

MINUTES
Steering Committee

February 19, 2008

10:00am – 1:00pm, Van Hise Hall, UW-Madison

Those attending: Sally Lundeen, Jo Ann Appleyard, Sue Dean-Baar, Jessica Allison, Dick Best, Tom Moore, Kris Andrews, Jan Sheppard, Mark Kessenich, Paul Nannis, Nancy Brede.

- I. Call to order/approval of June 28th, 2007 minutes
 - a. Meeting was called to order at 10:30am by Sally Lundeen
 - b. The minutes from the June 28th meeting were approved.

- II. Department of Labor Update
 - a. DOL All-Grantee meeting
 - i. Jo Ann attended this meeting July 16-17, 2007.
 - ii. The meeting facilitated the grantees in learning from one another in order to enhance their implementation of their projects and programs. There was a great deal of discussion and emphasis on the issues related to developing and sustaining effective partnerships among program participants, which is a relevant topic for the *SWIFT* Nurse Educator project.
 - b. Request for deliverables
 - i. At the time of the grant audit in May, 2007, we had specifically addressed the fact that we were not meeting the goals related to the number of nurse educator candidates that were projected in the grant proposal.
 - ii. Subsequent to the May audit, the DOL requested two deliverables from the *SWIFT* project: 1) an interactive website that will display the work completed and feature the partnership models developed and lessons learned during the implementation; and 2) the educational curriculum innovations developed during the project.
 1. We are currently redesigning and enhancing our website. After the grant is completed, the website will probably be maintained by the Wisconsin Center for Nursing.
 2. Curriculum innovations developed or implemented during the project include:
 - a. UW-Milwaukee implemented a Direct Entry Masters Program (DEM).
 - b. The Educational Strategies group defined the educational competencies required for *SWIFT*

candidates, including a competency assessment table.

- iii. In December, 2007, our Project Officer communicated that there was concern from the Washington-level of the Employment and Training Administration (ETA) about the number of candidates that we had recruited. Although we had fully disclosed all along in our quarterly narrative reports to the DOL that we were not recruiting the projected number of candidates and the reasons we believed to be causing this, we are now being told there may be some penalty imposed for not meeting our goal of increasing the number of nurse educators in Wisconsin by 120. This situation is still being discussed at the federal-level ETA.

III. Report from Educational Strategies Work Group

- a. Update on Competency Assessment tool
 - i. The UW educational programs are in the process of listing the courses offered in their programs that prepare the graduates to meet the competencies.
- b. WTCS Educator Certification
 - i. One of the UWM master's level educational courses was included in the waiver list for WTCS Educator certification. At this point the other UW programs have not submitted any of their courses to WCTS for waiver consideration.

IV. Report from Employer Strategies Work Group

- a. The work group met February 11 and spent considerable time discussing how to work with their *SWIFT* candidates employees as they near graduation and need to find part-time employment as nurse educators. Eight students from the Wheaton Franciscan Health Care system are graduating in May, 2008, and they are asking how they are going to find jobs as nurse educators and how this will work with their employment at Wheaton Franciscan.
 - i. There was considerable discussion about the pros and cons of salaried advanced practice nurses (APNs) working part-time as educators. The APN job is usually full-time and the practice job duties must be fulfilled even if the individual nurse has to spend several hours per week in teaching duties. This often results in the APN having to work many more hours per week to manage the duties of both jobs. It is easier when the APN takes a staff, hourly-paid job. In such cases, when the APN is teaching, a per diem or float nurse can take over their practice duties, and the workload is more manageable.
 - ii. There was also discussion about how the local nursing programs can recruit the *SWIFT* candidates for their open positions. A logical strategy includes some way to advertise these employment opportunities among the master's prepared nurses working at local

health care employers. Developing some models for implementing this strategy should be a next step.

- b. The group decided the last meeting of the Employer Strategies Work Group should be a joint meeting with the Educational Strategies Work Group to develop guidelines and models for the joint employment of master's-prepared nurses in both health care delivery settings and nursing programs. This meeting will be scheduled in May and will include a broader group of employers and nursing schools than are represented in both work groups.

