



HEALTHCARE HEARTBEAT

TENNESSEE'S NURSING WORKFORCE NEWS

Fall 2010

Tennessee Simulation Alliance

A new era in simulation collaboration

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The Tennessee Center for Nursing is a nonprofit organization which is primarily funded by donations from partners and individuals, fundraising activities, and grants. For more information on how you can help make a difference contact us at (615) 242-8205.

A leading group of healthcare professionals from all disciplines have come together to partner with the healthcare industry, education, practice and technology to provide a collaborative group to champion experiential learning through simulation, including standardized patients, mannequin based simulation, virtual simulation and other techniques to improve patient outcomes. The advisory committee of the Tennessee Simulation Alliance held their inaugural meeting on October 11th at Belmont University in Nashville.

Dr. Lois Wagner, Executive Director of the Tennessee Center for Nursing and Project Director for the Tennessee Simulation Alliance and Dr. Beth Hallmark, Director of Simulation at the College of Health Sciences at Belmont University and Program Director for the Tennessee Simulation Alliance welcomed those on the Alliance Committee that were able to attend the meeting.

What was to become the Simulation Alliance started in 2007 when the Partners Investing in Nursing's Future (PIN) program and The Community Foundation of Middle Tennessee responded to the crisis in nursing by convening philanthropic partners and leaders in nursing and healthcare to address the nursing shortage. Through this partnership, grant funding was awarded to the Tennessee Center for Nursing (TCN) to increase the supply of qualified nurse educators and enhance the skills of current faculty to meet the needs of the 21st century. Using this funding, TCN partnered with Belmont University and other area healthcare leaders to put together the initial Simulation Conference in 2008 which focused on empowering the nurse educators on how to integrate simulation equipment into their curriculum. With such an overwhelming response and enough left over grant funding, the partners decided to hold a second, and now a third conference. This initial group of small area partners recognized a need for a large, state-wide organization that could become an alliance connecting the regions of the state,

so that through collaboration, sharing of information and technology, resources could be identified; and training in areas such as safety and communication might be available for all healthcare providers.

Through the work of Dr. Wagner and Dr. Hallmark, the Tennessee Simulation Alliance was formed from a multi-disciplinary group of healthcare professionals who seek collaboration in order to improve patient safety and quality of care using simulation, shared knowledge and resources, while partnering with academia, industry, government and healthcare.

During the meeting, the structure of the Alliance was established to include an Advisory Council, which shall be the governing board of the Alliance, an Executive Committee, and four subcommittees that will focus on research, continuing education, grants, and website development.

For more information about the Tennessee Simulation Alliance visit www.tnsim.org





From the desk of the Executive Director

On October 5, 2010, the Institute of Medicine (IOM) released its report entitled “The Future of Nursing: Leading Change, Advancing Health.” In partnership with the Robert Wood Johnson Foundation’s (RWJF) Initiative on the Future of Nursing, the committee spent two years studying the facts, reviewing the literature, and learning about best practices to understand the implications of healthcare reform for the future of nursing. As nursing comprises the largest component of the healthcare workforce, the committee stressed that *nursing* is best positioned to partner actively to ensure that we achieve “accessible, high-quality healthcare”.


Indeed, the report states that we cannot reach this national goal “...without exceptional nursing care and leadership.” Several factors have converged that make this report both relevant and timely. First, the passage of the new healthcare law, the Affordable Care Act (ACA), will greatly increase access to care over the next few years, increasing demand for nursing care. Also, compelling demographic changes such as a growing aging and increasingly diverse population are changing the focus of patient care management. Thus, the report stresses the growing need for “Management of chronic conditions...care coordination, transitional care, primary care, prevention and wellness, the prevention of adverse events, the demand for better provision of mental health services, school health services, long-term care and palliative care”. The four key messages of the report are as follows:

- Nurses should practice to the full extent of their education and training.
- Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
- Nurses should be full partners with physicians and other healthcare professionals in redesigning healthcare in the US.
- Effective workforce planning and policy making require better data collection and an improved information infrastructure.

Nursing organizations in every state are trying to understand what the recommendations mean for their individual states. In Washington D. C., in late November, the IOM will announce the implementation of their recommendations and I will be there to hear these recommendations and discern the report’s implications for our state. Be on the lookout for TCN’s report on the implications of the report for Tennessee. A few of the recommendations that we will need to address over the next few years are listed below:

- Removal of scope of practice barriers, particularly for Advanced Practice Nurses (APNs).
- Extending direct reimbursement for APNs practicing within their scope.
- Increasing opportunities for nurses to lead and diffuse collaborative improvements.
- Increasing the proportion of RN’s with BSN from 40% to 80% by 2020.
- Doubling the number of nurses with a doctorate by 2020.
- Ensuring that nurses engage in lifelong learning.
- Preparing and enabling nurses to lead change to advance health.
- Building an infrastructure for collection and analysis of health care workforce data.

