel Hammon, BSN, RN, Excused
Robin Hayes, RN, Excused

Staff Present

Aileen Kishi, PhD, RN, Program Director, TCNWS
Pamela L. Wiebusch, Program Specialist, TCNWS
Michelle Kim, Program Specialist, TCNWS
Mary Benton, PhD, Research Specialist, TCNWS
Bruce Gunn, PhD, Manager, HPRB
Bobby Schmidt, SHCC

Public Present

Linda Wiegman, Legal Counsel
Kathy Hutto, Excelsior College
Debbie Cane, DADS
Hailey Cornyn, HILLCO Partners

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<p>1. Welcome and Introductions</p>	<p>Dr. Alexia Green called the meeting to order at 10:00 a.m. She welcomed the committee, staff and public present, all of whom introduced themselves. Dr. Green made several administrative announcements.</p>
<p>2. Establish Quorum and Approval of Excused Absences</p>	<p>A motion was made by Dr. Susan McBride and seconded by Mr. Richard Beard to approve requests for excused absences from Elizabeth Poster, Patti Hamilton, Rachel Hammon, and Robin Hayes. The motion carried.</p>
<p>Quorum Attained</p>	<p>A quorum of members was present; hence the committee was able to take action at this meeting.</p>
<p>3. Review of April 14, 2010 Agenda</p>	<p>The agenda was reviewed and no changes were made. The meeting moved forward with the agenda as is.</p>
<p>4. Approval of Minutes for January 20, 2010 Meeting</p>	<p>A motion was made by Ms. Kathryn Griffin and seconded by Ms. Jackolyn Morgan to adopt the minutes of the January 20, 2010 meeting with recommended changes. The motion carried.</p>
<p>5. Introduction of New Committee Members and Nominations for Public Member</p>	<p>Dr. Aileen Kishi introduced 2 new advisory committee members, Dr. Lula Pelayo who is representing Associate Degree Nursing programs, and Bonnie Clipper who is representing the Texas Organization of Nurse Executives. Committee members were asked for recommendations for a public member representative. Susan McBride recommended Sally Williams with the Dallas-Ft. Worth Hospital Council's Education & Research Foundation. Dr. McBride will contact Ms. Williams to see if she would be interested in being considered as a public member representative.</p>
<p>6. Review, Discussion and Possible Approval of the 2009 Nursing Education Reports on Professional and Vocational Nursing Programs in Texas- Pamela Wiebusch, Michelle Kim, Mary Benton and Aileen Kishi</p>	<p>Ms. Pamela Wiebusch presented an overview of the 2009 Nursing Education Reports on Professional and Vocational Programs.</p> <p>A. 2009 Update on Professional Nursing Program Characteristics</p> <ul style="list-style-type: none"> ▪ Ms. Wiebusch pointed out that 1 ADN program and 1 LVN to ADN program operated within a proprietary school and asked the committee if they should be counted as proprietary schools as they are private/for-profit institution. Ms. Donna Carlin confirmed that they are considered proprietary. ▪ Ms. Wiebusch noted that there was an increase in online course availability. ▪ She explained that the length of curriculum data is for the 2008-2009 academic year since the new method of collecting this data did not work for 2009 NEPIS. New programs were contacted to obtain curriculum information. She noted that 3-semester BSN program is for 2nd degree

BSN program. Ms. Carlin asked whether 6-semester BSN program has been verified since the norm is 4-semester. TCNWS staff will double-check this issue.

- Ms. Wiebusch informed the committee about a new question on the number of clinical hours that was added to the 2009 NEPIS but was not included in the fact sheet. She noted that the data was questionable, and the Texas Board of Nursing (BON) called schools to verify outliers. Dr. Kishi recommended that this question not be included in the factsheet since it did not specify initial RN licensure students.
- The committee decided that an operational definition should be available for next year's NEPIS.

B. 2009 Update on Student Admission, Enrollment and Graduation Trends in Professional Nursing Programs

- Ms. Wiebusch noted that 2008 admission numbers have been revised due to programs inaccurately reporting their first admission period.
- Dr. Kishi noted that based upon the 8,211 students who graduated from initial RN licensure programs in 2009:
 - The number of graduates produced in 2009 will need to double by 2013 in order to meet the target goal of 15,199 new graduates.
 - In order for supply of graduates to meet the demand for RNs by 2020, the number of graduates in 2009 will need to triple in order to meet the target goal of 24,870 new graduates.
- Ms. Susan McBride suggested that explanation of the lines in Figure 3, Projected Supply of RN Graduates: 2007-2020 be footnoted.

