



Tennessee Center for Nursing

"Strengthening Healthcare in Tennessee"

545 Mainstream Drive, Suite 406, Nashville, TN 37228-1227 Ph: (615) 242-8207 Fax: (615) 242-8207
www.centerfornursing.org

TCN BOARD OF DIRECTORS

President
Maureen Nalle
Vice President
Susan Jacob
Sharon Adkins *
Laura Barnes
Jill Beason
Craig A. Becker
Treva Berryman *
Virginia Betts
Senator Diane Black
Terri Blevins*
Laura Beth Brown
Chris Clarke *
Scott Collier
Joan L. Creasia
Doris Davenport
Shayla Green
Vicky B. Gregg
Phil Hunt
Susan Jacob
Linda Jennings
Beverly Jordan
Patricia A. Kraft*
Samuel Maceri
Nancy B. Moody
Maureen Nalle*
Laurie Acred-Natelson
Wendy Nehring
Freida Outlaw
Anne Plumb
Judy Powell
Zoila Sanchez
Leslie West-Sands
Mavis Shorn
Patricia L. Smith
Paula Speers
Susan P. Veale
Lynn Whisman
Patrick Willard
Debra Wollaber
Bonnie Yegidis
Caroline Young

BOARD OF NURSING
CONSULTANT:
Libby Lund

BOARD CONSULTANTS
Paul Haynes
Claude Pressnell, Jr.

TCN STAFF:
Lois Wagner, Exec Dir
Jennifer Murray, Research Asst.
Aleshia Garrett, Mktg. Director

Board of Directors Meeting MINUTES

Date & Location: Thursday, April 22, 2010, DoubleTree Hotel, Jackson, TN

Presiding: Maureen Nalle, President

Attendance: Wendy Nehring, Shayla Green, Chris Clarke, Sharon Adkins, Debra Wollaber, Aleshia Garrett, Cynthia Powers, Zoila Sanchez, Jennifer Murray, Maureen Nalle, Susan Jacob, Patricia Kraft, Susan Ferguson, Beverly Jordan, Anne Plumb, Paula Spears, Terri Blevins, Linda Jennings, Leslie West-Sands, Mavis Shorn, Lois Wagner

Topic and Discussion:	Actions/Follow-up:
<p>Call to Order A quorum was established and the meeting was called to order by President Maureen Nalle at 1:00 pm and the Executive Committee did a round of introductions. Susan Ferguson, our new TONE representative was welcomed as well as Cynthia Powers, a guest of Zoila Sanchez's from Union University.</p>	
<p>Consent Agenda The October 2009 Meeting Minutes, Reports from the Executive Directors, Executive Coordinator, Associate Director, and Research Assistant which were all included in the consent agenda previously sent out to all board members were included in packets provided to all board members.</p>	<p>A motion to pass the Consent Agenda was seconded and approved.</p>
<p>Treasurer's Report Sharon Adkins presented the Treasurers Report. The TCN checking account x5315 has a total available balance of \$30,058. Money market account x3808 has an available balance of \$115,155. Money market account x1760 and account x4176 were cashed out to pay the TN Student Assistance Corporation for our last payment for the TN Graduate Nursing Loan Forgiveness Program. The Profit & Loss Statement and the Securities Portfolio were left at the front table for any interested Board members to review.</p>	<p>A motion to pass the Treasurer's Report was seconded and approved.</p>
<p>Executive Director Address L. Wagner presented a PowerPoint (Presentation attached to minutes) of the following:</p> <ul style="list-style-type: none"> • Board Education: Board purpose, duties and success • TCN Updates: What is the staff up to anyway? • RWJF/PIN Final Report: no more funding through RWJF <ul style="list-style-type: none"> • TCPS Sale: the transfer of ownership has been smooth, Pam Taylor to speak at tomorrow's meeting • Simulation Conferences & SIM Alliance: Funding was for one conference, now we are doing our third. Conferences will be self sustaining through SIM Alliance going forward. Third conference held November 3-4, 2010 at Belmont. • TN Graduate Nursing Loan Forgiveness Program: last payment has been made, 150 graduates gone through the program. • TNPAP Research: Meetings scheduled w/TNPAP to see what information is available and the type of research we can provide. • TN Board of Nursing: School of Nursing Reports • Dissemination Update: A. Garrett gave a brief update on social media (Twitter, Facebook, YouTube), newsletters, newsblasts, website update, website survey results and new marketing plan. • Licensure workforce database: working through issues with missing data elements and unavailable data. 2010 Workforce data was presented in a preliminary report. • GIS Website: Data being added daily. Link on home page. 	<p>A. Garrett requested that any board member who knows someone who would like to receive TCN's Healthcare Heartbeat or any organization that would like to advertise in the printed version, to please have them email her with contact info.</p>

