

**Nursing Workforce Advisory Council Meeting
Flip Chart Notes 11/14/07**

Expectations (Priority with asterisk)

- Develop data driven policies
- Take action
- Move past data to decision
- Develop a strategic plan to implement recommendations*
- Identify dollars to implement
- Address faculty salaries—develop a plan
- Speak with a consistent voice

Data Collection

- Keep focused on nursing data
- Develop and analyze longitudinal data—agree on how to accomplish
- Establish benchmarks for success—use data to support/track accomplishments
- Establish definitions/gain consistency in collection
- Establish regional supply-demand information (important for education planning)
- Translate data into information
- Establish the primary research question first
- Establish source of data
- Match data/expertise
- Ensure data relevance to consumers/practitioners, educators, policy and practice

1. **Establish Committee:**

Purpose: **Establish primary research agenda**
 Identify data that supports research question

Members: **Roger Madsen, Chair**
 Selena Grace
 Carol Ashton
 Sandy Evans

Strategies:

(From 2006 Governor's Nursing Task Force)

1. Increase instructor salaries
2. Add 400+ new seats
3. Support Idaho Nursing Workforce Center
4. Add new faculty
5. Establish scholarships for under grad, graduate and post graduate study

Strategy discussion:

- More may be gained by spreading fiscal impact over three years
- Focus educational dollars on workforce priorities (refers to entire educational enterprise)
- Need to answer salary questions/present consistent voice—data is available
- Institutions are relying on under-fill/commitment to gain education required for accreditation (research indicates two applicants for every opening)
- ISU has proposed a Ph.D. program to prepare nurse educators—needs approval/funding from legislature
- Issues with grow-your-own approach: leave Idaho for better pay in industry and out-of-state institutions; time and funding for education are problems, particularly when not in area
- CAP and Presidents' Council approve new courses
- Current programs are at maximum capacity
- Data exists on potential to expand at each school if funding is provided
- Anecdotal information—higher salaries would encourage younger nurses to leave practice for education
- ISU has five online graduate options
- Sharing across institutions would yield opportunities/need common technology platform to accomplish with benefit derived from increased purchasing power
- Highest priority—instructor salaries
- Data needed:
 - Compare practice to instructional salaries
 - Resurrect 2006 Governor's Nursing Task Force model
 - Research training salaries for underprepared vs. skilled instructors
 - Identify private sector contributions—potential for continuing
 - Identify impact of salary awards on dollars needed
- Emphasize efficiency
- Consider three year implementation
- Consider reallocation

2. **Establish Committee:**

Purpose: Identify dollar amount needed for salary increases
Consider impact of reallocation, legislative raises, private sector
Compare instructional salaries (to private sector and other higher education)

Members: Pam Springer, Chair
Kathleen Nelson
Steve Millard
Lita Burns

Alternative Education Options

- Alternative educators—can private sector offer staff for instruction/clinical supervision
- Alternative to clinical practice—use of simulators, etc.
- Think out of the box—what new options are available to fill the gaps
- Ensure soft skill development (empathy, patient relations, etc.)
- Focus on regional vs. statewide needs
- Ensure methodologies support access to rural nurses
- Model hospital/long term care facility nursing staff as mentors

3. Establish Committee:

Purpose: Identify alternative educational opportunities

Members: Noreen Davis, Chair
Claudeen Buettner
Karen Hodge
Robert VandeMerwe

Expand Educational Seats:

- Develop strategy for expanding seats
- Consider opportunities listed above
- Speak with a united front (eliminate competing positions)

4. Establish Committee:

Purpose: Develop strategy for seat expansion per 2006 Governor's Nursing Task Force recommendation
Develop/identify data in support of recommendation

Members: Tony Fernandez, Chair
Susan Ault
Department of Labor staff

Timeline:

Preliminary Report: December 31, 2007 (one page report)
January: NWCAC discuss committee proposals
Mid-January: Include update in Idaho Department of Labor's JFAC presentation
Interim: Present to Presidents' Council—TBD
Final Proposal: TBD
Strategy: TBD
Data Collection: Ongoing