



March/Spring 2005

Averting Nursing Shortage Means Curing Crisis in Nursing Education

A nursing shortage of historic proportion--35,300 registered nurses (RNs)--is projected for Tennessee by the year 2020, which would result in Tennessee being able to meet only 53 percent of the demand for RNs.

Interest in the nursing profession has intensified and resulted in three consecutive years of increased enrollment in Tennessee schools of nursing. However, in fall 2003, schools reached their maximum enrollment capacity and turned away hundreds of qualified students seeking admission to nursing programs. Faculty shortages, inadequate classroom and laboratory facilities, and clinical placement availability were barriers to accepting additional students.

Recognizing that Tennessee will not be able to avert a nursing shortage unless schools can continue to enroll and graduate more RNs, the Tennessee Hospital Association's Center for Health Workforce Development provided a grant to the Tennessee Center for Nursing to convene a steering committee that would identify strategies for increasing nursing education capacity. The steering committee's report, "Curing the Crisis in

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TCN Board Member Accepts New Post

Roane State Dean Elected to National Nursing Post

During the N-OADN Annual Convention in New Mexico, **Sharon Tanner**, Roane State dean of nursing and health sciences, was elected president of N-OADN (National Organization for Associate Degree Nursing). N-OADN represents some 800 associate degree nursing programs at community colleges and universities throughout the country. Tanner has served as a faculty member and administrator in diploma and bachelor's in nursing education. She has been at Roane State since 1997 in her current position.

Tanner holds a master's degree in nursing with an emphasis in Maternal-Child Nursing and will complete her doctorate degree from UT-Knoxville in the spring. She recently graduated from the TBR Leadership Academy for Community Colleges and has been honored by UTK as a distinguished graduate and alumnus.

Tanner serves on the board of directors for the Tennessee Center of Nursing and as chairman-elect for the Tennessee Dean and Directors of Nursing Council. She is an active peer reviewer and consultant for National League for Nursing Accrediting Commission.

Associate degree nursing celebrated its 50th anniversary in 2002. Each year approximately 60 percent of the nursing graduates in the United States are educated in associate degree nursing programs.

Tennessee's associate degree programs produce hundreds of highly skilled and qualified graduates each year with an outstanding pass rate on the licensure exam to become registered nurses. Nine community colleges and one university in Tennessee have associate degree nursing programs, which have produced 731 nursing graduates thus far in 2004.

N-OADN is the leading advocate for associate degree nursing education and practice, working in partnership with associate-degree nursing educators, legislators, health-care agencies and other national nursing organizations.

TCN congratulates Sharon on her new post and wishes her all the best as she continues to support and advocate for quality nursing education in Tennessee.



Nursing Education Crisis

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Nursing Education: A Master Plan for Tennessee," is being released at the end of March.

Recommendations in the report address four goals that Tennessee needs to achieve by 2010: doubling RN graduates, increasing the number of nursing faculty, improving retention in the nursing workforce, and identifying and obtaining funding necessary to increase educational capacity in nursing programs. These goals cannot be achieved, nor the state's nursing shortage averted, without considerable additional funding for nursing education.

Healthcare organizations have increasingly contributed financial and human resources to nursing programs in their market areas and statewide. They also participated with other healthcare stakeholders in raising private funding for nursing education through a Johnson & Johnson Celebration of Nursing Gala held in January 2004 that raised nearly \$500,000 for student scholarships, faculty fellowships and grants to nursing programs to increase the number of nursing graduates. However, private funding alone cannot provide the resources needed to educate additional RNs. State funding will also be required.

The committee's first priority that will require a state appropriation is a scholarship for graduate nursing education. A nursing faculty shortage must be solved immediately and graduating more RNs from masters and doctoral programs is essential in order to have an adequate faculty pool. While there are state-funded scholarships for undergraduate education, there are no state scholarships for graduate education.

The committee drafted a nursing scholarship bill, which has been introduced by Senator Randy McNally (Senate Bill 447) and Representative Chris Newton (House Bill 1295), which is asking for \$1.8 million for scholarships. In addition, the committee plans to raise an equivalent amount in matching funding by exploring numerous other funding sources.

The remaining funding that will be required to expand educational capacity in nursing programs will need to be addressed incrementally over the next five years. Again, both private and state funding will be sought, along with any federal funding for nursing education that Tennessee can receive.



Obtaining the resources needed by these nursing programs will not be easy. It will take the concerted efforts of all healthcare stakeholders, educators, legislators and the general public to be successful in this endeavor. Some may think the nursing shortage is a problem only for nursing. However, the shortage will persist and undermine attempts to improve patient care out-

comes and the health status of Tennesseans if this funding problem is not resolved.

A state that promotes its image as the "healthcare capital," both nationally and internationally, surely can provide the resources necessary to educate the nursing staff of the future.

*Article Submitted by
Ann P. Duncan, Executive Director, TCN and
Chris Clarke, Chair, Policy & Public Relations Committee
(a TCN Standing Committee)*



TCN Welcomes New Board Members!

Sharon Adkin, MSN, RN

Director

Center for Parish Nursing & Health Ministries
Vanderbilt University Medical Center

Susan P. Veale

Administrative Manager

Rural Health Association of Tennessee

The TCN staff congratulates our new board members on their appointment to office and selected committees.