Topic and Discussion:	Actions/Follow-up:
<p>By-Law Changes M. Nalle showed the board the proposed changes to the by-laws. (Proposed changes attached to minutes) Discussion followed regarding the definition of quorum and how TCN will define it. Vote and further discussion tabled until tomorrow.</p>	
<p>Nursing Education, the Economy and the Nursing Shortage L. Wagner gave a PowerPoint presentation (Presentation attached to minutes) on the nursing workforce and educational capacity using the latest 2009 Board of Nursing School of Nursing report data. Presentation included enrollment and graduation data, placement rates and qualified applicants unable to be admitted. Wagner went on to present information on projections before and after the recession and how healthcare reform will impact nursing.</p>	<p>All data numbers can be found in the PowerPoint presentation attached.</p>
<p>Break: M. Nalle dismissed the group for a 15 minute break.</p>	
<p>Roundtable Discussion Each board member is asked to take two minutes to introduce themselves, talk about what is going on in their organization and what the #1 issue they feel TCN should be working on:</p> <ul style="list-style-type: none"> • Wendy Nehring: DNP program, Fall Post BSN program. #1- support of higher education. As healthcare reform takes place, will need funding to attend to those needs. • Shayla Green: Shayla's has left Methodist and is back at LeBonheur Children's Hospital as Clinical Director. Their new facility will have their grand opening on June 15th. #1- Different levels we are preparing our nurses and what practice setting into which they are going. Particularly CNL roles. #2- to recruit younger members to the board (succession planning). Suggested a member from the Nurse Manager Leadership Institutes be on board and to bring them to the fall board meeting. • Chris Clarke: TN Center for Patient Safety- reducing bloodstream infections. Applying for continuation grant and plans to expand. Focusing this time on "Culture of Change and What Patient Safety Looks Like". Feed back on error and sharing has been great. Success of front line team. Nurse Manager Leadership continues. October 5 is next NML Summit. Partnering with nursing groups, nurse officers and HR. #1- Our role as a neutral convener to and succession planning, representative of a younger voice. Likes the idea of board members inviting a guest. • Sharon Adkins: TNA has been trying to work with TN Medical Association through legislation these past few months. A concern of restrictions on APN's in a time when needed most. Executive Prescribers and Invasive Pain Management Procedures. Partnered with CRNA groups. Weeks of testimony. #1- communicate and disseminate what TCN does- all the research that has been done and how it can be applied to policy and planning. • Debra Wollaber: Belmont is looking at starting a DNP program and wants to build a program for APN's. Concerns about the job market. Never before has Belmont had a graduate leave without already being placed in a job. Now for 1st time ever, graduates are going 6 month or more without a job. #1- concerns about TCN having issues with the workforce data and secondary sources of funding. Lack of funding support for TLINE and FINE programs. Possible funding through PIN or other grants. Needs statistical outcomes on TLINE and FINE programs. • Cynthia Powers: formerly a clinical director at Methodist and is currently Assistant Professor at Union University and a DNP student in Administration. • Zoila Sanchez: Associate Professor at Union University, DNP class. Minority data is lacking with the workforce research. No sound planning in recruitment and retention. #1-Attrition rates: TCN should locate and pinpoint in the educational system in TN. There may not be adequate preparation of High School students to go into the medical industry. Outcomes of the DNP roles and the effectiveness in these roles. Masters is being eliminated and DNP taking it's place. • Patricia Kraft: Representative for Deans & Directors Association. They are currently asking themselves how can the D&D be more effective in TN with such a diverse group. #1- TCN as a collaborative group brings together education and practice. • Susan Ferguson: Baptist Memorial. TONE has been working on Strategic Planning at their annual meeting and communication. Working on newsletter partnered with HR colleagues. #1- what to do with new graduates and work closely with academia to graduate that nurse to fit into their practice roles. • Beverly Jordan: works for Baptist Memorial as CNO for 14 hospitals. Hosing event, J&J campaign- new videos. Nursing informatics is a huge issue. EMR to exchange data. Projected to create 50,000 jobs in Healthcare. Dual responsible nursing goes beyond 	

