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DRAFT - MINUTES

TCN

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Ann Duncan, Exec Dir

Lois Wagner, Assoc Dir, Research

Jennifer Murray, Research Asst.

Aleshia Garrett, Mktg. Coord

Meeting Date & Location: Thursday & Friday, October 16-17, 2008

Fall Creek Falls State Park, FCF II & III

Presiding: Terri Blevins, President

Attendance Thursday, 11/16: Sharon Adkins, Valda Barksdale (interim during Aleshia's maternity leave) Laura Barnes, Jill Beason, Treva Berryman, Terri Blevins, Laura Beth Brown, Chris Clarke, Doris Davenport, Ann Duncan, Shayla Green, Phil Hunt, Susan Jacob, Linda Jennings, Patty Kraft, Leo Lindsay, Sam Marceri, Jennifer Murray, Laurie Acred-Natelson, Anne Plumb, Lisa Pote (Facilitator, Center for Nonprofit Management), Leslie West Sands, Patricia Smith, and Lois Wagner

Topic and Discussion:	Actions/Follow-up:
<p>A quorum was established and the meeting was called to order and all were welcomed by Terri Blevins, presiding. As the meeting facilitator, Lisa Pote, Center for Nonprofit Management,, asked everyone to introduce themselves as a way of taking "asset inventory" of everyone's skills and experience.</p> <p>The consent agenda was reviewed.</p>	<p>A motion was made, seconded, and passed unanimously to accept the Consent Agenda.</p>
<p>Treasurer Report</p> <p>The Balance Sheet (P&F) and 2008 Audit Report Findings were made available and reviewed:</p> <ul style="list-style-type: none"> • Balance sheet shows \$1,126,044.71, which includes scholarship dollars • 1/2 of assets have been placed in laddered CD's which are very stable accounts • Operating account balance = \$47, 568.96 • \$200K sent to TSAC for nursing scholarships • The Audit Report was discussed and confirmed 	<p>A motion was made, seconded, and passed unanimously to accept the Treasurer's Report and statements.</p>
<p>Induction of New President</p> <p>TCN new president Maureen Nalle will assume office immediately following this Fall meeting. She will be inducted at the 2009 Spring meeting as she was absent due to her daughter's wedding.</p> <p>As a gift of appreciation, a porcelain nursing doll was presented to Terri Blevins for her commitment and diligence as president.</p>	

* DENOTES EXECUTIVE COMMITTEE MEMBER

Topic and Discussion:	Actions/Follow-up:
<p>TCN in Review – A. Duncan reporting:</p> <ul style="list-style-type: none"> • Two nurses had an idea to establish a nursing consortium and consequently in 1995 submitted a grant proposal to the RWJF • By 2000 TCN was incorporated and had developed a strategic plan • In 2002 a recruitment and retention campaign was purchased from the North Carolina Center for Nursing • In 2005 a Master Plan for Tennessee was developed titled: “Curing the Crisis in Nursing Education” • Currently 103 RNs are enrolled in the TN Nursing Graduate Loan Forgiveness Program • TCPS has incorporated three components: 1) Online Placement 2) Online General Orientation and 3) Program Evaluation • In an effort to retain nurses in the industry TCN supports a “cultural of retention in the workplace” • “New graduate” transition into the workforce RWJF PIN grant applied for and received • Strengths: 1) Has maintained diversity on the board 2) Has provided an independent and un-bias forum for debates 3) Followed thru on data collection and research both of which have been transformed into action 4) Statewide partnership has been increased • Other comments: <ul style="list-style-type: none"> ◊ Pat - 1) Diversity is essential 2) Having data converted and disseminated is critical 3) We must sustain as new issues surface ◊ Jennifer - 1) Comparing “state to state” data and identifying the barriers are both vital projects 3) Efforts of trying to ensure that TN data is accurate is very challenging, particularly since TN nurse population data is self reported 4) Information Briefs are available electronically and online 5) Will continue to work toward developing state-wide reporting definitions ◊ Lois - 1) Clinical placement and access to nursing care is critical 2) Currently working towards developing a simulation library and network 3) In association with Vanderbilt, working towards developing a Clinical teaching associate program 4) An Online Program in informatics is needed to enhance informatics understanding 5) Retention and creating a positive workplace environment is essential. A Summit which was held on October 1 will continue to build on this momentum 6) A Nurse manager institute to teach Best Practices is also needed. 	
<p>SWOT Analysis (Strength, Weaknesses, Opportunities, Threats) Lisa encouraged everyone to utilize their skills, talents, and experiences while serving on the board. The group was then separated into four small groups and instructed to conduct a SWOT Analysis which is a method used to evaluate an organization’s Strengths, Weaknesses, Opportunities, and Threats. She will summarize the notes and forward to TCN. It was requested that upon receipt, TCN forward summary to board.</p> <p>It was reported that the Strategic Planning Committee met earlier this year and revisited TCN’s mission, plan, and values. There was a discussion regarding what legitimate power/authority TCN has to bring about change in TN. Are we advisors? It was clarified that TCN is a non-profit organization designed to serve the public nursing industry; we are not an administrative nor regulatory agency.</p> <p>Feedback</p> <ul style="list-style-type: none"> • Board should brainstorm it’s priorities—what are TCNs hot buttons? Will review these at Spring 2009 meeting. Immediate hot issues should be considered prior to next board meeting • Board should review 4 major goals to determine where to spend majority of resources • Send out Strategic Plan draft prior to Spring meeting including SWOT analysis • It would have been helpful to start off with discussion of goals to develop objectives <p><i>The meeting adjourned at 4:30pm</i></p>	<p>Lisa to summarize SWOT comments into one document and forward to TCN.</p> <p>TCN to forward summarization to board.</p> <p>The Strategic Planning Committee will meet to review the SWOT summary and revise the Plan which will be presented at the Spring 2009 board meeting for approval.</p> <p>← Also, see “feedback” for potential follow-ups.</p>

