Board of Regents of The University System of Georgia Statewide Assessment of Nursing Education

PROJECT REPORT

JUNE, 1981

Project Funded by the W. K. Kellogg Foundation
BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA

STATEWIDE ASSESSMENT OF NURSING EDUCATION

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This report on the Board of Regents Statewide Assessment of Nursing Education is the culmination of the initial phase of what should be an ongoing project to address needs, problems, and goals of a profession that has undergone much change in the past two decades. Nursing education has moved from predominantly hospital-based settings to the present college and university settings. With this change in educational settings, with the tremendous changes in medical technology, with the changes in career options assumed by women (who still comprise 98% of the nursing profession), and with the nature of a society that daily becomes more demanding and complex, this project report must be viewed not as a final report but as an assessment of nursing in Georgia in 1981 and a projection of its future directions. Viewed as such, this project has remained conceptual in approach, has tried to create a universal awareness of the state's nursing needs and problems, has emphasized the fact that both nursing education and nursing service must cooperate for a positive future for nursing, has tried to enlist the continued support of nursing leadership for a systematic, logical, yet feasible, plan to be effected, and has set in motion an action phase (Phase II) that will produce continued quality in the delivery of nursing health care for the people of Georgia.

From the outset, the project has been conducted in a very public manner, deliberately involving nursing leaders from across the state and constantly keeping these leaders informed through meetings, memorandums, conferences, and through continued reviewing of the project's various reports. At various stages in the project, nursing leaders were called on to submit written reports and statements on their perspectives of nursing needs. By the nature of articulating their thoughts, they had to sort out priorities, define what at times has perhaps been vague impressions of needs and problems, and, essentially, been forced to do what writing is often all about: the refinement and articulation of clear thought. At times these efforts were extremely time consuming, but the magnitude of the project's mission necessitated such an approach. This involvement of over 300 leaders in a variety of nursing positions, as well as many in positions tangential to the profession, has insured an ongoing support system for future project activities and has heightened a sense of optimism that together nursing can and will solve many of its pressing problems. In any society there are always issues that seem eternal and at times hopeless in trying to rectify. Even when the discussion of such issues is widespread, a commitment to take action to resolve them is not always present. Often the problems arising from unresolved issues are perceived as another's responsibility; but until individuals and diverse groups accept these problems as part of their province, the problems can but increase. Georgia is blessed with qualified, caring people in the nursing profession who believe they can resolve their differences and cooperatively confront the serious problems they face. The timing is right to concentrate on these issues, the abilities present to effect positive change, and the commitment sincere.

During the decade from the mid-1960's to the mid-1970's many schools of nursing were established across Georgia. These nursing programs encountered
many of the start-up problems that all new ventures experience, but most have stabilized and the timing is now excellent to improve and refine the existing system. New nursing schools are not what is needed; cooperation and refinement is. The results of this year's conceptual phase, coupled with the implementing of the recommendations over the next few years, should produce a system of nursing in Georgia by 1984 that is more responsive to the health needs of its growing population and a model for quality nursing health care delivery.
ACKNOWLEDGMENTS

As has been stated before, over 300 individuals have worked with this project by serving on committees, by presenting position papers, by attending planning meetings and conferences, by reviewing the various reports, by meeting with consultants, and generally by providing input on nursing issues and problems throughout the past year's activities. To each of them, I extend my gratitude for their patience, their concern and dedication, and for their energy in meeting the various tasks they have undertaken.

The many nurse-related agencies and organizations in Georgia have also given valuable assistance through contributions of time and information, and have offered support in working with the University System of Georgia to consider the final recommendations as a basis for further long-range planning. Without such cooperation the project could not have proceeded efficiently nor the results been assured of serious consideration.

Those who were responsible for the previous nursing studies in Georgia, as well as the Georgia Board of Nursing and the State Center for Health Statistics, are to be commended for their work which provided much of the necessary factual background information needed in the project.