Topic and Discussion:	Actions/Follow-up:
<p>acute care. Bulk of jobs are not in hospitals so how can we better equip new RN's to go into emergency care, primary care settings, etc. #1- Nurses need a single voice-nursing has 19 voices in Washington. How can we (at least within the state) join together in one voice? Balancing out the message in</p> <ul style="list-style-type: none"> • Anne Plumb: Support of TCN on data collection on CNP and DNP roles. Challenging time keeping things moving through the pipeline. Support looking at grants for continuing the T-LINE and FINE programs. M. Nalle commented that grants do not support the salaries and staffing so how to get grants and how to maintain the project outside of staff is the question. C. Clarke commented that RWJF projects were headed up by TCN but the work done was by others associated w/TCN but not staff. • Paula Spears: NIMS- completed their 3 year plan in the first 2 years. Looking now at sustainability. Recently Cond. Care delivery conference and was well received. Notifies that education grant will be received for the next year. Looking at regional and local issues. HRSA grant to develop nurses in practice settings to grow in to leaders, ie: leadership skills at the bedside.) EPIC- 3 year grant. Program for 6 months. HRSA grant- Career Advancement Grant, Program for Senior nursing students to go into CRNA's to Senior Leadership Development, Nurse Manager orientation as a part of this. They hope to get it. Grant for educators, and planning for that in the fall. #1- sustainability and marketing issues. • Mavis Shorn: Vanderbilt, Doctoral Education – Vandy is having 1st graduating class of DNP's this year. They are changing their Master's to a DNP program. #1- How do we match up healthcare needs in Tennessee with APN's. Barrier's to practice in this state, prescribing rights, etc. • Terri Blevins: All technology centers have upped admission standards and increased required ACT scores and no remediation of community college classes. They are doing 3 classes in high schools to increase an interest in nursing. #1- TCN needs to tell everyone what we do and disseminate our information more. • Linda Jennings: Long Term Care- Geriatric Nurse Advocate. A transition is happening. Nursing homes are leaving the building and going where the patient needs are. They are also getting a drop in funding with more unfunded state and federal mandates. #1- interconnection to come to the table to talk about our patients and secondary funding is a priority. • Leslie West-Sands: representing Associate Degrees also an APN, also a D&D- TCN has such a diverse representation. Opportunities are there to become the voice of nursing in Tennessee. New funding formula has lots of questions for higher education. Competition for funding dollars. No one really knows and a high level of uncertainty. Due to the recession- enrollment in increasing with decreased funding for programs. #1- data is a primary concern & additional funding sources. D. Wollaber commented that board educators need to be on the boards for hospitals, acute care, or hospice settings. 	
<p>Meeting Adjourned for Thursday at 5:00pm to reconvene on Friday at 8:00 a.m. A wine reception is held in Lois' suite at 5:30 p.m. and the group is invited to dinner at The Flat Iron restaurant at 6:30.</p>	

Date & Location: Friday, April 23, 2010, DoubleTree Hotel, Jackson, TN

Presiding: Maureen Nalle, President

Attendance: Wendy Nehring, Shayla Green, Chris Clarke, Sharon Adkins, Debra Wollaber, Aleshia Garrett, Cynthia Powers, Zoila Sanchez, Jennifer Murray, Maureen Nalle, Susan Jacob, Patricia Kraft, Susan Ferguson, Beverly Jordan, Anne Plumb, Terri Blevins, Linda Jennings, Leslie West-Sands, Mavis Shorn, Lois Wagner