To read/download the entire document, go to:
www.IOM.edu or visit the TCN website at www.centerfornursing.org


Lois J. Wagner, PhD, APN-BC
Executive Director for TCN

State Centers Monitor Nursing Workforce Numbers

by Judee Berg, RN, MS, FACHE & Terri Gaffney, RN, MPA

Over 140 representatives from the states' nursing workforce centers gathered in Dearborn, Michigan this year to discuss national initiatives affecting the nursing workforce. It has long been recognized that states are able to access information about licensed nurses more readily than their federal level counterparts and with the advent of health care reform it is becoming increasingly important that decision makers at all levels have current, accurate, and comprehensive data upon which to base decisions.

Nursing workforce centers are organized either informally or formally at the state level to address issues of nursing supply and demand. For example, the Florida Center for Nursing was established in 2001 by the Florida legislature. It produces annual reports on the supply and demand of Florida's nurses and provides small grants to simulate the creation of innovative recruitment and retention strategies. The Tennessee Center for Nursing track the state-wide nursing workforce and recently released a report comparing county health rankings with the number of available nurses. In addition to tracking data on the nursing workforce, the Washington Center for Nursing is convening conversations with nurses to help define the role of the nurse of the future. Finally, a preliminary study conducted by the Colorado Center for Nursing Excellence found that 25% of the state's 900 nursing faculty are intending to retire by 2015, and another 25% are intending to retire by 2010. The 2010 conference offered opportunities for participants to share information ranging from data collection to exploring the economic impact for front-line leaders.

One of the major areas of the work for the Forum is the development of a minimum data set of variables which will aid in the collection of uniform information and provide a national snapshot of the nursing workforce. According to the Forum, "states currently differ substantially in both the methods and metrics used for collecting nurse workforce data, making it impossible to produce an accurate national picture of the nursing supply. Standardizing the collection

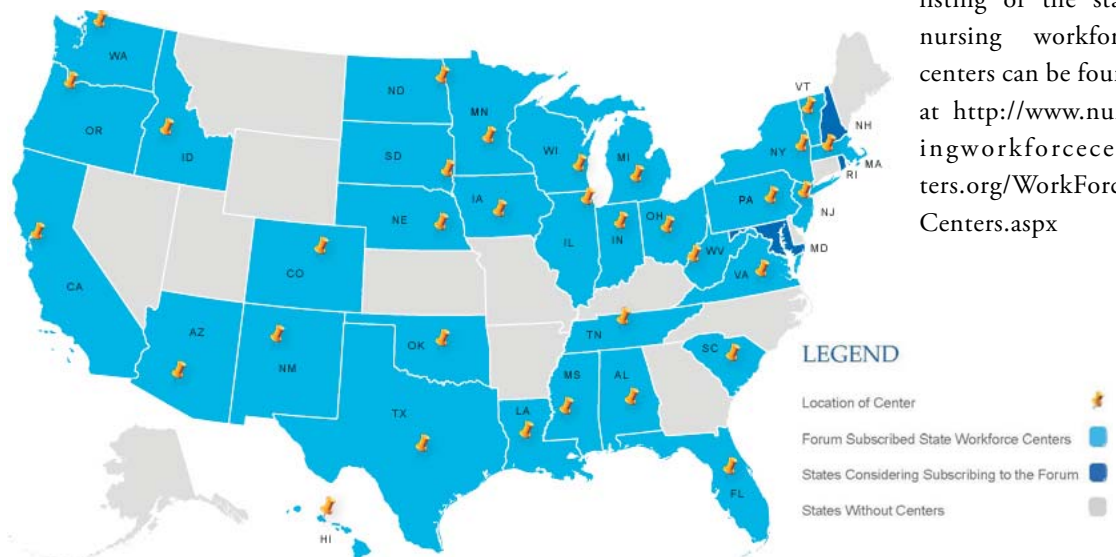
of state-level nurse workforce data, and thereby creating a national repository of data, would enable state and national nurse workforce planners to more quickly and accurately implement best policy approaches to resolve the pending critical shortage." In addition this information will help state-level policy analysts address nursing supply and demand issues in their states. This represents a significant improvement over current data collection practices that occur every four years thus allowing policy makers to make more accurate decisions regarding nursing and nurses.