The twenty-three University System Schools of Nursing are especially to be thanked for their cooperation in the project. Looking at what the schools are doing and making recommendations for their possible improvement can be a sensitive issue, but the directors and deans of these schools showed a sincere caring for the nursing profession in the state by being neither defensive nor overly protective of their own programs. Rather, they cooperated for the good of the system.

And, certainly, the project director writes for not only himself, but the people of Georgia, in thanking the W. Y. Kellogg Foundation for its interest in Georgia's nursing profession and subsequent funding of this project, the Southern Regional Education Board for its work in bringing the Kellogg Foundation funding to the University System of Georgia, and to the staff of the Board of Regents, especially Vice-Chancellor for Health Affairs, Dr. Harry B. O'Rear, for its interest in nursing in Georgia and its positive support of this project.

- Richard A. Hudson
  Project Director
  June, 1981
I. Introduction and Background of the Project

In 1972 the W. K. Kellogg Foundation of Battle Creek, Michigan, funded the Nursing Curriculum Project with the Southern Regional Education Board to clarify varying nursing program goals and determine their relationship to each other. The project's specific aims were to develop a set of assumptions about health care needs, propose the full range of services implied, and propose a blueprint for nursing education to prepare these types of nurses within the educational system. Recommendations of this Nursing Curriculum Project to achieve a congruent system of nursing education were completed in 1975. Subsequently the Kellogg Foundation set aside additional funds to demonstrate the principles of the recommendations in the nursing programs located in the Southern Regional Education Board's fourteen-state region. The first of the ten principles or recommendations of the Nursing Curriculum Project was as follows:

A system of nursing education should be designed and developed to prepare graduates for different levels and types of nursing practice—a system that is designed to allow each component, each individual program, to make its unique contribution and at the same time function coherently as a part of the larger whole.

Three states were awarded statewide planning projects based on this recommendation: Kentucky, Arkansas, and Georgia. Dr. Harry O'Rear, Vice Chancellor for Health Affairs, discussed the project with the Directors of the System Schools of Nursing at their Sub-Committee on Nursing of the Regents Academic Committee on Health Professions meeting held on April 20, 1979, and on October 2, 1979. The Georgia project began in March, 1980. The essence of the Georgia project has been that of trying to form a blueprint for the University System Schools of Nursing, as well as the overall profession of nursing in the state, and to plan for the directions nursing should be headed in Georgia.

Excellent studies have been conducted on nurse manpower in Georgia during the past two decades. In 1962, the University of Georgia, the State Department of Education, and the Georgia Department of Public Health studied supply and demand of nursing manpower in Nursing and Paramedical Personnel in Georgia (the "Fincher Report"). Another publication, this one from a 1967 study on the state's nursing education conducted by the Georgia Educational Improvement Council, was entitled Nursing Education in Georgia. Governor Jimmy Carter created in 1972 a Statewide Master Planning Committee on Nursing and Nursing Education, whose work on the present and future needs for nurse manpower in the state resulted in the excellent publication, Nursing in Georgia 1975—A Perspective. Another publication, which focused on nursing, was from the Georgia Health Manpower Linkage Program, funded in 1974. This publication, Health Manpower in Georgia: A Compilation of Data and Information, as well as the Nursing in Georgia 1975 study, called for a data collection system for analyzing nurse manpower information. The need for such a system of data collection in part resulted in Georgia Registered Nurses, 1979, a comprehensive data report on the basic demographic, educational, and employment characteristics of licensed nurses in Georgia. These previous studies all greatly facilitated the work of this project, and many of those involved in the earlier studies gave patient guidance and suggestions to this present effort. Because of the statistics gathered in these most recent studies and because of various
annual statistical reports from the major governmental and professional agencies in the state, the Statewide Assessment of Nursing Education project was not intended to gather more statistics, but rather to use that which is available as a basis for making recommendations and long-range planning. Thus, this project has remained conceptual in its approach to planning.