Topic and Discussion:	Actions/Follow-up:
<p>A discussion ensued regarding the differences between TCN and TNA. It was summarized as follows:</p> <ul style="list-style-type: none"> • TCN = Workforce analysis, research, strategy, and practice/education reform • TNA = The nursing profession, legislation, and regulations <p><u>Elections</u></p> <ul style="list-style-type: none"> • President Elect—Chris Clarke, motion approved • Vice President—Susan Jacob, motion approved • Treasurer—Sharon Adkins, motion approved <p>Per email from Joan Creasia, UTK’s new VP of Academic Affairs, Bonnie Yegidis has agreed to serve on the board, replacing Bob Levy.</p> <p><u>Board Representation</u></p> <ul style="list-style-type: none"> • Marilyn Kurkoff, VA Memphis, CNO recommended per Susan Jacob for VA practice and administration representation on the board. Motion moved for Susan to contact her. • Per Chris Clarke, long term care representation is needed. A discussion ensued on Consumer Advocacy vs. practice oriented. If focus is workforce, representation should be practice. Having a consumer representative from AARP would be essential since Leo is no longer on board representing consumers. It was noted that RWJ awarded AARP a grant “Center to Champion Nursing in America” to work with nursing workforce issues. Motion made to solicit AARP person to serve as consumer member on board. Ann will follow-up with AARP chair/director • Per Phil Hunt, Marcy? Would serve well as a nursing home administration representative, she is very responsive and active. • Sharon Adkins suggested Mary Beth an administration nurse with the Council on Aging Life Care. <ul style="list-style-type: none"> ◊ Motion made to invite two people from different regions of state for long term care representation, preferably administration/director of nursing ◊ Phil Hunt and Linda Jennings will send names to Ann • The LPN program has been represented by Terri Blevins. Preference would be to have three representatives, one from each grand division, one voice alone would not be heard. <ul style="list-style-type: none"> ◊ Leslie West Sands will represent the Western region ◊ Terri Blevins will represent the Eastern region ◊ Board members will send additional names to Ann for suggested LPN representation. <p><u>Search Committee for Executive Director</u></p> <p>Ann Duncan will retire December 2009. It was recommended that the committee consist of at least five members, preferably one or two from Executive Committee, others from Board of Directors.</p> <ul style="list-style-type: none"> • Leslie West Sands, Shayla Green, Laurie Acred-Natelson, Chris Clarke, and Sharon Adkins volunteered to serve on committee. • It was suggested that Pat Smith be contacted to see if she would like to chair. • It was also suggested that Maureen Nalle be contacted to see if she would like to serve. • The committee was strongly encouraged to convene prior to Spring 2009 meeting. Several items to consider include: <ul style="list-style-type: none"> ◊ Advertising (it was noted that CNM will post free of charge) ◊ Position description ◊ Salary (must be submitted for 2010 budget). The group concurred that in order for the salary to be competitive in the market, \$150k should be stated in the budget. <p><u>Additional Discussions:</u></p> <ul style="list-style-type: none"> • Lois Wagner is scheduled to meet with statistician to analyze data. Will discuss how data results compare to other professions. Will also consider identification of data that need to be shared, particularly the important facts. • Plans are underway for TCN to conduct a supply & demand study for the TN BON • The principles and culture of the magnet track is essential; it would behoove all health care institutions to embrace it’s path, even if it doesn’t attain magnet status. 	<p>Three separate motions were made, seconded, and passed unanimously to approve the following elections:</p> <ul style="list-style-type: none"> • Chris Clarke for President Elect • Susan Jacob for Vice President • Sharon Adkins for Treasurer <p>A motion was made, seconded, and passed unanimously to approve Bonnie Yegidis’ appointment on the board, replacing Bob Levy.</p> <p>A motion was made, seconded, and passed unanimously for Susan Jacob to contact Marilyn Kurkoff for possible VA practice & administration representation on the board.</p> <p>A motion was made, seconded, and passed unanimously for TCN to solicit AARP representation to serve as consumer member on board.</p> <p>A motion was made, seconded, and passed unanimously for TCN to invite two people from different regions of the state for long term care representation, preferably administration/director of nursing.</p> <p>Phil Hunt and Linda Jennings will suggestions to Ann for Long Term Care representation.</p> <p>A motion was made, seconded, and passed unanimously for TCN to appoint LPN representation on board, one from each grand division.</p> <p>Board members will send suggestions to Ann for LPN representation.</p>