Practical Nursing Program receives Chancellor's Award for Excellence in Philanthropy

Members of the **Johnson City Health Care Consortium** were recognized on March 3 for sustained financial support of the **practical nursing program at Tennessee Technology Center (TTC) at Elizabethton** during ceremonies held at Johnson City Medical Center.

Charles Manning, chancellor of the Tennessee Board of Regents (TBR), presented the Chancellor's Award for Excellence in Philanthropy to Kathryn Wilhoit, vice president and chief nursing executive of Mountain States Health Alliance, Nyda Bays, administrator of Lakebridge Health Care, Gwen Hendrix, administrator of Appalachian Christian Village, George Brewer, administrator of Asbury Place and Janet Jones, administrator of Erwin Health Care.

Manning said award recipients are selected for their contributions, both in resources and volunteer efforts, in supporting a Tennessee Board of Regents' institution. "Your distinguished commitment, leadership, support and enthusiasm for the practical nursing program at Tennessee Technology Center at Elizabethton makes members of the Johnson City Health Care Consortium most worthy recipients of this award," Manning said.

The Johnson City Health Care Consortium contributed more than \$300,000 to the nursing program at TTC-Elizabethton. "These funds helped defray nursing faculty salary and classroom material expenses to meet a growing student enrollment," said Jerry Patton, school director. TTC-Elizabethton admits an average of 370 students in the nursing program each year. Nursing classes are offered in Elizabethton and on the ETSU at Kingsport campus near Allandale. Students obtain clinical experiences in hospitals, nursing homes, doctor's offices and health

departments in the region. Through clinical experiences and academic studies in the classroom, the 12-month nursing program at TTC-Elizabethton prepares graduates for the state exam to become a Licensed Practical Nurse.

Many TTC nursing graduates enter the work force while others transfer to ETSU or a community college to become a Registered Nurse. "The LPN program at TTC-Elizabethton is one of the largest, if not the largest, in the state in terms of the number of students enrolled," Patton said.

The Chancellor's Award for Excellence was created in 2002 and recognizes individuals or organizations that have given special assistance to at least one TBR institution and whose financial assistance and/or leadership have been of importance to the nominating institution. Nominations are accepted from the presidents or directors of TBR institutions and are reviewed by a donor recognition committee, appointed by the chancellor, composed of two representatives each from universities, community colleges and technology centers.

The Tennessee Board of Regents is the nation's sixth largest higher education system, governing 45 post-secondary educational institutions. The TBR system includes six universities, 13 two-year colleges and 26 technology centers providing programs in 90 of Tennessee's 95 counties to more than 180,000 students.

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Second Hospital Built in TN Earns Magnet Status

The American Assembly for Men in Nursing (AAMN) Providing a framework for nurses to meet, discuss, and influence factors which affect men as nurses

AAMN Foundation Scholarships

AAMN Foundation and Johnson & Johnson's Campaign for Nursing's Future have partnered to offer a new \$1,000 scholarship program for male students pursuing professional nursing education programs.

Established in 2004, these scholarships are intended to support male students who are seeking a pre-RN licensure or graduate degree in nursing.

Applicants must submit an application and all supporting documentation. THE MORE COMPLETE YOUR APPLICATION, THE STRONGER CONSIDERATION YOUR APPLICATION WILL RECEIVE.

Applicants must already be enrolled (not just accepted) at an accredited institution. For scholarship details, a printable application, and more information on the Foundation, visit their website at www.aamn.org.

On its first attempt, Johnson City Medical Center (JCMC) has earned international recognition by being named a Magnet Hospital by the American Nurses Credentialing Center (ANCC), an arm of the American Nurses Association. From 6,000 hospitals in the United States, only 139 have received this Magnet designation. The flagship hospital in the eight-facility Mountain States Health Alliance (MSHA) system, JCMC is the only hospital in Tennessee to have earned the award. Magnet hospitals are deemed as "the best place for the best nurses".

The second hospital built in Tennessee, Johnson City Medical Center is now a 410-bed not-for-profit, comprehensive, acute-care teaching hospital affiliated with East Tennessee State University. JCMC joins an exclusive list of Magnet facilities earning ANCC's highest honor and level of achievement for a medical facility.

The Magnet Recognition Program® was developed by the American Nurses Credentialing Center to recognize health care organizations that provide the very best in nursing care and uphold the tradition within nursing of professional nursing practice. For more information on the magnet credentialing program, visit www.nursecredentialing.org.



"Strengthening Health Care in Tennessee"

Healthcare Heartbeat

Published & Distributed Quarterly by

Tennessee Center for Nursing, Inc.

545 Mainstream Drive, Suite 406

Nashville, TN 37228-1201

615-242-8205 ~ FAX: 242-8207

www.centerfornursing.org

Valda Barksdale & Ann P. Duncan, Editors

TCN Calendar

April

- 13 TCN Executive Committee Spring Meeting, Radisson Opryland ~ Nashville
- 14-15 TCN Board of Directors Spring Meetings, Radisson Opryland ~ Nashville
- 18-21 Leadership Institute for Nursing Excellence - Fall Creek Falls State Park
- 28-30 3rd Annual Taking The Long View Conference: Turning Vision Into Action
Marriott Portland, Oregon Downtown

June

- 2 TCN Executive Committee Conference Call Meeting
- 22-25 2005 HOSA Healthcare Exposition - Opryland Nashville