The nursing profession is the largest supplier of health care professionals and the one in greatest transition. Today, a nurse shortage grips the state and the nation as a whole. Estimates across Georgia average about 26% for vacancy rates in hospitals, and annual turnover rates are skyrocketing. The women's movement of the past fifteen years has altered permanently the way women, including of course nurses, think about themselves from personal, career, legal, economic, and philosophical viewpoints. The work environment and the challenges confronting nurses have continued to change because of advancing medical technology, a heightened public concern about health, and some radical alterations in attitudes about how health care should be delivered in this state and the country. The issues and concerns which prompted this project were legion and long-standing, many having been documented by the earlier studies. As has been mentioned, many requests were made in the late 1960's and early 1970's to begin new baccalaureate (BSN) and associate degree (ADN) programs. As these programs were established there was a decline in the number of hospital-based diploma programs with only Atlanta still having any in Georgia. The need exists to plan for the orderly development of nursing education programs to meet state needs for the appropriate number and geographic distribution of nurses.

The concern about nursing programs is complicated by the fact that nursing preparation is provided by four types of programs: (1) the one-year Licensed Practical Nurse program; (2) the two-year associate degree in nursing program; (3) the three-year hospital-based diploma program; and (4) the four-year baccalaureate program. The latter three programs, when coupled with passing a common State Board of Nursing Examination, leads to registered nurse (RN) licensure. The obvious problem here is that often the differences in being an "RN" are not clear as three philosophically different types of programs lead to the same license.

Another concern addressed in this project is that of career mobility, the opportunities for career advancement and educational progression for graduates of differing programs. In our complex age of technology, the nurse who is not able to continue her education (whether it be through advanced degrees or continuing education courses) ultimately will experience what Toffler has termed "future shock," simply becoming out-dated in working competencies.

The question of competencies of nurses on all levels is another issue that has surfaced throughout the state and is addressed in the recommendations. Entering competency levels have been studied by several major nursing organizations, including the Southern Regional Education Board in its Nursing Curriculum Project, and sets of competencies have been outlined. This controversy of differing levels of competency has recently been addressed by the American Nurses Association with its 1985 Entry Into Practice Resolution which calls for two distinct levels of practice, the minimum for a "professional" nurse being the baccalaureate degree, and that by 1985 the professional license should be awarded solely to baccalaureate graduates. The immediate resolution concerning this controversy seems to lie with local nursing educators and nursing service administrators to adopt a set of competencies
for the graduates of the local programs.

The question of nursing manpower and the need and demand for additional nursing personnel have also been topics of much debate in the course of this project. The maldistribution of nurses in both rural and urban areas, as well as shortages in nurse specialty practice fields, continues to frustrate nurse employers. Retention of nurses in the practice setting also remains a perennial problem.

A final general problem, yet perhaps the most important one, is the tremendously accelerating costs of not only the education of nurses (especially when compared with other undergraduate programs) but the financial burdens facing the health industry as a whole. As the federal government reduces financial support of nursing education, the responsibility for allocating adequate public funds for nursing will fall to state and local policy makers. Since the passage of the Federal Training Act of 1964, there has been limited allocation of state resources because federal monies have been available. This trend is being reversed and states are feeling added fiscal responsibilities.

All of these general problems are addressed in the recommendations and are the core of the nursing education and service concerns that prompted this project. Nursing education and service problems and issues are complicated by the large number of people involved, by the number and multiple kinds of nursing programs, and by the number and variety of settings in which nurses are employed. The Board of Regents is an authorized and recognized body that can and should serve as a focal point for developing, monitoring, and implementing a statewide plan for nursing and nursing education. It is recognized that some of the suggested changes in this report may be in opposition to established educational and/or cultural patterns within regions. But with this report and the plan for implementing the recommendations herein, needed changes can be made through state, regional, and local planning groups working together. The tasks are often immense and the solutions not easy, but the rewards will touch our most important treasure: our good health.
II. Project Activities

The project officially began on March 3, 1980, and after the typical start-up activities of hiring a secretary, gathering office supplies, and mailing announcements about the project to over one thousand schools, health care facilities, professional associations, and individual nursing leaders, the activities as outlined in the original proposal got underway. The initial six months of the project were spent establishing the regional advisory committees, gathering relevant information on each of the six Health Systems Agency areas of Georgia, developing, mailing, and compiling the results of the survey, planning dates and speakers for the regional conferences, and identifying expert consultants to be used later in the project.