<p>Topic and Discussion: Meeting was called to order at 8:00 am by president M. Nalle.</p>	
<p>By-Laws changes (revisited) M. Nalle asked the board to return to the discussion on the By-Law changes from yesterday. Sharon Adkins proposed a change to Article VII, Section 1.6 that "The quorum will consist of not less than 10 members of the Board of Directors present and voting." Article VII, Section 2.3 will NOT change.</p>	<p>A motion was presented to accept the proposed changes to the By-Laws, the amendments were seconded, all approved.</p>
<p>Strategic Initiative M. Nalle led the discussion on TCN's current strategic plan, the plans for actions and the proposed changes to the plan from the Executive Committee. (Current Strategic Plan attached to the minutes. Items in Green are things accomplished, items in Red are priority areas, and items in Black are items we continually do.) The Current strategic plan has five areas of action, the EC proposed reducing these to three main goals:</p> <ol style="list-style-type: none">1. Conduct research focused on nursing workforce development: Collecting the data and disseminate the information to stakeholders and public2. Continue to evaluate the implementation of the Nursing Education Master Plan for Tennessee3. Recruitment and Retention (a Master Plan is not necessarily needed, but it is up to the board to decide) <p>The sustainability of TCN, projects and programs should be included within each of these goals.</p> <p>Board Members are asked to consider what resources (people, funding, etc) each member can bring to the table to create effective changes, using TCN as the convener but not as the workgroup behind these actions.</p> <p>Workgroups for today are not permanent workgroups. Committees will no longer be used, but replaced by "workgroups" at each board meeting. Groups were split up as such:</p> <p><u>Research Workgroup:</u> Maureen Nalle, Terri Blevins, Beverly Jordan, Mavis Shorn, Anne Plumb, Scribe Lois Wagner</p> <p><u>Education Workgroup:</u> Patty Kraft, Susan Jacob, Shayla Green, Linda Jennings, Debra Wollaber, Leslie West-Sands, Scribe Jennifer Murray</p> <p><u>Recruitment and Retention Workgroup:</u> Sharon Adkins, Chris Clarke, Susan Ferguson, Wendy Nehring, Zoila Sanchez, Cynthia Powers, Scribe Aleshia Garrett</p> <p>These groups will meet until 9:30 to discuss the top 3 issues in regards to your workgroup's focus, what action steps can we do, and which members on our board could partner together to take up these actions.</p> <p>At 9:30 we will hear from Pam Taylor who will give us an update on what's been happening since the TCPS transfer and what the future holds.</p> <p>At 10:30 we will come back together as a group and report out the discussions from each group.</p>	<p>Conference calls will be scheduled for the entire board of directors twice a year. One between the fall and one between the spring board meetings.</p>

EDUCATION WORKGROUP:

1. Dissemination of Information:
 - website-Deans & Directors/TCN
 - SIM conference presentation (and to be shared on websites such as THA, THCA, NHC) on statewide efforts. SIM needs to be used more in Practice. Include practice to bridge the gaps b/w education & practice. Possible forum needed to discuss issues.
 - Get information out to stakeholders
 - Best Practices webinar through QSEN, to include THA, THCA, NHC
2. Communication between Practice and Education:
 - expand Deans & Directors to include practice
 - use TCN as repository of information, dissemination, and emails
3. Identify initiatives of faculty education
 - NOT just school faculty, but practice staff educators as well
4. Stakeholders: TCN Board of Directors, Deans & Directors, THA, THCA, NHC, Homecare, Hospice, Public Health Depts, Consumers such as BCBS, TNCare?, Students (TSNA), APN's, TNA, TNF, TONE, TN Board of Nursing, ENA, Association for staff education in hospitals, other Healthcare Professional Associations
5. Funding:
 - Pledge drive (stakeholder support) \$500/organization
 - Fundraising advertising & donations
 - Legislative change: Mandate that \$10 from every RN online registration and \$6 from every LPN registration to go directly to TCN. This would give TCN around \$720,000 from RN's and \$168,000 from LPNs every two years which would total \$888,000 every two years. An annual \$444,000 would go to support TCN's annual budget each year. Our current budget is \$380,000. Prior to budget cuts, our budget was \$508,000 which included our leadership institutes.

