

Minutes
SWIFT Nurse Educator Steering Committee
July 10, 2006

University of Wisconsin – Milwaukee Cunningham Hall Room 795
12 noon-3:00 pm

Those Attended: Sally Lundeen, Dean UWM College of Nursing; Fran Garb, UW System Office of Academic Affairs; Pat Volkert, Academic Liaison for Aurora Healthcare; Sue Dean-Baar, Associate Dean UWM College of Nursing; Dessie Levy, President Milwaukee Chapter of National Black Nurses Association and Dean of Health Sciences Milwaukee Area Technical College, Angelica Tobar, President of National Hispanic Nurses Association, SE Wisconsin Chapter; Maureen McCausland, Senior Vice President of Patient Care Services, University of Wisconsin Hospital and Clinics; Denice Dorpat, Clinical Director, Aspirus Wasau Hospital; Nancy Brede, Director Healthcare Workforce Network, Concentrated Employment Program, Inc.; Dick Best, Executive Director, West Central Wisconsin Workforce Development Board (by telephone); Jo Ann Appleyard, *SWIFT* Project Director; Jessica Roberts, *SWIFT* Project Assistant

- I) Call to order/introductions: Meeting called to order by Sally Lundeen at 12:40pm
- II) Overview and discussion of *SWIFT* Nurse Educator initiative – Presentation by Sally Lundeen (see attachment)
 - A) Grant proposal evolved from meetings of the Wisconsin Consortium for Nursing Redesign beginning in 2002
 - (1) Intent of proposal to develop an ongoing mechanism for recruiting and educating candidates who want to become nurse educators in the state of Wisconsin
 - (2) Funding for a two-year project received in June, 2005 from the U.S. Department of Labor (DOL)
 - B) Overview of project goals and objectives as stated in the *SWIFT* proposal
 - (1) Original proposal had a four-year time length, but the DOL would only fund the project for two years and the goals are too complex to achieve in two years
 - (2) DOL Project Officer has agreed we should apply for a 12-month no-cost extension in the spring of 2007, extending the project until June, 2008
 - (3) Proposal focused on recruiting nurse educator candidates from two pools – nurses with associate degrees (ADN) and non-nurses with bachelor's degrees in other fields; this process has been expanded to include nurses with baccalaureate degrees (BSN) upon recommendation from employers and nursing programs throughout the state

- III) Review and discussion of *SWIFT* progress to date – Discussion led by Jo Ann Appleyard (see attachment)
 - A) Marketing materials developed, including logo, website, and brochures
 - B) Invitations to participate sent to acute care hospitals throughout the state
 - (1) Four acute care hospitals and two organized health care systems have agreed to support *SWIFT* candidates for their masters education
 - (2) In addition, one long term care facility and one staffing agency have also indicated an intent to participate
 - C) Letters of Agreement between employers and the UW System have been drafted and sent to participating employers
 - D) Grant funds tuition for 20 Advanced Practice Nurses (APNs) who need education courses to complete the five-course Health Professional Education Certificate (HPEC)
 - (1) The HPEC courses were converted to online format, and there are currently 16 nurses in the second course
 - (2) We are continuing to recruit an additional four APNs throughout the state to earn this certificate
 - E) Educational Strategies Work Group has been formed and met twice
 - (1) Group includes representatives from the four UW nursing programs that offer masters degrees in nursing, four representatives from the Wisconsin Technical College nursing programs, and nursing curriculum consultant, Judeen Schulte
 - (2) It serves as the expert advisory group for achieving the educational goals of *SWIFT* and is reviewing graduate curricula to identify opportunities for accelerating students through program requirements
 - (3) The group is also developing strategies for partnership with employers to facilitate the joint employment of *SWIFT* candidates upon completion of their masters degrees
 - (4) All four of the UW schools will be accepting candidates by January 2007
 - F) Employer Strategies Work Group has met once and will meet again July 24
 - (1) Membership includes reps from the current participating hospitals
 - (2) This group is developing suggestions for internal criteria for identifying and selecting *SWIFT* candidates
 - (a) The criteria will vary from employer to employer
 - (b) Criteria need to reflect program admission timelines from UW nursing programs
 - (3) UW nursing programs have advisors to help potential *SWIFT* candidates in mapping out curricula to meet their individual needs. Employers should refer to these advisors for more detailed program information.
 - (4) *SWIFT* website will post information tables outlining the masters programs at each of the four schools.
 - (5) One current issue is how to enlist rural hospital participation in the *SWIFT* Initiative

- (6) Letters have been sent to members of the Rural Wisconsin Health Cooperative (RWHC); one suggestion is that resources from two or three hospitals could be combined to support a candidate.
 - (7) Job openings for nurse educators will vary somewhat based on geographic area; however, based on current data, it is projected the vacancy rate will increase substantially during the next 5-10 years
- G) Candidate selection process
- (1) Initial screening by employers to determine eligibility
 - (2) Screening by the appropriate UW nursing program to determine eligibility for masters program. (and BSN program, if applicable)
 - (3) Final screening and acceptance by the employer as a *SWIFT* candidate
 - (4) Although the *SWIFT* candidates will be in the same pool of students as non-*SWIFT* candidates, there is still a capacity available in the masters programs
 - (5) There is a possibility that employers will pay for a candidate's education and that individual will leave their employment, or may even leave the state
 - (a) Most employers are willing to take that risk.
 - (b) Employers are developing letters of agreement between them and their employees to cover this contingency
- H) We are developing strategic relationships with Workforce Development Boards (WDBs) to find ways to provide supplemental funds to *SWIFT* candidates for school-related expenses such as books, transportation, and child care. There are WIA salary limitations for individuals receiving such support, but it is possible to obtain waivers for this.
- (1) Several WDB regions throughout the state have funded projects to assess healthcare workforce needs and develop strategies for meeting these needs currently and in the future
 - (2) Sally, Jo Ann, Dick Best, and Sally Cutler will meet to discuss strategies for effective partnership with the WDBs
- IV) Strategic activities to intensify and improve *SWIFT* implementation efforts are needed in several areas, including securing more employer sponsors, attracting candidates for the direct-entry masters program, and attracting minority candidates. Since meeting time was limited, the committee chose to focus on strategies for recruiting minority candidates for today's meeting.
- A) The marketing materials need to be more specific, covering details about curricula requirements and timeline and additional financial support available
 - B) *SWIFT* Initiative can be publicized at monthly chapter meetings of the National Black Nurses Association and National Association of Hispanic Nurses
 - C) We need to find ways to reach out to the Asian communities in the Chippewa and Fox River valleys
 - D) Another consideration in strategic planning relates to the limitations on flexibility for employers who have unionized employees – the unions will have to be approached to request their cooperation

- V) Next steps in strategic planning
 - A) Set up a list-serve so the Committee can discuss some of these issues via e-mail.
 - B) We will provide this list-serve along with the minutes within the next 10 days.
 - C) Initially this group will meet quarterly. We will try to set up the next meeting for October.

- VI) Adjournment – meeting was adjourned at 3:05pm.

Attachments:

1. Steering Committee Members
2. Slides from *SWIFT* overview and progress to date