C. 2009 Update on Student Demographics in Professional Nursing Programs

- Ms. Wiebusch informed the committee that demographic information on graduates is a newly added element in 2009.
- There was some discussion on the use of the term sex versus gender.
- Ms. Donna Carlin suggested including increase in percentage of male students. She brought forth discussion on age 15-19 category. Dr. Lula Pelayo mentioned that there is an increasing number of Junior year High School students entering initial RN Licensure programs.

D. 2009 Update on Faculty Demographics in Professional Nursing Programs

- Ms. Wiebusch informed the committee that the footnotes for calculating vacancy and turnover rate will be revised to avoid confusion regarding the reporting year.
- Ms. Wiebusch explained that in 2009, ethnicity and Hispanic origin are two separate items of information on the RN and LVN licensure renewal applications. If Hispanic origin is reported as "yes" then race/ethnicity is computed as Hispanic for any value of ethnicity. If reported "no" or left unanswered, then race/ethnicity is computed as White, Black, Other, or Unknown depending on the ethnicity value. 874 of 2,419 faculty did not indicate whether or not they are of Hispanic origin. This may have resulted in underreporting of Hispanics and is not comparable to data from previous years.
- She also explained that 2009 data on educational preparation were gathered from Faculty Profile Data which are self-reported by programs and may not be comparable to data from previous years.
- Dr. Jennifer Cook asked whether percentage of faculty over the age of 50 has changed in the last 20 years. Dr. Kishi responded that the percentage remained about the same over the years.

E. 2009 Update on Vocational Nursing Program Characteristics

	<ul style="list-style-type: none"> ▪ Ms. Wiebusch noted the change in the term from program track to satellite campus as the term program track is used differently between professional programs and vocational programs. ▪ Ms. Donna Carlin corrected that Texas Higher Education Coordinating Board (THECB) and Texas Workforce Commission (TWC) are not accrediting agencies; so it should say “approved” not “accredited.” <p>F. 2009 Update on Student Admission, Enrollment and Graduation Trends in Vocational Nursing Programs</p> <ul style="list-style-type: none"> ▪ Committee members had no comments or questions. <p>G. 2009 Update on Student Demographics in Vocational Nursing Programs</p> <ul style="list-style-type: none"> ▪ Ms. Wiebusch informed the committee that the Student Demographics factsheet includes demographics data on both enrollees and graduates. ▪ Data from proprietary schools have not been included due to inaccuracies in reporting. ▪ Ms. Carlin suggested that age categories for professional and vocational nursing programs should be consistent. ▪ The committee decided that for-profit/ not for-profit designations to be used rather than proprietary. ▪ Ms. Gail Acuna brought forth discussion on whether there’s a way to delineate where graduate nurses are being hired. Ms. Kathy Thomas and Dr. Kishi responded that being able to find that information is a challenge. <p>H. 2009 Update on Faculty Demographics in Vocational Nursing Programs</p> <ul style="list-style-type: none"> ▪ Ms. Wiebusch noted that the same changes in the Faculty Demographics factsheet on Professional Nursing Programs were applied to the Vocational Nursing Programs factsheet. ▪ Two new VN programs have not been included in the turnover rate calculation. <p>A motion was made by Dr. Lula Pelayo and seconded by Ms. Katherine Thomas to approve above fact sheets with suggested changes. The motion carried.</p>
<p>7. Review, Discussion and Possible Approval of Report on Educational Pipelines and Preparation of RNs and LVNs in Texas – Michelle Kim and Aileen Kishi</p>	<p>Dr. Kishi presented 2009 Education Pipelines for Nurses in Texas report.</p> <ul style="list-style-type: none"> ▪ This factsheet highlighted trends regarding nurses continuing their education. ▪ The largest percent of Texas RNs have not continued their education beyond their basic level of educational preparation. ▪ There were some concerns on not representing LVNs in this report. ▪ Ms. Alexia Green and Dr. Susan McBride suggested including references for the bullet points on “2009 Registered Nurses in Texas.” ▪ The committee decided re-wording the second bullet point on 2009 Registered Nurses in Texas to avoid confusion. <p>A motion was made by Dr. Pearl E. Merritt and seconded by Dr. Jennifer Cook to approve the fact sheet with suggested changes.</p>
<p>8. Report from the Texas Higher Education Coordinating Board – Donna Carlin and Chris Fowler</p>	<p>Ms. Donna Carlin presented a report from the THECB.</p> <p>She gave an update on the Hospital-Based Nursing Education Partnership Grant Program (HNEP).</p> <ul style="list-style-type: none"> ▪ Approximately \$5 million is available for HNEP awards during the 2010/2011 biennium with the minimum grant of \$100,000 and maximum of \$1 million. ▪ There were 31 notice of intents and 23 completed applicants. 21 eligible