Most recently, the Forum responded to a study conducted by Economic Modeling Specialists, Inc. that claims there is an oversupply of registered nurses. While the current economic climate may have masked the critical effects of a nursing shortage, Peter Buerhaus, a leading expert in nursing supply and demand, claims that the shortage is far from over and a significant gap will emerge by 2018. The forum is concerned that "when researchers who are not experts in the field create and publicize projections that not only deny the coming shortage but posit that a surplus of nurses is in our future, dangerous funding decisions may be made."

With so much activity being housed in these state-based organizations, the annual meeting provides a much needed opportunity to exchange information. The Forum and the state workforce centers are forging a strong future for the profession.

NOTE: The National Forum on State Nursing Workforce Center is comprised of nurse workforce experts from over 30 states who provide a sustainable network for collaboration and communication among statewide nursing workforce entities. A complete

listing of the state nursing workforce centers can be found at <http://www.nursingworkforcecenters.org/WorkForceCenters.aspx>



Hold the date!

February 4, 2011

Location:

St. Thomas Hospital,
Nashville, TN

Who should attend:

Educators in
healthcare or
academic settings

Presented by: SEEDS

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the Development of Staff is
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Enhancing the Practice of the Nursing Professional Development Specialist



Join us for the day and hear presentations on topics such as:

- The new scope and standards of practice for nurses with professional development as their specialty
- Facilitating the development of critical thinking and problem solving skills
- Outcomes based education
- Basic e-learning principles
- Writing good objectives and good test questions

Full program information including registration, logistics, and contact hour information coming soon.

Grant Awards for East Tennessee State University

JOHNSON CITY, Tenn —East Tennessee State University received two HRSA awards this summer: Patricia Hayes received \$1,399,230 from HRSA for a NEPR Practice grant that will allow for a nurse-managed clinic to be opened in public housing in Johnson City and Kathleen Rayman, Director of Graduate Programs, received \$890,000 from HRSA for an Advanced Nursing Education grant that will assist to enhance the PhD program by changing the format to an online and blended model. This fall ETSU enrolled the largest incoming PhD class ever at 11.

Additional recent awards include an “Advanced Nursing Education Expansion Award” for \$1,425,600 received by Kathleen Rayman, PhD which will provide ETSU graduate students stipends to complete their education full-time; and Patti Vanhook, Associate Dean for Practice and Community Partnerships, received \$1,400,998 from the “Affordable Care Act: Nurse Managed Health Clinics” to expand the hours at ETSU’s Johnson City Downtown Clinic, Mountain City Extended Hours Clinic, and the Hancock County Clinics.

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visit us at www.centerfornursing.org



Our nation is entering into a nursing shortage of historical proportions. As our demand on healthcare increases, our supply of nurses are dropping. What does this mean for our future? Wait times in emergency rooms will be longer. Nurses will have more patients and have to work longer hours. The quality of care will suffer.

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THE TENNESSEE CENTER FOR NURSING PUBLISHING SCHEDULE

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- AUGUST 2011
- NOVEMBER 2011

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Our news publication reaches thousands of nurses, nurse educators, leaders, and legislators throughout Tennessee and the surrounding states. We welcome your feedback!

If you have a news story you would like us to include in our upcoming issues, please contact us!

We Need Your Help!

As a 501(c)3 non-profit, the Tennessee Center for Nursing is primarily funded through donations from partners and individual, fundraising activities, and grants.

Since 1996, initially as the Tennessee Healthcare Consortium for Nursing, and subsequently as the Tennessee Center for Nursing, TCN has been committed to the ongoing development of a diverse and qualified nursing workforce to meet the unique and challenging healthcare needs of Tennesseans.

Today, TCN is nationally recognized as the definitive source for information, trends, research and forecasting for the future needs of the nursing workforce in Tennessee. TCN has become the center for creating working partnerships and collaborative efforts among all stakeholders in healthcare.

I hope that you will consider making a gift to TCN. We are deeply grateful for your support whatever your level of giving. You can donate on-line through our website or you can mail your donations to our office. Every gift helps fund our research regarding the current status of the nursing workforce and the impending nursing shortage. Help us work towards creating a stable nursing workforce for all of Tennessee. We cannot do it without you!

Please make checks payable to
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Third Annual Simulation Conference in Nashville

Bringing together nursing faculty from academic and hospital settings Tennessee, the 3rd Annual Simulation Conference entitled *Practice, Practice, Practice! Patient Safety and Provider Performance* will be held on November 4th and 5th at Belmont University's College of Health Sciences & Nursing, a nationally recognized Center for Excellence in Simulation Education.