The method for effecting the project involved five essential steps, summarized as follows:

1. **Committees**

   An advisory committee of approximately 20 members each was established in each of the six Health Systems Agency areas in Georgia. Each committee, with all the schools represented, has both educators and employers on it, and has had the purpose of monitoring the area's activities, helping select conference speakers and consultants, and providing relevant area data that has been gathered before. These committee members were selected by contacting each of the major nursing-related associations and groups in the state and having these associations choose their regional representatives, by soliciting input from recognized statewide nursing leaders, and welcoming those who simply had concern and interest in nursing and therefore asked to be on a regional committee. (See Appendix C for regional advisory committee lists)

2. **Survey**

   A one-page survey mailed to employers in each area was not part of the original proposal, but was initiated in an attempt to allow those who were not directly involved in the project to have an opportunity for input. The results of these surveys, though perhaps not statistically sound, consistently reinforced what was articulated at regional committee visits. Essentially, the surveys proved that the needs in nursing are universal in Georgia and need for action is urgent if the profession is to remain a positive force in Georgia's health care industry.

   Two weeks before the survey was mailed a letter was sent to reiterate what the project was about, explain the activities that were planned, and announce that because a survey form would be arriving shortly the nursing service administrators should discuss their nursing concerns with their staff and administration. The questionnaire was then mailed along with an explanatory letter, a list of the regional advisory committee members, a list of eleven general nursing issues to consider, and a business reply envelope. The questionnaire asked some basic demographic questions about the
employing facility, and then asked for brief narrative responses to five questions on the strengths and weaknesses of the education received in the associate degree and baccalaureate programs, and on the nursing needs and problems the facility was now facing and expects to encounter in the future.

3. Conferences

Six conferences were held: in Rome, Macon, Tifton, Savannah, Augusta, and Atlanta. Speakers, who again were chosen by their associations and by the regional advisory committees, were asked to cite surveys and studies in an attempt to not simply provide opinion, but to substantiate their positions with data. These position papers were forwarded to all the committee members for their information. Other perspectives were submitted on occasion, despite not being presented at a conference: for example, the "Council of Nursing Organizations of Georgia" papers, a paper on the "Education and Feasibility of the Savannah Satellite Graduate Program," or the need for a doctoral program in nursing in Georgia. (See Appendices E and F for agendas and lists of speakers).

The conferences were announced three weeks in advance through letters and media announcements. Not only were all the major employers of nurses in an area contacted, but letters were also mailed to Board of Regents members, local legislators, and school administrators. After each conference, all of the position papers were copied and mailed to all committee members and conference speakers for their review and information.

4. Consultants

Supplied with both narrative and factual information on an area, out-of-state consultants visited for three full days to discuss the various nursing issues and directions, conduct site visits, and recommend ways in which the system schools of nursing can address the identified nursing needs. Ten of the consultants also were retained to review all six regional reports and assist in compiling the statewide report. (See Appendix D for lists by region of the consultants used)

A schedule of the consultants' itinerary was mailed three weeks in advance of their visit so the region's nursing leaders could plan to meet with these consultants. Not only were visits planned to nursing schools and health care facilities, but each day during the visit time was scheduled for informal meetings at convenient locations for those whom the consultants otherwise would not have time to see. Two weeks after their visits, the consultants submitted their recommendations.

5. Reports

The report from each region was compiled, then forwarded to each committee member for additions, deletions, corrections, or simply dissenting voices. After these were returned (and after the ten
consultants' suggestions for a statewide plan were returned), a draft of the final report was written by combining all six regional reports. This draft was again forwarded to all the committee members across the state for their review, and this report is the product of this final revision.