RECRUITMENT & RETENTION WORKGROUP:

1. New Graduate Support with preceptorship, externships, and internships in non-acute care settings
 - New grads need info on other job market areas in nursing.
 - Recommendations on how to find jobs using Buerhaus' recommendations.
 - Recruiters from long term care, hospice, etc. to talk to student (not just hospital recruiters)
 - SIM has increased importance on students since non-acute care settings require more experience
 - Formal program needs to be established in education for non-acute care setting preceptorship.
2. work environment/culture: best practices, leadership development (faculty & nurse)
 - A Needs Assessment must be done. Suggested "Listening Tour" (focus groups) in regions of TN to find out what issues are of the most importance, issue a white paper.
 - Conflict Resolution
 - Empowerment
 - Leadership
3. retention of the older (more experienced nurse)
 - change in roles from physical doing to teaching role
 - assisted lifting mechanisms
4. There is a HUGE need for a new model for nursing roles in Health Care in regards to the Healthcare Reform


RESEARCH WORKGROUP :

1. Nurse Licensure Data:
 - National Minimum Data Set on Nurse Licensure Application- supporting the NCSBN on getting all states to require a minimum data set on all nursing license applications. Required information (ex. practice location, specialty area)
 - Accurate Data-Standardized definitions
 - Mining the data
 - APN data related to workforce to meet healthcare needs/healthcare reform– increase interface w/ APNs
2. Educational Data:
 - Gathering educational data on attrition rates, placement rates, employment rates, areas of practice and location of practice
 - Standardized admission criteria
 - Standardized curriculum
 - shared faculty
 - Use technology to close the gaps
3. Board of Nursing Communications:
 - Add Board of Nursing members to our board
 - Open invitations to BON members to attend
 - BON business meetings, request 30 presentations
4. Dissemination: in any form
 - presentations in varied venues
 - school data presented to practice
 - cross pollination through dissemination to THA, TONE, D&D, College Presidents
 - YouTube, other social mediums
 - Concise, informal, quick & Timely
5. Work Environment Survey in Education and Practice
 - CNS Scope of work
 - NDNQI (National Database for Nursing Quality Indicators) 12 facilities in TN use this
 - also look at skill mix in this survey
6. TNPAP study & BON discipline:
 - Prevention in the practice setting as well as in the academic setting

Topic and Discussion:	Actions/Follow-up:
<p>TCPS Update Pam Taylor presented (PowerPoint presentation attached to minutes) Pam gave her bio and thanked the group for having the confidence in her to continue the program. Three months have passed since the sale and she has been very busy focusing on the business, the system and the partners.</p> <p>The Business: No fee increases unless the headcount increases. Middle TN is now on the same fee structure as the rest of the state. The new budget for the 2010-2011 fiscal year is \$200,000. She is pursuing federal registration on the system. Additional domains have been purchased to protect TCPC. She has created a national contract template and will begin marketing TCPS nationally. The new national name will be the Total Clinical Placement System. The new national website will open June 30, 2010 at TCPSHome.com New staff has been hired: Leigh Ann Mcinnis, Data Coordinator; June Nicdao, Admin Assistant; Jon Jaques, CPA; and Jack Gritton, Legal Consultant</p> <p>The System: Updated TCPS website to improve the look and workflow, and routine orientation content updates. New LMS for orientation quiz, more security and easier retrieval of quiz data. New site will be on dedicated server for growth purposes. She is planning on 15,000 users by fall 2010.</p> <p>Partners: None of the prior partners have left since the transfer of ownership! New partners include Mercy Health System in Knoxville, Lincoln Memorial, Pellissippi Community College, TTC Newborn, and Baptist Tipton. There are currently 89 schools/facilities in TN using TCPS. New national partners are emerging: Nebraska will begin fall 2010, Mississippi in negotiations to begin in fall 2010, and New Mexico in negotiations to begin January 2011. Pam has been invited to present at AHA's A2 Workforce Liaison's Meeting and at</p>	

the Student Max Users Group in September.	
Break: M. Nalle dismissed the group for a 30 minute break.	
<p>Strategic Initiatives Reports: Each workgroup presented their discussions and their action steps for TCN. These discussions were reported on page 6 of the minutes.</p> <p>After the reports, the board requested a follow-up conference call be set in June to further discuss the strategic initiatives as presented in these minutes.</p> <p>Maureen thanked the board for all their hard work and time before adjourning the meeting. She reminded everyone that the next board meeting will be held September 23-24th at the Valley View Lodge and Cabins in Townsend, TN.</p>	
Adjournment of Meeting at 3:30 p.m.	

Respectfully submitted,



Maureen Nalle, President
TCN Board of Directors