Nursing educators will hear from nationally renowned experts on topics such as "The Use of Simulation in Disaster Preparedness", "Simulation in Quality & Safety"; and "The Impact of Telehealth and Simulation for Nurses." The innovative technology that has evolved in simulation can provide a very realistic situation that can be used to educate a learner, safe from patient harm. It can also be used by educators as a means to assess competencies, and can provide a format to teach teamwork, critical thinking, and patient safety. The conference offers a comprehensive overview of state-of-the-art simulation technology and resources necessary in preparing today's nurse educators to teach and practice in the 21st century. It will also provide opportunities to build communication networks and meet with national vendors displaying the latest in simulation technology and related products.

Additionally, a pre-conference education seminar will be held on Wednesday, November 3rd at Vanderbilt University School of Nursing to educate those who are new to simulation about the basics of the equipment, methods and ways to use your equipment, how to use and develop scenarios, and strategies to assist learners to become more effective practitioners.



For a complete conference schedule or to learn how to register for the 2010 Tennessee Simulation Conference visit www.tnsim.org/events or call (615) 242-8205.

UTHSC College of Nursing Implements CNL Trio

a new method in training

UTHSC degree programs include the master's entry Clinical Nurse Leader, DNP, and PhD programs. UTHSC also offers the DNP-PhD BSN graduates may be admitted to the DNP and PhD programs.

All advanced practice programs have transitioned from the master's to the DNP level; the DNP program is fully accredited by the Commission for Collegiate Nursing Education (CCNE).

MEMPHIS, Tenn — The University of Tennessee Health Science Center (UTHSC) College of Nursing in Memphis will graduate their first cohort of master's professional entry Clinical Nurse Leader (CNL) students in May 2011. The College of Nursing Clinical Nurse Leader (CNL) Program along with practice partners is implementing a new approach for the final three clinical experiences to advance development of CNL competencies for the Master's Entry students. These experiences are part of three courses known as the CNL Trio; they include Internship, Target Population Diagnosis (microsystem assessment) & CNL Practicum. The CNL Trio builds on one another, developing essential competencies for the care of individuals and patient cohorts using a systems approach to achieve better patient and population outcomes.

The CNL Trio was created in response to the recently published Carnegie Study which suggests that nurses are undereducated for the demands and complexity of their practice. Recommendations include a stronger focus on practical reasoning to better prepare nurses for current and future practice. Practical reasoning entails figuring out what to do given the specific situation using responsible judgment and is enhanced through in-depth immersions in exemplary learning environments with experts from academia and practice. Subsequently, students are assigned to the same microsystem (care setting) for all three clinical courses. This will result in reduced orientation at the clinical site, increased skills, confidence, and understanding of how to successfully negotiate the complex clinical environment for better patient and microsystem outcomes.

Groundbreaking at Tennessee Technology Center at Elizabethton

ELIZABETHTON, Tenn. — Groundbreaking ceremonies were held for a \$16 million campus consolidation project at the Tennessee Technology Center at Elizabethton on Wednesday (Sept. 29). Participating in the ceremonial dig were, pictured from left, Eddie Pless, assistant director; Dean Blevins, director; James King, vice chancellor of the Tennessee Board of Regents; Gov. Phil Bredesen; Tennessee House of Representative Speaker Kent Williams of Elizabethton; Mike Cole, student services coordinator; Jerry Patton, former director; and former State Rep. Ralph Cole of Elizabethton.

“Improving the ability to deliver hands-on training at TTC-Elizabethton will help attract new economic investment to northeast Tennessee and prepare students with the job-readiness skills needed to get and keep good jobs,” said Gov. Bredesen, speaking to an estimated 350 attendees at the Main Campus, located at 426 Highway 91 in Elizabethton. TTC-Elizabethton is one of 27 technology centers in Tennessee governed by the Tennessee Board of Regents.

Dean Blevins, director of TTC-Elizabethton, said Gov. Bredesen is “truly an education governor as exemplified by Tennessee's Race to the Top and Complete College Tennessee Act of 2010 where he challenges us to raise the bar for our students. However, it's events like today where he gives us the tools needed to help our students reach even higher. On behalf of the

institution I want to say thank you.”

TTC-Elizabethton operates 10 full-time training programs and 20 percent are housed in leased facilities due to campus space limitations, Blevins said. “The campus consolidation project will redirect funds now being used to lease training facilities off campus and reduce the waiting list to enter existing training programs. It will also allow TTC-Elizabethton to provide new training programs on short notice from employers,” Blevins said.