The following is an outline of the committees' initial meetings, the regional conferences, and consultant visits:

<table>
<thead>
<tr>
<th>Initial Committee Meeting</th>
<th>Conference Date/ Location</th>
<th>Consultant Visit</th>
</tr>
</thead>
<tbody>
<tr>
<td>North</td>
<td>June 10, 1980</td>
<td>July 15, Rome</td>
</tr>
<tr>
<td>Central</td>
<td>July 10, 1980</td>
<td>Sept. 9, Macon</td>
</tr>
<tr>
<td>East Central</td>
<td>July 8, 1980</td>
<td>Sept. 16, Augusta</td>
</tr>
<tr>
<td>Southwest</td>
<td>July 24, 1980</td>
<td>Sept. 23, Tifton</td>
</tr>
</tbody>
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(See Appendices for committee members, conference speakers, and consultants who visited)
III. Summary of Nursing Needs, Goals, and Recommendations

I. Need: A Statewide Nursing Advisory Board and Regional Advisory Committees

Goal: A task force, advisory to the Board of Regents, will coordinate and monitor the implementation of the plan recommended by the statewide study. This commission will continue to function to plan for Georgia's future nursing needs.

Recommendations:

1. This Advisory Board should be appointed by the Project Director and the Vice-Chancellor for Health Affairs after input from the project's regional committees, and be representative of nursing education, nursing service administrators, professional nursing associations, and the Georgia State Board of Nursing. The Project Director of the Nursing Project should coordinate the meetings and activities of this Advisory Board.

2. Nursing service and education representatives in each region should strengthen an effective communication network directed toward resolving nursing service-education issues. Goals and expectations should be shared, and collaborative plans for improving nursing practice should be developed. The regional committees (which follow Georgia's Health Systems Agency boundaries) established for the project should continue to meet at least quarterly.

3. Well-designed research should be used as a basis for future planning. The Statewide Nursing Project will serve as a clearinghouse for studies that have addressed the problems in nursing education and service. The Georgia Board of Nursing working with the State Center for Health Statistics should coordinate relevant information on nurses.

II. Need: Additional nurses in most health care settings

Goal: A sufficient number of entry-level nurses will be prepared to meet identified statewide needs for nurses in all health care settings: an acute shortage now exists. The number of RN's in Georgia will be increased.

Recommendations:

1. The enrollments in all nursing schools should be expanded within the constraints of availability of faculty, physical and financial resources, and clinical facilities. Emphasis should be placed particularly on increasing the enrollment in those BSN programs which can accommodate more students without loss of quality.

2. Recruitment efforts should be coordinated by the Project Director with the Schools of Nursing and the Georgia Nurses Association and should promote a positive image of the nursing profession. This recruitment should focus on both female and male students before they enter their junior and senior years of high school.
3. Inactive nurses should be recruited at least yearly with the goal of returning 10% to the work force in each region.

4. The opportunities in nursing of racial and ethnic minorities should be extended by fostering an awareness of the nursing profession in local communities. At present approximately 9.5% of nurses are non-white compared to 27% of the population being non-white.

III. Need: Competent Entering Practitioners

Goal: Nurses entering the practice settings will meet the competencies adopted by nursing practice and education.

Recommendations:

1. Based on consumer and societal needs, two entry level sets of competencies should be adopted using national materials already developed. Since competency levels have been developed, such as those by the Southern Regional Education Board in its Nursing Curriculum Project, the Statewide Advisory Board should appoint a task force committee to resolve the controversy related to clinical competencies by the end of April, 1982.

2. These two entry levels should share a core of knowledge and skills and should be distinct in accountability and scope of practice.

3. This task force committee, with participation by nursing education and service, should study the role functions of registered nurses educated in associate degree and baccalaureate degree programs as a basis for making on-going decisions about the appropriate mix of nursing education program graduates.

IV. Need: A desirable balance of associate degree and baccalaureate programs

Goal: The associate degree and baccalaureate programs will be balanced to produce the proper mix of graduates for the two levels of competency.

