

HEALTHCARE HEARTBEAT

TENNESSEE'S NURSING WORKFORCE NEWS

AUGUST 2007



Funding for
Partners Investing in Nursing's Future
Awarded to The Community Foundation of MT
& the Tennessee Center for Nursing

Exciting News!! A collaborative partnership effort between the Community Foundation of Middle Tennessee and the Tennessee Center for Nursing (TCN) has recently been selected as one of 11 foundations nationwide to receive funding in the second year of *Partners Investing in Nursing's Future*, a national initiative led by the Robert Wood Johnson Foundation (RWJF) and the Northwest Health Foundation to develop and test solutions to America's nursing shortage.

TCN is delighted to partner with the national network of RWJF programs working to resolve nursing issues and shortages. Our project goals and specific aims are to:

1. **Increase educational capacity** by increasing the number of clinical placement opportunities and enhancing the student learning environment.
2. **Increase the supply of qualified nurse educators and enhance the skills of current faculty** to meet the needs of the 21st century.
3. **Create a culture of retention** that promotes a positive nursing work environment and retains practicing RNs.

The two-year budget for the project is \$417,536, which includes \$250,000 RWJF grant funds, \$17,536 The Community Foundation in-kind contribution, and other committed cash and support from **Baptist Healing Trust, The Community Foundation of Greater Memphis, East Tennessee Foundation, HCA, HCA Foundation, Memorial Foundation, Nashville Career Advancement Center, TCN, Tennessee Department of Labor and Workforce Development, Tennessee Nurses Foundation, and Vanderbilt University Medical Center.**

The project start date is September 1, 2007.

The Robert Wood Johnson Foundation focuses on the pressing health and health care issues facing our country. As the nation's largest philanthropy devoted exclusively to improving the health and health care of all Americans, the Foundation works with a diverse group of organizations and individuals to identify solutions and achieve comprehensive, meaningful and timely change. See www.rwjf.org.

Northwest Health Foundation is an independent, charitable foundation committed to advancing, supporting, and promoting the health of all people. As part of our commitment to cultivate a stable, skilled nursing workforce, Northwest Health Foundation invests in collaborative and sustainable solutions to address the nursing shortage, including the development of advocacy and leadership within the nursing community. See www.nwhf.org

 TENNESSEE NURSES MAKE THE DIFFERENCE


Meet Jennifer Baker, RN

Erlanger Health Systems
Chattanooga, TN

2007 Tennessee Leadership Institute for Nursing Excellence Alumni (T-LINE)

Photo by Gloria Cornelison, Baby Briley Cruz Cornelison's Grandmother @ Erlanger Health Services, Chattanooga TN

Q. What made you decide to become a nurse?

A. I became a nurse because I felt it was my way of helping people in need. When people are in the hospital they are at their worst; physically, mentally, and spiritually, they need people who are compassionate to take care of them. I am thankful God give me the opportunity to assist in touching peoples lives.

Q. In what area of nursing do you specialize?

A. I work in the newborn nursery, postpartum unit, OB-GYN.

Q. What is a typical day at work like for you?

A. A typical day for me all depends on my assignment for the day. If I am in charge, I make the assignment for the other nurses, do a list of chores that the charge nurses for each shift must do, and have my own assignment of patients. I assess my patients and take care of their needs, handle discharges, admissions, assist with circumcisions, and whatever else needs to be done. When you are a charge nurse you not only have to handle your assignment and pt load, but must deal with assigning new admissions to the nurses, and deal with any problems the unit faces. You not only handle your problems but everyone else's as well. I work day shift, it is very fast paced and everyday is different on what you will be taking care of and problems you may face. At the end of the day I also have to make sure there is enough staff for night shift, by assessing the census and number of nurses, techs, and unit clerks scheduled for that given day.

My favorite part of my job is when I am the nursery nurse. My typical day in there is assessing the babies who born the day or night before, answering the questions when the pediatricians come to see their patients, and I do the admitting assessments on the new babies who have just entered the world. I also work hand in hand with pediatricians and neonatologist to decide the best plan of care for the babies.

Q. Did the T-LINE experience impact your career?

A. I had such a good time at the T-LINE conference. I learned so much about my career choice and about what kind of opportunities are out there for nurses. I met some wonderful people and received some vital contact information. I loved all the speakers, they each had a piece to a puzzle that all came together at the end of the conference. I hope to take all the information I learned and continue to grow not only as a nurse but also a nursing leader.

Q. What can you tell others who are interested in nursing?

A. Nursing is one of the best career choices out there. There are so many opportunities and things you can do with a degree in nursing. It is a profession for those who are compassionate, caring, and giving. It is challenging and ever changing, there isn't a day that goes by that I don't learn something new. It makes me feel so fulfilled to think that something I did or something I said made a positive impact on someone's life.

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Third Annual Tennessee Leadership Institute for Nursing Excellence is a Success!

The third annual **Tennessee Leadership Institute for Nursing Excellence (T-LINE)** for “young” nurses who are interested in leadership was praised highly by both the participants and the nurse leaders from across the state who directed and taught in the institute. These future nurse leaders are “young” in nursing, as they must be **within 5 years of initial licensure** to apply, but some of them are not chronologically so young and some are in nursing as a second career. All indicated an interest in leadership in their application and were strongly recommended by their nurse managers.