Topic and Discussion:	Actions/Follow-up:
<p><u>Loan Forgiveness Program</u> Due to the economic impact on retirement packages, many nurses may not retire as planned, it is probable that they may delay retirement until their 401k increases. Comments:</p> <ul style="list-style-type: none"> ◇ Should we consider not enrolling students in loan forgiveness program until current students graduate and are hired? ◇ Many universities can only hire adjunct faculty but do not have funding to hire full time faculty. ◇ Do adjunct faculty qualify for loan forgiveness program? ◇ Adjunct faculty not appropriate for clinical. ◇ Nursing education is a very high cost to institutions; one of the highest disciplines. ◇ We've worked very hard to establish the loan forgiveness program; it would do damage and tarnish perspective of efforts if we discontinue enrolling students. <p><u>Perkins Grant</u> TBR/SWCC received a \$16k Perkins Grant to fund an educational Summit in early Spring. Four sectors have been identified including Allied Health/Nursing/Health Care Education. Anticipated talking points include:</p> <ul style="list-style-type: none"> • What is the economic impact of a new RN grad? • Presentation of a graph or chart identifying nurse funding that has worked in other states. • What is the key message? • A motion was made for Ann to approach Paul Haynes for additional input. • The following board members volunteered to assist with gathering additional talking points: Lois, Chris, Jill, Doris, Susan, Patty, and Leslie. Laurie will chair. <p><u>Blogging</u> A group email distribution for blogging was requested; will ask Aleshia to send to board upon her return in December from maternity leave.</p> <p><u>Announcements</u> RHAT meeting, Wednesday, November 19-21, Pigeon Forge Music City</p> <p><u>Next TCN Board Meeting</u> Embassy Suites Nashville Airport, April 23-24, 2009</p>	<p><i>(From discussion on previous page)</i> A motion was made, seconded, and passed unanimously to include in the 2010 budget \$150k as the stated salary for the Executive Director.</p> <p>ED Search Committee to convene prior to Spring 2009 meeting.</p> <p>TCN to solicit Pat Smith to serve on and Maureen Nalle to chair committee.</p> <p>Aleshia to forward email distribution for blogging purposes.</p> <p>A motion was made, seconded, and passed unanimously for A. Duncan to solicit Paul Haynes' assistance with the Perkins Grant Summit.</p> <p>Jill Beason, Chris Clarke, Doris Davenport, Susan Jacob, Patty Kraft, Leslie West Sands, and Lois Wagner to assist with gathering talking points for the Perkins Allied Health Educational Grant Summit to be held in Spring 2009. Laurie Acred Natelson will chair.</p>

T. Blevins thanked everyone for their continued commitment. The meeting adjourned at 10:45 a.m. CST
Respectfully submitted,



Terri Blevins, President
TCN Board of Directors