Recommendations:

1. The number of baccalaureate graduates should be increased especially in areas where very few are currently employed. This should be accomplished by increasing enrollments in BSN programs operating at less than capacity and by improving access to BSN programs for RN's with associate degrees and diplomas. Currently, about 15% of Georgia nurses hold the BSN degree. This percentage is the lowest of all the SREB region states and causes a shortage of nurses with trained leadership capabilities.

2. On a statewide basis, the number of ADN programs should be held at about present levels. Low production programs, programs with high state board failure rates, and programs not operating at capacity should be carefully evaluated by the Statewide Advisory Board. The possibility of closing or consolidating some of these programs should be considered so that the quality, cost effectiveness, and
productivity of all ADN programs is assured. The Advisory Board should meet annually and submit recommendations for needed changes to the Board of Regents.

3. As ADN programs improve in the Junior Colleges and more qualified faculty are prepared, some ADN programs in the Senior Colleges should be phased out and replaced by BSN programs. The State Advisory Board should evaluate the progress of this recommendation, with input from the Georgia State Board of Nursing.

4. Augusta College and Columbus College should establish BSN programs and phase out their ADN programs, only after insuring this change would not cause a local nursing shortage.

5. The Statewide Advisory Committee should evaluate the feasibility, need and demand for an RN baccalaureate program at North Georgia College to eventually become a generic BSN program. The report on this evaluation should be submitted to the Board of Regents by December, 1981.

6. Priority should be placed on establishing and maintaining BSN satellite programs in North Georgia.

7. The satellite program of the Medical College of Georgia in Athens should become a program of the University of Georgia.

8. All future development-associate degree, baccalaureate, masters, and doctoral—should be preceded by well-designed studies which would demonstrate genuine need and interest on the part of potential students. Moreover, these studies should be conducted to determine the most desirable balance of associate degree, baccalaureate, masters, and doctorally prepared nurses needed in the State.

9. The University System Schools of Nursing should cooperate with the remaining hospital diploma schools (now in Atlanta only) to insure that academic credit for diploma school students is recognized when applicable.

V. Need: Career mobility for Georgia's nurses

Goal: ADN and BSN completion programs will be accessible and will adequately and appropriately recognize prior experiences.

Recommendations:

1. Baccalaureate education for registered nurses should be made accessible to all registered nurses in those areas of the State where there is a genuine need for such education. The curriculum in each of these programs should provide for a flexibility in class scheduling to allow the registered nurses the possibility of continuing full-time employment if they should choose. If it is not possible to establish programs in all areas of need, consortia arrangements should be pursued. The upward mobility for those
are qualified in this group of nurses should improve the quality of nursing care throughout the state. (Especially in Atlanta, Columbus, Macon, Savannah, and in the rural areas of North and South Georgia). The Advisory Board should coordinate this effort through a task committee and make specific recommendations to the Board of Regents through the Project Director by April, 1982.

2. Although the University System Schools of Nursing all have advanced placement policies and procedures, those already enrolling RN's in baccalaureate programs should better publicize their programs to health care agencies that employ ADN and diploma RN's. Programs already enrolling LPN's in ADN programs should also better publicize their advanced placement opportunities.

3. All associate degree programs should explore the possibility of an articulated LPN-ADN program to enhance the opportunities for an increased number of LPN's who are qualified to become RN's. Models such as "The Orange County/Long Beach (California) Experiment in Improved Patterns of Nursing Education" that have been collected in the project should be disseminated to the ADN programs in the state.

VI. Need: Graduate level nursing education

Goal: Graduate programs will meet the identified needs for teachers, administrators, nurse practitioners, and clinical specialists.

Recommendations:

1. Priority should be given to the graduate level programs, especially through a regional consortium approach. Until qualified faculty, nursing service administrators, nurse practitioners, and clinical specialists are prepared, increased quality in the undergraduate programs is not possible.