	<ul style="list-style-type: none"> ▪ applicants are in review by 6 national experts. ▪ There will be 6-7 awards and the notice will go out by April 23, 2010. <p>She presented 2007-09 Comparative Analysis of Graduation Rates for the State’s Initial Licensure Nursing Programs.</p> <ul style="list-style-type: none"> ▪ The 2009 statewide graduation rate is 71.1 percent, a 2.8 percent increase from 2008. ▪ Students were more likely to graduate if they completed the nursing curriculum within the normal 12-month or 24-month time period for the degree. Approximately 73 percent of graduates completed their programs “on-time” – within the 12-month or 24-month period- rather than within the 18-months or 36-months allowed for the calculation. ▪ Students were more likely to graduate from a 2-year program generic ADN or BSN program than from a 1-year LVN-ADN program. The 2009 rate for 2-year programs is 73.4 percent; for 1 year programs, 57.8 percent. This difference is consistent with results from 2008. ▪ For 2009, nine institutions had an 85 percent or better graduation rate and an 85 percent or better licensure pass rate. They are eligible to apply for recognition under the Nursing Education Performance initiative and to receive a \$25,000 incentive grant from the Coordinating Board. These grants are awarded to those institutions that can show a “best practice” contributed to their high graduation rate. In 2008, 13 institutions were eligible for this recognition, and three institutions were awarded incentive grants. ▪ While most schools have not met the statewide goal of 85 percent for student success, many have shown improvements in their graduation rates or continued to maintain high graduation rates while maintaining high enrollments.
<p>9. Discussion of Implementation of HB 3961 – Elizabeth Poster, Patti Hamilton, Aileen Kishi</p>	<p>Dr. Kishi updated the committee on implementation of HB 3961 and meetings of the Selection Committee.</p> <ul style="list-style-type: none"> • The RFP was approved with additional revisions at the last Selection Committee meeting on April 5, 2010 • Up to \$100,000 is available for the initial development of the study (Phase 1). Phase 2 of the study will involve conducting the research study and will depend on receiving grant funds from the National Council of State Boards of Nursing (NCSBN) or funding from other sources. • The contract for phase 1 will likely be from August, 2010 to March, 2011 (NCSBN grant due date). • Dr. Green asked about the role of the Advisory Committee. Dr. Kishi explained that 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.
<p>10. 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 thanked the committee for all their involvement on the State Health Plan, submitting white papers, and for attending the symposium. The symposium was held in February and was very well attended. The SHCC will take a look at the draft of the State Health Plan at the meeting on April 15, 2010. The SHCC will discuss whether there are any other content areas they would like to add as well as comments that came in since the symposium. The Council will also look at recommendations for each area to put forth a draft. Mr. Schmidt anticipates that the Council will vote and approve this document and publish it on the web for a 30-day comment period. The draft will also be disseminated to a variety of</p>