T-LINE is sponsored and funded by the Tennessee Center for Nursing and is delivered through a contract with the University of Tennessee Knoxville, College of Nursing. The major purpose of the institute is to **sup-**

port leadership growth in clinical Registered Nurse staff through development of competencies and skills for effective leadership both in the healthcare work environment and in the community. A second, but critical purpose, is to demonstrate that the **role of staff nurse and direct care provider is valued by professional colleagues and employers.** Because of hospital budgets, it is rare that these relatively new staff nurses are given an opportunity to attend conferences and workshops where they are stimulated by new knowledge and motivated to stay in and try to improve the nursing profession.

Comments each year have been positive about both the impact of content of the institute and the opportunity to meet and talk to nurse leaders in hospital administration,

Article continues on page 5



May 14-17, 2007 Tennessee Leadership Institute for Nursing Excellence ~ Fall Creek Falls State Park, Pikeville, TN

L to R, Front Row: Lisa Kelley, Amber Stuffle, Ashley Wagner, Jeana King, Renee James, Regina Webb, and Sarah Jonkus

L to R Second Row: Valda Barksdale, Crucy Strawn, Jamie Severance, Summer Hopson, Staci Frazier, Richard Ramey, Emily Holcombe, Ashley Archer, Liz Zacher, and Jennifer Baker

L to R Third Row: Alison Balthrop (Goodyear), Lili Waldon, Wendy Holt, Sara Hicks, Dama Stevens, Erin Blalock, Holly Kenney, Stephanie Ray, Rebecca LeMarbre, Dava Shoffner

L to R Back Row: Ginny Metheny, Kim Womack, Darla Taylor, Brian Beck, Joshua Roberts, James “Bubba” Tetteleton, Donavon Haynes, Shannon Brown, Amy Dyer, Amanda Blair

Persuading high school students to enter the nursing field is a key step in alleviating the nursing shortage affecting hospitals nationwide. It is not an easy task, but Baptist Memorial Health Care in Memphis, Tenn. has found a way. Recognizing that pamphlets and speakers were no longer reaching teenagers, Baptist designed an innovative program to show students what a nursing career can offer.

CRASH Course is an interactive camp for high school students interested in health care careers. CRASH stands for “Creating Real Life Action Super Heroes.” Baptist Memorial Hospital-Union City chief nursing officer James Caldwell masterminded the program. It provides an eye-opening opportunity for high school students to learn about nurses’ real-life experiences.



Campers witness surgeries, births, emergencies and many other activities that nurses experience on a daily basis. Students also learn about the educational necessities for becoming a nurse in afternoon class sessions taught by University of Tennessee at Martin professors.

Because of a generous grant from the Baptist Memorial Health Care Foundation, the camp is offered free of charge to participants, who are selected through an application process. Campers also receive scrubs, stethoscopes, notebooks, tote bags and other items during the camp.

In 2006, CRASH Course debuted at Baptist Union City, and the hospital just recently hosted its second successful camp. Another CRASH Course camp will take place July 30-August 3 at Baptist Memorial Hospital for Women in Memphis.

For more information about CRASH Course, please visit unioncity.baptistonline.org.

Article submitted by Kimberly Speros, Public Relations Specialist, Baptist Memorial Health Care

A Snapshot of Tennessee's Nursing Workforce Data

2nd Quarter 2007 Stats	
LPN	RN
Total Active LPNs = 27,125	Total Active RNs = 71,815
Total LPNs practicing in TN = 19,064	Total RNs practicing in TN = 50,368
Total LPNs practicing outside TN = 8,061	Total RNs practicing outside TN = 21,447

education, research, and health policy. Several have indicated that one of the most memorable and useful presentations/activities was related to generational diversity in the workplace (presented by a non-nurse) and how to respond to that.

The third T-LINE was held in May 2007 at Fall Creek Falls; the group assembled at noon on Monday and were kept busy until noon on Friday. Even evening hours were devoted to institute activities – although in a more casual group setting rather than classroom! Believing that “all work and no play” is not a healthy concept to be modeled, a few hours before dinner and one afternoon were devoted to “free time” for hiking and climbing to the bottom of the fall.

Two new approaches were tried this year. First, the TCN Board of Directors **funded the institute for 35 participants** (up from 20 in previous years). These were chosen from approximately 70 nurses whose applications were scored by a selection committee reviewer. Secondly, the eligibility criteria were changed to include ADN prepared nurses. These changes (plus the familiarity of the program across the state) resulted in more applicants than in previous years, applicants from hospitals who had never before participated, and more diverse experiences in the nurses who participated. Members of this larger group quickly began to interact as effectively as the smaller groups in the past years. By the end of the first afternoon they were freely offering comments and asking questions. By the end of the four days most had made new friends and begun to make suggestions to others as to how they had approached certain problems and concerns in their setting. Even the very quiet participants appeared to feel more comfortable with joining the discussion.

Faculty who plan and direct the institute are grateful to the TCN Board for their continued support of the T-LINE. Each year these future leaders comment on feeling renewed and each year a few of the nurses tell us of how near they were to leaving nursing completely, but that this experience has made them determined to stay in this profession and try to make changes from within. **Clearly, these are the nurses we cannot afford to lose; they must replace us--the retiring pool of nurses, and we must continue efforts to prepare them well and keep them excited about the opportunities in nursing.**

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Have a
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Summer!