2. The current graduate programs should be encouraged to expand their offerings and to develop new majors. A major in Nursing Service Administration should be a high priority. Attention should be given to preparing nurse specialists in gerontological and rural nursing at the graduate level, given the needs of the people of Georgia. Also, the number of nurse practitioners should be increased by offering graduate level satellite nurse practitioner programs in areas with an adequate pool of qualified students.

3. The Medical College of Georgia should emphasize graduate level programs by strengthening their existing programs. (Augusta College would eventually enroll BSN students to offset any reduction in available BSN opportunities in Augusta.)

4. Georgia State University should continue to strengthen its graduate program opportunities.

5. Where feasible graduate satellite programs should be offered, especially in South Georgia and North Georgia. Recognizing all the
problems satellite programs pose, they are the easiest way to begin
graduate education in an area.

6. The graduate satellite program in Savannah by the Medical College
of Georgia should be continued until a permanent MSN program can be
established.

7. Eventually an MSN program should be established to provide graduate
education opportunities in Southwestern Georgia, either at Albany,
Valdosta, or Columbus. A recommendation by the Advisory Board on
where to locate this program should be made by April, 1982.

8. The feasibility study for a doctoral program in nursing should be
continued by the Medical College of Georgia and Georgia State
University with priority given to a collaborative program. "An
Assessment of Need for a Doctoral Program in Nursing in Georgia,"
a paper prepared for this project, and a "Task Force: Doctoral
Programs in Nursing," a committee studying this need, should be
used as information gathering mechanisms and encouraged to continue.

9. With new Ph.D. programs starting in other states, the immediate need
can be met by sending, with assistance, students to programs in the
surrounding area. Funds should be appropriated to support nurses
who are able to obtain graduate degrees in other states so that
the graduate degrees Georgia nurses hold represent a variety of
institutions. Arrangements for spaces in the University of Alabama
doctoral program in nursing should be made by the Board of Regents
through the Southern Regional Education Board and its Academic
Common Market which waives out-of-state tuition fees.

10. The recruitment of master's prepared nurses from outside the state
should be pursued by both nursing education and nursing service
through the appropriate recruiting mechanisms.

VII. Need: Nursing Education and Service to cooperate in achieving improved
health care

Goal: Nursing service and nursing education will have strengthened com-
munication and a better working relation to achieve the common goal of
improved nursing care.

Recommendations:

1. Health institutions and agencies, with the assistance of representa-
tives from nursing education, should plan new and creative
approaches to nurse staffing patterns with the intent of alleviating
the current nursing shortage. Increased numbers of nurses is not
the sole solution to the dilemma. Additionally, immediate attention
should be given to working conditions, including salary, pay dif-
ferential, participation in decision making, realistic workloads,
and others. The many articles and studies on staffing that the
Project has collected will be shared with appropriate groups in the
state, such as the Georgia Hospital Association and its Council on
Nursing.
2. Nursing service with participation of nursing educators should systematically determine the type of orientation and continuing education programs needed to assist RN's to adjust to and be effective in the roles that have been assigned to them.

3. All institutions and agencies who employ registered nurses should attempt to offer financial assistance to those nurses wishing to pursue further education. Further, scholarships might be offered in exchange for a number of years of employment commitment.

VIII. Need: Research in Nursing

Goal: Nursing research will be conducted and the findings disseminated and implemented to improve nursing care.

Recommendations:

1. The two state universities engaged in offering nurse education programs, the Medical College of Georgia and Georgia State University, should be directed by the Board of Regents to develop formal plans with the senior institutions, for research in nursing and its dissemination.

2. Cooperative efforts between health care agencies and the universities should promote research on nursing practice that will be helpful in improving nursing care and solving staffing problems. The Advisory Board should assist in identifying problems on which there is need for research in Georgia.

IX. Need: Quality nursing care in hospitals and extended care facilities

Goal: Nursing care in hospitals and extended care facilities will emerge from a systematic and cooperative plan by nursing service and education that assures quality.

Recommendations:

1. Preceptorships, internships, and other means of preparing graduates for the "real world" should be considered.

2. Joint appointments between health care institutions and schools of nursing should be explored, so the use of the few masters degree prepared nurses will be enhanced to better serve both education and service.

