



Tara Elrod, Editor

Taking the Long View

TCN Participates in National Nursing Workforce Meeting

On April 24-26, 2003, 150 participants representing nursing workforce centers from across the country converged on the city of Raleigh, North Carolina.

Participants from Tennessee included Ann Duncan, TCN Executive Director, and

TCN board members Leo Lindsay, Sharon Tanner, Randy Rasch and Debra Wollaber. The meeting, *Taking the Long View; A Gathering of State Nursing Workforce Centers* was an outgrowth of the Colleagues in



Ann Duncan and Debra Wollaber enjoying dinner while meeting staff from other nursing centers

Caring (CIC): Regional Collaboratives for Nursing Workforce Development, a national program funded by The Robert Wood Johnson Foundation (RWJF) from 1996-2002. CIC initially consisted of 20 states that came together to address nursing workforce development issues. Today there are 40 states involved in collaboratively addressing nursing workforce issues at regional and state levels.

This conference was an opportunity for the stakeholders from across the country to meet and share ideas, information and strategies on creating and maintaining a successful nursing workforce center in each state. Participating organizations were able to tell the story of their journey, to showcase their successes, and share strategies that worked well and some that didn't work so well. The nursing shortage is not limited to Tennessee, and this national meeting gave each participant the

chance to collaborate and learn from each state's successes and failures.

Ann Duncan, TCN Executive Director, was a member of the planning committee for this meeting, and was a featured speaker. Her presentation focused on the the development of a center for nursing in Tennessee, including the purpose, mission, goals and accomplishments of the organization. The presentation can now be viewed at the TCN website (www.centerfornursing.org) under the *About TCN* section.

Conference planners state that this meeting, *Taking the Long View* pointedly reminds participants that "the end of the nursing workforce

shortage is not in sight; in fact, if we are to believe the prediction, we are at the beginning of a long journey; hence, the need to take the long view." This conference not only allowed Tennessee to be recognized nationally as a featured nursing workforce center, but it also allowed TCN staff and board members a chance to glean new ideas and learn about the



Leo Lindsay mans the TCN booth

activities, goals and initiatives that are taking place coast to coast. TCN is now even better prepared than before to successfully address the nursing shortage in Tennessee, armed with ideas and strategies gathered while *taking the long view*.

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TENNESSEE NURSING PROGRAMS: A PRELIMINARY REPORT

STUDENT ENROLLMENT DATA:

- All types of initial licensure RN nursing programs experienced an increase in enrollment from 2000 to 2002 (11%), however this enrollment figure is 1196 less than it was in 1996.
- The diploma program increased enrollment 34%.
- Associate degree programs increased 17%.
- Baccalaureate degree nursing programs increased 9%.
- An increase of about 31% enrollment was identified from RN completion programs.
- Generic master's degree nursing programs increased almost 11%.

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TENNESSEE'S NURSING AND HEALTHCARE LEADERS CONVENE AT TCN SPRING 2003 BOARD MEETING

Spring 2003

The Tennessee Center for Nursing (TCN) held its Spring 2003 Board Meeting on April 10-11, at the Radisson Hotel Opryland in Nashville. This biannual meeting gave the opportunity

for the board's nursing and healthcare leaders to provide direction for TCN in pursuing its mission of



guiding the development of a nursing workforce. In attendance were 19 board members, guest participant, Libby Lund (representing the Tennessee Board of Nursing), and the TCN staff.

The Spring 2003 Board meeting began with the presentation of an award of recognition to Board member Vicky Gregg by Board President, Debra Wollaber. This



VICKY GREGG ACCEPTS AWARD

award recognized Gregg's recent appointment as President and CEO of BlueCross BlueShield of Tennessee, her outstanding 25-year career in health care and her exemplary service to the Tennessee Center for Nursing, Inc. "Vicky has made so many contributions not only to healthcare and nursing in Tennessee throughout the years, but also to TCN. This award is a small token of our appreciation for all that she has done." said Ann Duncan, TCN Executive Director.

TCN also elected new officers to the board. The results were as follows:

President-Elect - Peggy Strong, and Vice-President - Treva Berryman. Officers who were re-elected to a second term are President - Debra Wollaber, Secretary - Karl Kovacs and Treasurer - Leo Lindsay.

Following lunch on Thursday, The Ingram Group, a marketing firm selected by the Public Policy and Executive Committees, made a presentation

and facilitated a discussion on TCN's strategic marketing plan. This was the first opportunity that the board had to meet and interact with The Ingram Group. This session provided an opportunity for the board to ask questions and provide counsel to The Ingram Group as it formulates a strategic marketing plan for TCN.

Thursday afternoon provided time for each TCN committee to meet, evaluate and determine how to meet their goals.

