



Tennessee Workforce Summit Announced

THA's Center for Health Workforce Development will host the second annual Tennessee Healthcare Workforce Summit in conjunction with THA's 2004 Annual Meeting on Tuesday, September 28.

Session topics will include *Confronting Mandatory Nurse/Staff Ratios: The California Experience*, *Cultural Diversity*, *Nursing Workplace Satisfaction*, *Youth Healthcare Recruitment* and *Employee Retention*. For registration information, contact the THA education department at 615-256-8240.

Promise of Nursing Scholarships, Grant Awards Announced

More than 550 individuals celebrated the Promise of Nursing for Tennessee by attending a nursing gala early this year.

The gala, held in conjunction with Johnson & Johnson and representatives from more than 25 hospitals and nursing organizations, raised over \$400,000, which is being used for nursing student scholarships and faculty fellowships. Twenty percent of the funding raised from the campaign recently was distributed in Tennessee specifically for student scholarships, with 20 percent going to support faculty fellowships and 60 percent to nursing school grants.

Recent awards for student scholarships were based on academic performance, community participation/leadership and financial need. Applicants were eligible for up to \$5,000, which is renewable for an additional year for non-graduating students. The following scholarships were awarded to the following recipients during the 52nd annual National Student Nurses' Association Convention:

- Deborah Barnett, Middle Tennessee State University.
- Jody Barnwell, Tennessee Technological University.
- Kathryn Ruth Bayne, Tennessee Technological University.
- Christi Bennett, Dyersburg State Community College.
- Lindsey Bewick, Belmont University.
- Mary Elizabeth Brooks, Middle Tennessee State University.
- Rebekah Bryant, East Tennessee State University.
- Ashley Coast, Tennessee Technological University.
- Erin Shaye Gafford, Union University.
- Lisa Hammack, Walters State Community College.

- Ashley Dawn Heath, Tennessee Technological University.
- Kara Lucas, Tennessee Wesleyan College-Fort Sanders Nursing.
- Jordan Malloy, Vanderbilt University.
- Latasha Roshelle Dees, University of Tennessee, Knoxville.
- Elizabeth Anne Ross, University of Tennessee, Knoxville.

In addition, approximately \$244,000 has been awarded through the Promise of Nursing for Tennessee nursing school grant program administered by the foundation of the National Student Nurses' Association is being used for nursing school grants for faculty development at schools of nursing in the state.

Grant recipients include:

- Roane State Community College.
- East Tennessee State University College of Nursing.
- Chattanooga State Technical Community College.
- Jackson State Community College.
- Belmont University School of Nursing.
- Vanderbilt University School of Nursing.
- Motlow State Community College.
- Milligan College Area of Nursing.
- Lincoln Memorial University.
- University of Tennessee Health Science Center.
- Columbia State Community College.

In addition to funding to support scholarships through the Foundation of the National Student Nurses' Association, 20 percent of the funds raised from the campaign will be distributed in Tennessee specifically for graduate nursing education scholarships through the National League for Nursing's graduate education scholarship program.

The Promise of Nursing graduate education scholarship program is designed to address the nursing shortage and expand the number of faculty prepared to teach in pre-licensure nursing programs. Highest priority will be given to individuals entering or enrolled in master's programs who do not currently hold a faculty appointment and students nearing completion of doctoral programs who will assume a faculty role.

Scholarship awards are intended to fund tuition, books, fees and other purposes up to a maximum of \$15,000. The deadline for application submissions was March 1, with all eligible applicants to be notified of the recommendations by early fall 2004.

New Strategies Online at www.healthworkforce.com

The Center for Health Workforce Development's online guide to recruitment, retention and workforce development has been expanded.

