

*SWIFT* Nurse Educator  
Education Strategies Work Group  
Meeting Minutes  
February 13, 2006

Those Attending: Sally Lundeen, Dean UW-Milwaukee; Sue Dean-Baar, Associate Dean for Academic Affairs, UW-Milwaukee; Mary Zwygart-Stauffacher, Associate Dean UW-Eau Claire; Nadine Nehls, Associate Dean for Academic Programs, UW-Madison; Stephanie Stewart, Interim Association Dean, UW-Oshkosh; Nancy Vrabac, Associate Dean for Nursing, Milwaukee Area Technical College; Marilyn Rinehart, Associate Dean – HH&PS, Madison Area Technical College; Ellen Kirking, Health Education Program Coordinator, Chippewa Valley Technical College; Sharon Frazier, North Central Technical College; Judeen Schulte, Nursing Education Consultant; Jo Ann Appleyard, *SWIFT* Project Director; Jess Roberts, *SWIFT* Project Assistant; Guest: Dick Best, Executive Director, Workforce Resource Inc. -West Central Wisconsin Workforce Development Board

I. The meeting was held at the offices of the West Central Wisconsin Workforce Development Board in Menomonie. The chair, Sue Dean-Baar, called the meeting to order at 10:05 AM, and introductions were performed.

II. Overview of the *SWIFT* Nurse Educator Initiative  
Sally Lundeen summarized the history of the *SWIFT* grant, including the widespread support for the concept among employers, nurse educators, the Wisconsin Workforce Investment Boards (also known as Workforce Development Boards), and the UW System. She introduced the meeting host, Dick Best, who had been a strong supporter during the development of the grant. Dick gave an overview of the eleven Workforce Development Boards (WDBs), including the fact that many boards have healthcare workforce initiatives. He discussed how the WDBs can work with employers and candidates for masters degrees in nursing to obtain additional educational support funds, and he volunteered his assistance as a liaison to the other WDBs in the state.

III. Education Strategies Work Group Purpose and Charge

Sue Dean-Baar reviewed the purpose and charge of the work group, including the following elements:

- Serving as the expert advisory group for achieving the educational goals of the *SWIFT* Initiative
- Reviewing graduate curricula to identify opportunities for accelerating students through program requirements
- Developing strategies for partnership with employers to facilitate the joint employment of *SWIFT* candidates upon completion of their masters degrees

Dr. Dean-Baar noted that the primary purpose of today's meeting was to review the current masters program requirements of the four participating UW nursing school to determine how each program can address the educational needs of the *SWIFT* candidates, including nurses with ADN degrees and non-nurses with baccalaureate degrees in other fields. She also stated that Dr. Judeen Schulte's role as consultant is to help the UW programs review current curricular requirements to look for opportunities for fast-tracking *SWIFT* candidates.

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Dr. Dean-Baar also asked the group about the initiative's intended scope of recruiting *SWIFT* candidates. The grant statement focuses on advanced practice nurses (APNs) who need a certificate in health professional education in order to teach, nurses with ADN degrees, and non-nurses with degrees in other fields. Employers have been asking about whether they could sponsor nurses with baccalaureate degrees in nursing. The group strongly agreed that nurses with BSN degrees should be included as candidates.

General discussion continued, including:

- Recruitment activities to identify employers willing to sponsor *SWIFT* candidates and which hospitals and health care systems had committed to sponsorship thus far;
- How the Health Professional Education Certificate (HPEC) program is structured and how APN candidates are being recruited for this program;
- The initiation of the *SWIFT* website and how this can be used to communicate program requirements, including Wisconsin Technical College System (WTCS) course requirements for teachers and where these can be taken;
- Ways in which *SWIFT* candidates can be employed as nursing educators while continuing their employment with their sponsoring agencies; and
- Current future needs for nursing faculty.

### III. Review of Current Curricula and Programs

See attached table for detailed information regarding the UW graduate programs in nursing. The WTCS programs share a standardized curriculum, and many of them offer their theory courses online. Besides the statewide consortium program for BSN completion, some of the technical colleges have specific agreements with nearby UW programs for BSN completion. One example of this is the Chippewa Valley Nursing Alliance between the Chippewa Valley Technical College and UW-Eau Claire. There was also discussion of the admission processes and when candidates needed to have their applications finalized for consideration.

### IV. Discussion of Strategies for Acceleration

Although this group will spend additional time on this topic in future meetings, it was agreed that the key to accelerating progress for most *SWIFT* candidates is strong, effective advising. This work group will produce materials to assist advisors in the UW and WTCS programs help the candidates make effective choices before and after they enter the graduate programs.

### V. Student Recruitment and Identification

Dick Best joined the group again for this portion of the agenda. He indicated that the WDBs in several regions already regularly survey employers about their needs, and that this will be particularly important in the rural areas of the state. The Boards will assist in employer outreach and in identifying *SWIFT* candidates. He also stated the need for training of WDB outreach staff regarding the *SWIFT* Initiative. Jo Ann Appleyard noted there will also be an Employer Strategies Work Group that will develop guidelines and

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criteria for selecting candidates. In addition, this group will identify operational issues and solutions related to sponsoring candidates and serve as an advisory group for all employers participating in the *SWIFT* Initiative.

VI. Next Steps

The group agreed to meet again soon to continue the work begun during this first meeting. We will schedule a meeting of the Employer Strategies Work Group next to formulate initial guidelines for *SWIFT* candidate selection, and schedule the next meeting of the Educational Strategies Work Group after that meeting.