

**Texas Higher Education Coordinating Board
Committee to Increase RN Graduates**

Summary of Request:

The purpose of this report is to update the Board on staff collaboration with the Texas Higher Education Coordinating Board (THECB) Committee to Increase RN Graduates.

Historical Perspective/Background Information:

During the October, 2006 Board meeting, staff reviewed the THECB's report entitled *Strategies to Increase the Number of Graduates from Initial RN Licensure Programs*. This report was developed in conjunction with faculty representatives from educational programs and staff from the Texas Center for Nursing Workforce Studies, Texas Nurses Association, THECB and the BNE. Many of the strategies outlined in the report were subsequently incorporated into the *BNE Statewide Plan to Create Innovative Models for Nursing Education*.

On May 15th, 16th the committee had their final meeting and developed a strategic plan to implement priority strategies (Attachment A). Please note board staff involvement for Strategies 2 and 3. These activities will be incorporated with other strategies to increase innovation in nursing education programs.

Staff Recommendations:

None. This report is an informational item.

Strategic Plan for Nursing Education

Source Document: Texas Higher Education Coordinating Board, *Strategies to Increase the Number of Graduates from Initial RN Licensure Programs*, October 2006.

Strategy 1: Increase salaries of new and existing nursing faculty who teach in initial licensure programs.

Goal(s):

Short Term: Faculty salary increases are implemented incrementally over two biennia.

Long Term: Salaries for full-time faculty are competitive with those for specific full-time positions in nurse practice by 2010.

Key Participants: NEPC, THA, Presidents of Institutions of Higher Education, Chambers of Commerce, TNA, TMA, TCNWS, Governor's Office.

Proposed Timeline

Date	Activity and Method of Delivery (Responsible Entity)	Outcome(s)
By October 2007	Collects and analyzes salary data for service-based nurses and faculty educators. (TCNWS)	Nurse educator salary goal is established.
By February 2008	Establishes multidisciplinary coalition to develop a two-year strategic plan to achieve faculty salary goal. (NEPC)	Coalition is comprised of representatives from NEPC, THA, presidents of institutions of higher education, Chambers of Commerce, TNA, TMA, TCNWS, Governor's Office.
By March 2008	Completes Strategic and Marketing Plan. (Coalition)	Strategic and Marketing Plan is ready for public distribution.
By May 2008-2010 (Nurse's Week 2008)	Implements Marketing Plan based on the timeline developed by the Coalition for introduction to key stakeholders. (Coalition)	Faculty salary goal is achieved by 2010.

Notes/Comments:

Strategy uses the model developed and successfully implemented by the Mississippi Nurses Association and Ricki Garrett.

Strategy 2: Develop and expand partnerships between nursing programs and their clinical and community affiliates.

Goal(s):

Short Term: Partnerships are established in both urban and rural areas.

Long Term: Partners collaborate and share resources to increase retention rates and the number of graduates from initial RN licensure programs.

Key Participants: THECB, TBON, Deans and Directors, NEPC

Proposed Timeline

Date	Activity and Method of Delivery (Responsible entity)	Outcome(s)
By September 2007	Inventory initial licensure programs to identify current partnerships. The inventory will document four major categories of partnering activities: (1) work study/financial aid, (2) faculty/preceptors, (3) collaborative educational programs, (4) resources/equipment. (THECB, TBON)	Results document the benefits to clinical affiliates, community, and the educational institutions and may serve as a resource for programs setting up clinical and community affiliates.
By September 2007	Conducts grant competition to pilot two urban and two rural partnerships. (THECB)	A minimum of four partnerships are funded.
October 2007	Presents the results of the first statewide inventory of partnerships at Deans and Directors Meeting. (THECB, TBON)	Results are distributed and include a list of possible mentorship opportunities for programs wanting to start a partnership.
Fall 2007	Posts inventory on website (TBON)	Readily available information promotes collaboration and innovation.
Spring 2008	Hosts a one-day workshop at the Deans and Directors meeting to discuss clinical and community partnerships. (THECB, TBON) Presents progress report on previously funded grants. (THECB, TBON, Grantees)	Information dissemination creates environment for change.
Fall 2008	Present reports on the effectiveness of pilot partnerships at the Deans and Directors meeting. (Grantees)	Reports encourage more partnerships.
Early Fall 2008	Re-inventory initial licensure programs to determine growth in partnerships (TBON, THECB)	Reports continue to encourage partnering activities.

Date	Activity and Method of Delivery (Responsible entity)	Outcome(s)
Late Fall 2008	Uses updated inventory and reports on effective partnerships to develop legislative request for additional grant funding. (NEPC)	Legislation is drafted for additional grant funding.
By October 2008	Publish compendium of funded and non-grant funded partnerships that are effective. (THECB, TBON)	Document is distributed to nursing programs and major stakeholders.
2009-2010	Awards new grants to support partnership programs (THECB)	New partnerships are created, existing partnerships are expanded.

Notes/Comments:

Spring 2009 Statewide Nursing Conference, "We Can Do it Together," focuses on partnerships between nursing programs and those between nursing programs and clinical/community affiliates.

Strategy 3: Establish and expand existing intercollegiate nursing partnerships.

Goal(s):

Short Term: Partnerships are established in both urban and rural areas.

Long Term: Nursing programs collaborate and share resources to increase retention rates and the number of graduates from initial RN licensure programs.

Key Participants: TBON, THECB, Deans and Directors, NEPC

Proposed Timeline

Date	Activity and Method of Delivery (Person(s) Responsible)	Outcome(s)
By September 2007	Inventory initial licensure programs to identify current intercollegiate partnerships. Information identifies the characteristics of existing partnerships and the needs of individual nursing programs. (TBON)	Results document the benefits of intercollegiate partnerships and serve as a resource for programs setting up new models.
By September 2007	Conducts grants competition to create new or expand existing intercollegiate partnerships (THECB)	Grants serve as models for other nursing programs that are considering collaborative efforts. Seed money help establish permanent partnerships.
October 2007	Presents the results of the first statewide inventory of partnerships at Deans and Directors Meeting. (THECB, TBON)	Results are distributed with a list of possible mentorship opportunities for programs wanting to start a partnership.
Fall 2007	Posts inventory on website (TBON)	Readily available Information promotes collaboration and innovation.
Fall 2008	Conducts statewide workshop to discuss results of data collection efforts and ways to collaborate and share resources. (THECB, TBON)	Nursing programs establish needed partnerships, implement creative models.
Early Fall 2008	Re-inventory initial licensure programs to determine growth in partnerships (TBON, THECB)	Reports continue to encourage partnering activities.
Late Fall 2008	Uses updated inventory and reports on effective partnerships to develop legislative request for additional grant funding. (NEPC)	Legislation is drafted for additional grant funding.
By October 2008	Publish compendium of funded and non-grant funded partnerships that are effective. (THECB, TBON)	Document is distributed to nursing programs and major stakeholders.
2009 - 2010	Awards new grants to support partnership programs in Texas (THECB)	New partnerships are created, and existing partnerships are expanded.

Notes/Comments:

Spring 2009 Statewide Nursing Conference, "We Can Do it Together," focuses on partnerships between nursing programs and those between nursing programs and clinical/community affiliates.