

**MINUTES**  
**EDUCATIONAL STRATEGIES WORK GROUP**

March 10, 2008; 9:00 – 11:00 am

*Conference Call via WISLine 1-800-462-1257, Access code 0685*

Those attending: Sally Lundeen, Sue Dean-Baar, Jo Ann Appleyard, Jessica Allison, Nadine Nehls, Judeen Schulte, Sharon Frazier, Mary Zwuyghart-Stauffacher, and Ellen Kirking.

- I) Call to order/Approval of minutes from October 22, 2007
  - A) The meeting was called to order at 9:15am by Sue Dean-Baar
  - B) The minutes from the October 22, 2007 meeting were approved.
  
- II) Update on *SWIFT* Nurse Educator implementation
  - A) Progress of current *SWIFT* Candidates
    - 1) HPEC Candidates
      - (1) There are 3 candidates that are finishing up their final courses.
      - (2) Of those candidates that did finish, all but one has obtained a position as a nurse educator.
        - (a) This candidate is looking for a job as a nurse educator working weekends because she has to work full-time during the week.
    - 2) *SWIFT* Masters Degree candidates
      - (1) We had two additional candidates start in January as special students who are being supported by MATC (Milwaukee). These candidates have a unique contract in that they are not going to be going to school full-time for the duration of the program. Instead they will be given a sabbatical in order to go full-time for a period of 9 months.
      - (2) There will be eight candidates from the Wheaton cohort that will be graduating in May 2008. Jo Ann is working with Wheaton to talk to these candidates about part-time teaching job opportunities upon graduation.
      - (3) Because this grant will be done on June 30<sup>th</sup>, we are not looking to recruit any additional candidates.
        - (a) Froedtert Hospital and Children's Hospital are each currently looking for 3 additional candidates to enroll before June 30<sup>th</sup>.
    - 3) Issues/Concerns/Successes of current students
      - (1) Ellen Kirking said that one of the candidates was very happy with the courses and has been very thankful for the opportunity.
    - 4) Outcomes of the program

- (1) When we had our audit last year, we discussed our concern of not getting as many candidates to the program as we had in our goals of the grant. Our project officer told us that this was not an issue because this is a demonstration grant. However, the DOL is now telling us that because we did not meet the numbers that were proposed, we will have to return some grant money to them.
  - (a) We will return some of the money that was set aside to go to WDB match for assisting candidates.

### III) Continuing business

#### A) Review/Finalize Competency Assessment Tool

- 1) Once we have finished with the left side of the table, we will then ask that each of the UWs fill in the right column with the courses that will meet the criteria.
- 2) Jo Ann and Sue made changes to the tool based on the discussions of the October meeting. Judeen made a few additional changes (highlighted in yellow). The group went through the four competencies and came up with the following additional changes:
  - (1) Judeen suggested that in 3a we discuss the aggregate assessment. The group agreed to this change.
  - (2) We had the most trouble with 4e. We are trying to say that teachers need to see the broader picture and how their role as a teacher is consistent with the curriculum in which the course is a part of.
    - (a) Performs assigned teaching role to promote curriculum and program outcomes.
  - (3) Jess will send the final changes to everyone and ask that the UW liaisons fill out the right column with the appropriate courses.
    - (a) If there are multiple courses that fit in one competency, note all of them instead of trying to find the one that fits best.
- 3) We may want to add a sentence/footnote noting what this tool is intended for. Judeen will come up with this and send it to Jess to add to the final document.

#### B) Partnership with Workforce Development Boards

- 1) We are still trying to figure out how we are going to work with the WDBs.
- 2) We have provided \$75,000 to four WDBs, those that correspond to the UW areas involved in SWIFT. We have some plans as to how to see some results from this, but we are not sure whether or not we will have time.
- 3) After the last Steering Committee meeting, we had a meeting scheduled with the four liaisons, but only one group showed up (Madison).
  - (1) The meeting was scheduled to look at what the next steps are for working together.
  - (2) One thing that they could help us with is the implementation of a state-wide database that looks at the healthcare workforce.
- 4) The WDB in Milwaukee has been looking at ways in which to provide some funds to students that may need additional assistance.

- (1) This has been a barrier from the beginning because the SWIFT candidates are not eligible for any WDB funds because they are already RNs. Even though there were discussions about getting a waiver to allow these candidates to qualify for funds, it was not possible to do so.
- 5) It seems that the WDBs found it to be more difficult to work with the professional healthcare workforce than they maybe anticipated.
  - (1) Ellen commented that she saw a similar situation in an LPN program that they worked with the WDBs for.
- C) Update on the SWIFT Evaluation Process
  - 1) Our IRB approval went through as an exempt status.
    - (1) Jess emailed this approval letter to the UW liaisons in case they need to take this to their internal IRB. We would like to have these all in order by the end of the semester.
      - (a) Nadine is pretty sure that this will need to go through the UW-Madison IRB as well.
        - (i) Jess will send Nadine a sample of the letter that the students signed when they became SWIFT students.
  - 2) We are now in the midst of sending out the surveys to candidates. We have sent surveys to:
    - (1) HPEC candidates that have completed the program
    - (2) Candidates that had once been admitted but for some reason withdrew from the program

#### IV) New business

- A) Strategies for the remainder of the grant
  - 1) We are in the process of winding down the program and figuring out a plan for how to continue this work after the grant ends.
  - 2) Our last meeting with the Employer Strategies group was in February 2008. The group determined that it would be important to look at the future partnerships with the graduates as they step into a dual-role. We came up with several models for this.
    - (1) We will be scheduling a joint face-to-face meeting with the Employer and Educational Strategies groups.
    - (2) The Employer group also mentioned that we may want to open this meeting up to employers who were unable to participate in the SWIFT program at this time. Also, we could invite other educational institutions to this meeting.
      - (a) The product of this meeting
        - (i) Model for creating na “employment home” for the candidates
        - (ii) Questions/details that need to be worked out in order to create these relationships between employer and educational institutions.
          - 1. How do we address the payment gap between the educational and service employers?
      - (b) We are hoping to get something together late April/early May.
        - (i) Jo Ann was thinking that we could maybe meet at WTCS (Waukesha) or MATC (Madison).

- 3) We will be soliciting the members of this group for additional people to include in this meeting.
- 4) Jess will work this week on getting this meeting scheduled.
- B) SWIFT website
  - 1) We are currently working on ramping up our website and will have this completed by the end of the grant. We will be able to use this website as a way to share tools and other information to the public.
- C) Publishing
  - 1) We hope to have some of the members of this group join us in the writing of publications related to the educational side of this grant.
  - 2) We are also going to be publishing a number of items such as the competency tool, information of how to craft the joint-partnership for candidates and other products that came out of this project.
    - (1) We will either be publicizing this via CD, website or pamphlet.
- D) Other comments/concerns
  - 1) Ellen commented that based on her expectations of what we would accomplish in this group, we are right on track.
- V) Adjournment
  - A) This will be the last meeting as a group; however we will be setting up a large group meeting that includes this group and employers.
  - B) The meeting was adjourned by Sue Dean-Baar at 10:30am.

Attachments:

- 1. Minutes October 22, 2007 meeting
- 2. Competency Assessment Tool
- 3. Evaluation Plan