NCSBN Publishes Four New Research Briefs

Chicago - The National Council of State Boards of Nursing (NCSBN) sets an ambitious research agenda designed to advance the science of nursing regulation. NCSBN recently added to its body of research with the publication of four new briefs entitled, Report of Findings from the 2009 TUNING Analysis: A Comparison of U.S. and International Nursing Educational Competencies; Report of Findings from the 2009 Job Analysis of Nurse Aides Employed in Nursing Homes/Long-term Care, Hospitals/Acute Care and Community/Home Health Care Settings; Report of Findings from the Comparison of Entry-level Registered Nurses in the U.S. and Ontario, Canada; and Report of Findings from the Comparison of Entry-level Registered Nurses in the U.S. and British Columbia, Canada.

Report of Findings from the 2009 TUNING Analysis: A Comparison of U.S. and International Nursing Educational Competencies is an account of a new initiative that seeks to understand the role of nurses and nursing education from an international perspective. The goal of this study was to evaluate the consistency of nursing educational competencies globally.

Report of Findings from the 2009 Job Analysis of Nurse Aides Employed in Nursing Homes/Long-term Care, Hospitals/Acute Care and Community/Home Health Care Settings reports the importance ratings for activities performed by certified entry-level nurse aides/nursing assistants (NAs) em-

ployed in various health care settings. The findings from this study are used to evaluate the validity of the test plan, content outline and examination questions for the nurse aide certification examination.

Report of Findings from the Comparison of Entry-level Registered Nurses in the U.S. and Ontario, Canada compares entry-level nursing activities of U.S. registered nurses with a cohort from Ontario, Canada. The College of Nurses of Ontario (CNO) collaborated with NCSBN on this initiative.

Report of Findings from the Comparison of Entry-level Registered Nurses in the U.S. and British Columbia, Canada compares entry-level nursing activities of U.S. registered nurses with a cohort from British Columbia, Canada. The College of Registered Nurses of British Columbia (CRNBC) collaborated with NCSBN on this initiative.

NCSBN offers 48 volumes of research that include practice analyses and national surveys of the profession, covering topics such as nursing education and professional issues. Previously only available for purchase through NCSBN, these research briefs are now downloadable free of charge by visiting <http://www.ncsbn.org/>.

The National Council of State Boards of Nursing (NCSBN) is a not-for-profit organization whose members include the boards of nursing in the 50 states, the District of Columbia and four U.S. territories - American Samoa, Guam, Northern Mariana Islands and the Virgin Islands. There are also seven associate members.



Baptist College of Health Sciences Receives Grant Award

MEMPHIS, Tenn —The Division of Nursing is pleased to announce notification of a \$ 172,198.00 HRSA ARRA Grant Award for Equipment to Enhance Training for Health Professionals.



This money will be used for replacement and upgrade of our current simulation equipment i.e., the purchase of two 3 GM high fidelity man-

nequins made by Laerdal, and one high fidelity simulator for Maternal Newborn Nursing from Guarnard.

“We are excited to enhance our learning center with this equipment,” said Dean Anne Plumb. “Our students enjoy their simulation experiences. This new technology will enable us to strengthen their learning experiences and facilitate additional learning opportunities for groups of patients and populations across the lifespan.”

TNA Launches LPNConnect New Online Program Especially for LPNs

The Tennessee Nurses Association is launching a special new program open to Tennessee's Licensed Practical Nurses! *LPNConnect* will include online services to help LPNs stay informed on issues related to their nursing practice and network with other LPNs across the state.

Subscribers will receive access to the LPN only password protected area on the TNA website that will contain articles and other information specific to LPNs, a monthly *LPNConnect* e-newsletter containing nursing-related news, and exclusive usage of an LPN Listserv to communicate by email with a group of peers.

Subscriptions to *LPNConnect* are currently available for a special introductory price. For more information visit <http://www.tna-online.org>



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2010 TNA & TASN Joint Convention A Success

Online Access to Presentation Available

The 2010 Tennessee Nurses Association and Tennessee Association of Student Nurses was held October 22-24 at the Franklin Marriott in Cool Springs with a Pre-Conference Education Offering held on October 21st. Keynote speaker, Diana J. Mason, PhD, RN, FAAN, who is the Editor-in-Chief for the American Journal of Nursing, spoke passionately about the health care reform and how it relates to nursing. With many national leaders presenting at the convention, on a wide variety of nursing topics, it was no surprise that over 200 participants attended this years convention.

Although participation was high, TNA wanted to be sure that the materials covered by the presenters would be available for anyone who was unable to attend. Access to all presentation materials are now posted on their website, free to the public. To view the presentations go to www.tnaonline.org/tna-event-presents.html.



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