	<p>individuals and entities for their input. During the month of May, all comments and suggestions will be incorporated into a final draft document. SHCC will then look at this document at the next meeting on July 15th, for review and approval. The approved 2011 – 2016 State Health Plan and recommendations will then be printed and distributed to the Governor’s office and legislators after the SHCC’s October 14th meeting.</p> <p>Seven white papers on nursing workforce issues were written:</p> <ul style="list-style-type: none"> ▪ Recruitment and Retention of Diverse Student Population in Nursing- Susan Sportsman, R.N., Ph.D. ▪ Health Information Technology and Recommendations for Nursing Education in Texas- Susan McBride, Ph.D., R.N.; Rodney Hicks, Ph.D., R.N.; and Mari Tietze, Ph.D., R.N. ▪ Comprehensive Strategic Plan for Retention of Nurses in the Workforce- Aileen Kishi, Ph.D., R.N. ▪ Use of Nurse Practitioners/ Physician Assistants to Address Primary Care Needs in Texas- Heather Morris, M.S.N, R.N. ▪ Advanced Practice Registered Nurses in Texas- Lynda Woolbert, M.S.N., R.N. ▪ Issues in Public Health Nursing- Diane Foucher Moy, M.S.N., R.N. <p>Based upon the TCNWS advisory committee’s discussion, Dr. Kishi, Dr. Green and Mr. Richard Beard developed the nursing workforce recommendations. Dr. Schmidt indicated that they’re not for discussion today but will be during the 30-day comment period. He mentioned that the first version of the preliminary findings at the symposium had white papers on nursing issues in appendix but it will be moved to the health professions section of the health plan.</p> <p>Dr. Green asked about the impact of the Health Care Reform. Mr. Schmidt replied that the State Health Plan is for the duration of 6 years with 2-year updates. Since most of the federal health legislation on Health Care Reform are coming into effect in 2014, it will be worth looking at for the next update.</p> <p>Mr. Schmidt informed the committee that Dr. Raimer has suggested that it will be of best interest to not have any recommendations about funding for the recommendations that go through at the meeting on April 15th.</p> <p>Dr. Kishi asked Mr. Schmidt whether her suggestion on incorporating Technology Informatics Guiding Education Reform (TIGER) recommendations in the Health Information Technology section was considered. Mr. Schmidt responded that it will be mentioned at the meeting on April 15th. Dr. McBride added that the specific recommendation on nursing informatics be included.</p> <p>Mr. Schmidt informed the committee that Dr. Raimer said that each area should consist of 5-6 recommendations with top 3 specified.</p>
<p>11. Progress Report and Discussion on the 2010 Texas Hospital Nurse Staffing Survey (HNSS) – Pamela Wiebusch</p>	<p>Ms. Wiebusch presented an update on the 2010 Texas Hospital Nurse Staffing Survey (HNSS).</p> <ul style="list-style-type: none"> ▪ The deadline for the survey was on April 9, 2010 but TCNWS is still accepting surveys. ▪ Response rate had gone up since last year to about 60%. ▪ Every region except for the Gulf Coast region met 50% response rate. ▪ The verification process will continue. ▪ Vacancy/Turnover rate and regional factsheets (Critical Access Hospitals and State Hospitals) will be produced. Additional factsheets might be

	available as well.
12. Report on TCNWS Activities – Aileen Kishi	<p>Dr. Kishi gave a report on TCNWS activities.</p> <ul style="list-style-type: none"> ▪ Dr. Bruce Gunn will be retiring in June. ▪ Dr. Kishi is currently serving as a representative from the National forum of Nursing Workforce Centers and will be meeting with the National Council of State Boards of Nursing in Chicago within the next month. Possible collaboration with the development and implementation of the National Nursing Workforce Minimum Dataset will be discussed. ▪ There was some discussion on obtaining the HRSA model. In regard to what’s been done about the demand software, HRSA is making progress but is still unsure when it will be available.
13. Report from Texas Team- Alexia Green	<p>Dr. Green gave a report from the Texas Team.</p> <ul style="list-style-type: none"> ▪ The Texas Team was appointed through the Governor’s office in 2008 in response to the call for action by the Center to Champions in Nursing (AARP initiative). ▪ The Team is working on revising the strategic plan. Some of the emerging issues include lack of available clinical space and diversity of the student population capacity. ▪ Regarding the Texas Workforce Commission grant, she updated the committee that 5 of 7 regions are fully engaged and the other 2 are finding other mechanisms. ▪ She announced that The Center to Champions in Nursing is having a meeting with all team leaders in Washington, D.C in May. They will look at the Health Care Reform piece and how that is going to impact nursing education and nursing education capacity. ▪ Tony Gillman is leaving the governor’s office.
14. Future 2010 Meeting Dates for TCNWS Advisory Committee Meeting	<ul style="list-style-type: none"> ▪ July 14, 2010 will be rescheduled to August and will be a teleconference meeting. ▪ October 13, 2010
15. Agenda Items for Next TCNWS Advisory Committee Meeting	<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"> • Discussion and possible approval of reports of findings from the 2010 HNSS • Discussion of the 2010 NEPIS and CANEP RN and VN surveys • Status on implementation of HB 3961 • Update report from SHCC • Update report from THECB • Report on TCWNS activities • Report from the Texas Team • National Nursing Workforce Leaders Conference and Meeting in Detroit • Meeting in May of all the state teams •
16. Public Comment	There was no public comment.
17. Adjourn	The meeting was adjourned at 1:40 PM.