The centerpiece article for the retention section, "Engagement as a Retention Strategy," was written by Sharon Cox, a nationally prominent speaker and consultant on nurse management issues. Cox's article has been enhanced with drill downs and hyperlinks covering topics such as shared governance, self-scheduling options and generational differences. In addition, "Getting and

Keeping Good People to Meet Bottom-Line Results at HCA - A Case Study by Development Dimensions International®,” which outlines strategies for supervisory and leadership development training, including targeted selection, performance planning and preparing others to succeed, used throughout HCA’s TriStar Health System in Tennessee, has been added. Related “Ideas in Action” from Tennessee and benchmark programs from across the U.S. also are included.

The “Strategist’s Toolkit” has been updated to include an article by John Gering, CG&A, organizational development consultants to HCA. Gering’s article, “A Strategic Approach to Employee Retention and Recruitment,” is a strong addition to this section of the guide, which is a teaching tool for workforce strategists.

Upcoming articles will focus on management development, successful reward and recognition programs, and how hospitals can succeed at becoming “employer of choice.” If you have successful “Ideas in Action” you would like to share with other workforce strategists, please submit this information to Bill Jolley at THA, bjolley@tha.com.

The online guide is available at www.healthworkforce.org.

Parkwest Medical Center forms Partnership with UT

Parkwest Medical Center, Knoxville, has made a major contribution of \$50,000 to reduce the nursing shortage in East Tennessee.

The donation will fund the salary of an additional clinical faculty member at the University of Tennessee College of Nursing, allowing eight more students to join the program, which was previously at capacity, in the upcoming fall semester. The UT College of Nursing received applications from 237 qualified applicants for admission to this year’s nursing program. Before the donation, only 104 students had been admitted, and 54 were placed on a waiting list. After the donation was secured, eight additional students who had been on the waiting list were notified of admission.

The donation is meant to serve as a springboard for a long-term partnership between Parkwest and the school in which the medical center will serve as a clinical rotation site for UT nursing students, as well as a resource for clinical program instructors.

These efforts are designed to address the shortage of qualified faculty and quality experiential rotation sites for nursing students that is limiting the number of students being admitted to nursing programs.

HCA Grant to Support Lipscomb, Vanderbilt Nursing Partnership

HCA, Nashville, has provided Lipscomb University \$500,000 to start a nursing program in partnership with Vanderbilt University.

The grant from HCA, which will be provided over a three-year period, will cover the cost of starting the program. Students will study at Lipscomb for their first five semesters and spend three semesters studying and getting clinical experience at Vanderbilt, which has an established school of nursing and a major

academic medical center. Graduates will receive a bachelor of science degree from Lipscomb.

The program is expected to have 25 students when it begins this fall, and should have 30 in its second year.

HCA, Vanderbilt University Medical Center and National Healthcare Corp. also are helping pay tuition for students in the Lipscomb-Vanderbilt program who agree to work for those companies when they graduate.

WTH Approves \$2.5 Million for Union University Program

West Tennessee Healthcare, Jackson, has awarded Union University \$2.5 million to help fund a certified registered nurse anesthetist (CRNA) program.

West Tennessee Healthcare earlier pledged \$500,000 for a new biology/chemistry lab, bringing their total donation to Union to \$3 million, one of the largest gifts in the university's history.

The donation will be given over a three-year time period before the summer of 2007 and will be used for space and equipment needs. Administrators at the university plan to begin the CRNA program next year with final approval from their board.

The need for nurse anesthetists is critical in west Tennessee and across the U.S. and continues to grow at a rapid pace. The grant is expected to provide a steady supply of quality CRNA graduates for years to come.

The CRNA program will be a 70 semester hour graduate program for those already in the nursing profession holding a bachelor of science in nursing degree.

Nursing Education Master Plan Underway

The Center for Health Workforce Development has provided funding and is developing a strategic plan in partnership with the Tennessee Center for Nursing, educational institutions, and other healthcare organizations to double the nursing graduates by 2010.

This plan hopefully will lead to development of a group that could speak with one voice on policy, regulatory and legislative issues that impact the healthcare workforce at the state and national levels.