V. Progress toward goal of preparing 120 nurse educators

- a. Health Professional Educational Certificate (HPEC)
 - i. There are 17 candidates that will have finished the certificate program by the end of the grant
 - ii. Fourteen candidates have already finished, and 13 have already taken on employment as nurse educators.
 - 1. UWM has hired two of these educators, and they are doing very well in their first jobs as nurse educators.
- b. *SWIFT* candidate progress thus far through Fall 2007 semester is summarized on the Candidate Summary Table attached to the meeting agenda. The few candidates who have dropped from the *SWIFT* program have done so because they left their jobs at a sponsoring employer or they needed to reduce their course loads to accommodate work, school, and personal demands. All candidates who have dropped from the *SWIFT* program are continuing their studies toward their master's degrees.
- c. Candidate admission for Spring/Fall 2008
 - i. Two Milwaukee employers are continuing to recruit *SWIFT* candidates for admission to master's programs in Fall 2008. It is projected there will be an addition 6 candidates recruited for Fall admission.
 - ii. Two candidates who are employees of the Milwaukee Area Technical College (MATC) were admitted in the Spring 2008 semester as part-time special students to the UWM master's program. These individuals still must take the GRE exam before they are fully admitted, but MATC has signed an agreement with the *SWIFT* program to support these students as they work toward their graduate degrees.

VI. Review and discussion of progress related to strategic activities

- a. Why we have not met our goal of 120 candidates
 - i. The RN vacancy rates have decreased dramatically since the time the proposal was initially written; therefore, the employers are less focused on solutions to the nursing shortage.
 - ii. Those employers already in significant relationships with the UWM College of Nursing have demonstrated substantial support for the *SWIFT* program.

1. It was much harder to convince other employers regarding the urgency of the educator shortage.
- iii. There are not any candidates attending UW-Eau Claire, despite our attempts to recruit at Dove Healthcare.
 1. Jo Ann and the Graduate Program Director from UW-Eau Claire went to Dove Healthcare to market the *SWIFT* program and master's level education to the nursing staff members. There was no significant interest, probably because there was little perceived value by the nurses there in pursuing graduate education. There were no master's-prepared role models in the facility.
- iv. Jo Ann attended a meeting with the Rural Wisconsin Health Cooperative to discuss whether the *SWIFT* program could be implemented among these small employers.
 1. Magnet accreditation is motivating health care organizations to employ more master's prepared nurses, however, this accreditation is not a top priority for this group.
 2. Some of the attendees at this meeting were not sure how they could use master's prepared candidates at their facilities.
 3. This group, however, is always contending with a shortage of RNs willing to work at their facilities.
 - a. One rural employer is currently sponsoring one candidate who currently works for a local technical college to get her master's degree. This appears to be a significant example of how small, rural health care employers can contribute to solving the nurse educator shortage.
- v. The group then brainstormed multiple strategies for recruiting additional *SWIFT* candidates, including doing another round of HPEC candidates, focusing on specific employers who have indicated some interest in participating, and considering requesting another no-cost extension to have the time to carry out these strategies.
- vi. Kris suggested that we think of other strategies that are not focused on working with the employers.
 1. Is there a way to work with the UW System to examine populations who are being admitted to the UWs?
 2. One group to look at might be the Veterans. Where do veterans go to find out what resources are available to them?
 - a. Various strategies for recruiting Veterans into the *SWIFT* program were proposed.

VII. Next steps in strategic planning

- a. Development of a *SWIFT* program brochure to include information on the following
 - i. The Direct Entry Masters Curriculum
 - ii. The educational competencies developed to assure that *SWIFT* candidates are prepared to teach
 - iii. Advising and program planning elements
 - iv. The development of online courses among the UW graduate nursing programs.
- b. Revise and update the *SWIFT* website
 - i. Include all materials developed for marketing and recruiting nurse educator candidates
 - ii. Include all Work Group and Steering Committee minutes
 - iii. Include a section for proposed implementation models and lessons learned
- c. Wisconsin Center for Nursing
 - i. Explore the possibility of pooling resources to create an alliance to get a state database.
 - ii. Foundation funding may be available to get this going.

VIII. Evaluation plan

- a. The evaluation protocol was approved by the UWM Institutional Review Board on February 12, 2008
- b. Data collection regarding the *SWIFT* candidates' experiences has begun

IX. Next steps

- a. Kris will contact the State Dept. of Veteran Affairs
- b. Sally will talk to Kathy Rick, the Chief Nursing Officer at the VA.
- c. Sally will explore the possibility of RWJ funding to support the continuation of nursing workforce data collection.
- d. Tom will make some contacts with the National Guard and talk to Steve Biondi
- e. We will examine the possibility of using the WDB funds to start the core for building the database.
- f. We will schedule the next meeting for March or April

X. Adjournment