

**MINUTES**  
**EDUCATIONAL STRATEGIES WORK GROUP**  
**January 11, 2007**

*Meeting conducted by telephone conference call  
1:00-4:00 pm*

Attendees: Susan Dean-Baar, UWM; Sally Lundeen, UWM; Nadine Nehls, UW-Madison; Donell Rogness, Madison Area Technical College; Roxie Huebscher, UW-Osh Kosh; Judeen Schulte, Alverno College; Ellen Kirking, Chippewa Valley Technical College; Mary Zwygart-Stauffacher, UW-Eau Claire; Nancy Vrabec, Milwaukee Area Technical College; Jo Ann Appleyard, UWM; Jessica Allsion, UWM

- D) Call to order/Approval of minutes from September 21, 2006:
  - A) Meeting was called to order at 1:10 by Sue Dean-Baar
  - B) Donell Rogness was welcomed as the new representative from Madison Area Technical College
  - C) Minutes from the September 21, 2006 meeting were approved.
  - D) A revised contact list will be sent out to all members of the work group.
  
- II) Update on *SWIFT* Nurse Educator implementation:
  - A) Report from Employer Strategies Work Group October 26, 2006:
    - 1) It was made clear to the employers that if any of their sponsored *SWIFT* candidates choose to enroll in a master's program that does not include education courses, these candidates will need to take education courses as a part of their course plan. Employers should communicate this requirement to their prospective candidates.
    - 2) The education competencies that were developed in the September Educational Strategies meeting were shared and discussed.
    - 3) Employers began discussion on what should happen when the *SWIFT* candidates graduate and how to manage the joint-appointment status. This will be a struggle for some employers that are unionized.
  - B) Report from Steering Committee October 24, 2006:
    - 1) This meeting focused on the Workforce Development Boards and how they can partner with *SWIFT*, the employers, and the nursing education programs.
      - (1) The Wisconsin loan forgiveness program was discussed. The WDBs are potential allies for assisting us in lobbying for more money.
    - 2) Dick Best of the Northwest Regional WDB attended a meeting of the 11 WDB executives and updated his colleagues about *SWIFT*. It was decided there to delegate a group of 4 representatives from Fox Valley, Madison, Milwaukee, and Eau Claire to work on *SWIFT*.

- 3) Jo Ann held a conference call last week with the four WDB representatives to discuss their participation. Jo Ann and Sally have a conference call with Dick Best on January 12 to discuss the grant resources for WDB involvement.
- C) Health Professional Education Certificate (HPEC) update:
- 1) There are 17 students in the HPEC program. Seven of the 17 have already started teaching for various nursing programs across the state. Fourteen of these students will complete their certificate in May, 2007; the other 3 have an additional one or two course to complete after May.
    - (1) The students will be starting their teaching practicum course on January 22. They will be placed in 12 different nursing programs across the state for their student teaching experiences.
    - (2) The students are expected to teach about 6 hours per week. These hours will vary based on where the students are placed and their personal learning objectives.
    - (3) The course also includes an online seminar so the students can share their experiences and receive feedback from the course instructor.
- D) Employer sponsor update:
- 1) Employers added since the last meeting include Franciscan Skemp Healthcare, Froedtert Hospital, Children's Hospital of Wisconsin, and Gundersen Lutheran Health System.
  - 2) A suggestion was made to ask some of the larger hospitals to partner with rural hospitals in order to get candidates from the rural areas. Jo Ann has a call in to Tim Size to discuss this strategy.
  - 3) The Green Bay hospitals have declined to participate in SWIFT.
  - 4) We are still working on recruiting St. Joseph's in Marshfield for the Eau Claire area, as well as Dove Healthcare, a long term care organization.
    - (1) Mary Zwuygart-Stauffacher volunteered to assist in recruiting Dove Healthcare. In addition, she recommended getting in touch with Faye Deich at Sacred Heart Hospital. She also recommended Mercy Hospital in Janesville.
    - (2) Luther Middlefort's contact information will be changed from Pat Keller. Pat is now located in Bloomer, and Lynn Frank is the new Chief Nurse.
  - 5) Donell Rogness recommended getting in touch with Fort Atkinson Memorial Hospital (Kaye Whipperforth), Watertown Hospital, and Reedsburg Area Medical Center (Bev Hoege). Donell will email their contact information to Jo Ann.
  - 6) Jo Ann will also be meeting with Maureen McCausland to discuss how to include the union because UW Hospital and Clinics is committed to participating in SWIFT.

### III) WTCS educator certification process

- A) Update on submission of UWM Course Curriculum Development in Nursing Education to WTCS
- 1) Jo Ann and Sue had an initial conference call with Sharon Spangberg about how we should proceed with submitting this information. It was brought to

their attention that the portfolio assessments of teaching competencies are done on a campus-by-campus basis.