On Friday morning, the committees presented their report to the Board. Following discussion and suggested changes, committee reports were accepted by the Board. The Research Committee recommended that TCN's research studies be prioritized as follows: 1) Geographic Distribution Study 2) Nursing Education Data Set and 3) Forecast Model.

The Statewide Educational Planning Committee is focusing on articulation

from LPN to ADN or BSN, on identifying barriers and showcasing good programs in Tennessee. The Recruitment and Retention Committee reported that they have been successful in the distribution of the "Nursing: The Power to Make a Difference" video and their next priority is to assist in the develop-



PEGGY STRONG, DONNA RODDY, PEGGY VEESER AND MARY ELLA GRAHAM

ment of a statewide conference on nursing workforce issues that TCN will co-sponsor with THA and TNA. The selection of a marketing/PR firm to guide TCN was the major accomplishment for the public policy committee since the last board meeting in October. In the coming months they will summarize TCN research studies into a reader friendly format for dissemination as well as add national research data and nurse recognition information to the TCN website.

Great strides were made in meeting and exceeding each committee's established goals. One board member stated, "[this is] one of the most productive board meetings yet!" Every board member volunteered their time and energy generously, making this a great meeting. "A huge thanks is owed to all for making this

another successful meeting." states Ann Duncan, TCN Executive Director.



PHIL CAMPBELL AND ELAINE PERRYMAN

RESEARCH FINDINGS

RECOMMENDATIONS ON RN TO BSN ARTICULATION

Recommendations Regarding Career Mobility For Registered Nurses – RN-BSN Programs April 20, 2002

In view of the severe shortage of baccalaureate prepared nurses in Tennessee, the Tennessee Center for Nursing, Inc., has conducted a comprehensive study of the academic requirements of the twenty (20) universities and colleges across the state that offer a Bachelor of Science in Nursing (BSN) degree program specifically for Registered Nurses (RNs). The data and summary report are found on the TCN website, on the RESEARCH STUDIES page. Based upon the findings of the study and the need to facilitate the career mobility of registered nurses who want to continue their education, the Board of the Tennessee Center of Nursing recommends:

- Schools of nursing not require completion of general education credits prior to admission to the RN-BSN program;
- Schools of nursing decrease the total number of credits required for the BSN degree to 120 and for the AS program to 60 unless prohibited by accreditation guidelines;
- Schools of Nursing increase the number of schools with whom they have formal educational articulation agreements; and
- Educational institutions increase opportunities for student to take general education and nursing courses via distance education.

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TENNESSEE NURSING PROGRAMS

STUDENT ENROLLMENT DATA: *Con't*

- Graduate nursing programs **decreased** enrollment from 532 to 467 which is 12%.

GENDER AND ETHNICITY OF NURSING STUDENTS DATA:

Professional Nursing Programs

- Overall percentage of African Americans is 8% in RN programs.

Practical Nursing Programs

- The influence of African Americans in LPN programs is significantly higher (18%) than RN programs (8%).

The data for this study are from the 2000 Annual School of Nursing Reports in Tennessee. The report was submitted to TCN by Drs. Ruth Elliot, Margaret Heins and Kathy Schultz of Tennessee Wesleyan College Fort Sanders Nursing Program on June 4, 2003. To view the full report please visit the TCN website : www.centerfornursing.org.

2003 Calendar of Events

AUGUST 14

TCN Executive Committee
Conference Call

OCTOBER 9-10

TCN Board of Directors Meeting
Maple Leaf Lodge, Townsend, TN

OCTOBER 8

TCN Executive Committee Meeting
Maple Leaf Lodge, Townsend, TN

DECEMBER 11

TCN Executive Committee
Conference Call

TCN MISSION STATEMENT:

To develop a sustainable process through community partnerships to guide the ongoing development of a nursing work force appropriately educated, geographically distributed, and with the capacity to adapt to change and meet the health care needs of the residents of Tennessee.

TCN Website Gets A Face Lift....

Over the past several weeks Tara Elrod, TCN Marketing Coordinator and Executive Assistant has been hard at work on the TCN website. She has made some dramatic changes to enhance the look and feel of the website as well as adding several new sections. Among the new sections is the *Education and Careers* Page which allows individuals from all age groups to explore nursing as a career. On this page those seeking a job in Nursing will find a link to Tennessee Department of Labor and Workforce Development Job Bank, a valuable resource that allows job seekers to search through the thousands of new jobs that are posted daily by employers. You will find many new and exciting things to view on the TCN website. Please take a minute to look at the newly refurbished site located at:



www.centerfornursing.org

WELCOME NEW BOARD MEMBERS!

Elaine S. Perryman

Director

Division of Employment & Workforce Development
Tennessee Department of Labor & Workforce
Development

Randolph Rasch

Program Director

Vanderbilt School of Nursing
Nashville

Mary Ella Graham

Dean

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