- 2) We submitted documentation requesting that our course NURS 752, Curriculum Development in Nursing Education, be accepted as a substitute for the WTCS Course #50, Curriculum and Course Construction.
  - (1) Jo Ann and Jess sat down with the course instructor and put together the document. The time that it took to do this was about 45 minutes.
  - (2) The feedback that we got back from WTCS was very positive. However, it was thought that the course that we submitted to them matched with their Education Psychology course, #53. (Refer to the document "Comparison of WTCS Certification Courses").
  - (3) It was determined that none of the UW courses should be submitted for course #50, since this course introduces their instructors to their Worldwide Instructional Design System (WIDS).
- B) Next Steps: Each of the UWs will need to determine whether or not they want to submit their courses to WTCS. We will provide the template used to submit our information.
  - 1) This can be a way to attract students that will be teaching in the Technical College System. It is also another example how our two nursing education systems are working together.
  - 2) Nadine believes that UW-Madison will move forward with their courses as soon as they can. They learned in the past that they did not provide enough detailed information.
  - 3) Mary thinks that UW-Eau Claire can do this as well. Her goal will be to have this done by the end of second semester.
  - 4) Roxie will get the information to the faculty at UW-Osh Kosh.
  - 5) We will share this information with WACSN as well.

#### IV) Education course requirements for *SWIFT* candidates

- A) Clarification of education course credit requirements- six or nine? Current education course requirements for roles with an educator focus include:
  - 1) UW-Madison is requiring 9 credits
  - 2) UW-Milwaukee is requiring 6 credits
  - 3) UW-Oshkosh is requiring 8 credits
  - 4) UW-Eau Claire is requiring 9 credits
- B) There seems to be a belief among employers that nurse educators should be clinical specialists.
- C) The group agreed that upon graduation *SWIFT* candidates will have completed 9 credits or 3 courses, including a practicum; this requirement may be partially met through competency assessment of the candidate's prior work experience.
- D) The question arose whether *SWIFT* nurses should graduate with the ability to teach multiple populations, including patients, students, and staff? At the very least, *SWIFT* students will be able to teach students.
  - 1) Oshkosh courses place them in all three areas
  - 2) Eau Claire courses place them in all three areas (stronger on student emphasis)

- 3) Madison has two courses that place them primarily with a nursing student focus and one course is a mixture of all three areas
  - 4) Milwaukee courses place them in all three areas (the population emphasis depends on the student's learning goals).
- E) Utilization of competency assessment in preparing nurse educators. How do we assess whether or not the following competencies have been met?
- 1) Use appropriate theory and research to facilitate educational practice by:
    - (1) Planning and managing learning.
    - (2) Constructing curricular elements.
    - (3) Designing and implementing learning assessment strategies.
    - (4) Demonstrating effectiveness in educational performance for selected populations.
  - 2) We will use the NLN and WTCS educational competencies, and the expertise of the group to develop the behavioral criteria that can be used to assess educational competencies.
  - 3) The UW program representatives will send the syllabi for their educational courses to Jo Ann so that we can develop a template that includes each of the four competencies
  - 4) Judeen will work on developing the competency assessment tool.
  - 5) The goal will be to complete our work on the development of the criteria and tool by Fall 2007.

V) *SWIFT* candidates enrolled in Spring semester:

- A) Issues related to tracking student progress
- 1) Informing employers and *SWIFT* staff about student status. Employers are asking whether or not the students are registered and ready to begin courses.
  - 2) The data specialist at UWM has a rough draft of an ACCESS database to track student progress. Jo Ann and Jess will be meeting with him the week of January 15<sup>th</sup> to go over this.
  - 3) We need to do a special waiver in order to cover FRPA requirements. We will develop data worksheets to promote efficiency in sharing information about the *SWIFT* students. We will want to obtain the plans of study and grade achievements (per semester) for each student.
  - 4) Possible role of Workforce Development Boards.
    - (1) WDBs think that the students should have a way to communicate among one another to talk about experiences in the project. It was thought that getting people together by region may be a good idea. We are still thinking about how to do this.
      - (a) Jo Ann will look into linking D2L from the *SWIFT* website.

VI) Enrolling candidates for Fall semester – admission deadlines:

- A) Admission deadlines for the fall semester are:
- 1) Eau Claire: February 1 because the program begins in the summer semester (with some flexibility if someone is very part-time)
  - 2) Madison: March 1 (with flexibility – Nadine will check with Marcia)
  - 3) Milwaukee: March 1 for FNP option; April 15 for the CNS option

- 4) Oshkosh: April 1 (with some flexibility); the Health Assessment course is offered in the summer semester.

VII) Adjournment

- A) The next meeting will be scheduled for April 2007. We will look into doing the next meeting via conference call and/or video conferencing.
- B) The meeting was adjourned by Sue Dean-Baar at 3:35pm.