3. The clinical component of all nursing education programs should be strengthened so that graduates can assume their practice roles with a reasonable measure of confidence.

4. Communication links between nursing service and nursing education should be improved so that educators can accommodate their programs to meet service needs and so that service personnel can use nurses in ways that are more compatible with their education and experience.
5. In the metropolitan setting, planning for graduate program offerings should closely match the needs for tertiary care nursing in hospitals.

6. Fostering clinical leadership in hospitals should be given high priority by both employing agencies and the educational institutions that prepare these providers.

7. Because of the rural nature of the state, more rural hospitals should be used as clinical facilities to better acclimate nursing students.

X. Need: Quality nursing care in primary care settings

Goal: Nursing in primary care settings will emanate from a systematic and cooperative plan to meet Georgia’s health needs.

Recommendations:

1. Graduate education in the state should be addressed to provide a sufficient number of community health nurses and nurse practitioners to work in the rural areas of the state.

2. Attention should be given to needs of the elderly patient for ambulatory and home health services.

3. Child-care and school health services should also be considered in the plan.

XI. Need: Continuing Education

Goal: The competency of practicing nurses will continue to be assured.

Recommendations:

1. A statewide task force on continuing education for nurses should be established by the Advisory Board to determine local, regional, and statewide continuing education needs and to plan and deliver programs in response to these needs. The University System Public Service/Continuing Education Advisory Committee should help coordinate and provide leadership in this endeavor with active input from all sectors of nursing education and practice.

XII. Need: Retention of working RN’s

Goal: Working conditions for nurses will be improved, thus reducing turnover of nursing personnel. (The University System recognizes that this recommendation does not come under its province; however, the project director will share with employers the many articles on staffing that have been collected and will encourage continued communication on employer/education issues.)
Recommendations:

1. The decision-making involvement and power of practicing nurses should be increased.

2. Salary differentials that recognize and reward educational preparation and that provide tangible incentives for working less desirable shifts and hours should be implemented.

3. Innovative staffing patterns to accommodate part-time nurses should be developed.

4. Comprehensive orientation programs for new graduates should insure these graduates of solid support systems and appropriate guidance until their transition from student to staff nurse role is complete.

5. Salaries for all nurses should be improved while retaining cost effectiveness by delegating all non-nursing tasks to appropriate auxiliary personnel.

6. The Advisory Board and its task committees should work with nursing service personnel to disseminate models that address each of these recommendations. It is recognized that the Board of Regents has no jurisdiction over these agencies, but this report would not be complete without these recommendations.

XIII. Need: Revised formula funding system for schools of nursing

Goal: The funding of the University System Schools of Nursing will reflect the added fiscal needs of educating nurses.

Recommendations:

1. The formula governing the funding of nursing programs should be reexamined in the light of the reduced faculty-student ratios and class size necessary for adequate and sound instruction in nursing. The formula of 1:24 (faculty to student ratio) should more realistically follow the State Board of Nursing requirements of 1:20 classroom and 1:10 clinical ratios.
IV. Plans for Implementing the Recommendations

The goal of the Statewide Assessment of Nursing Education Project, as stated before, has been that of forming a blueprint for the University System Schools of Nursing, as well as the nursing profession as a whole, to plan for the directions nursing should be headed in Georgia. Having established the nursing needs Georgia is facing and making recommendations to address these needs has brought nursing service and education together to work in concert toward a strong nursing system for Georgia's citizens. With the involvement of over 300 of Georgia's nursing leaders in this past year's activities, the foundation has been set to enter a second phase (Phase II), that of implementing the recommendations for a positive change. Although a continuation of the project is contingent as it must be on available fiscal resources, plans have been outlined for a logical, systematic, yet feasible, approach toward effecting this change. Each of the recommendations has been analyzed by the Project Director, the regional committee members, and the appropriate professional associations in the state, and the following is the general summary of the needed activities for the next phase:

July-September: Convene the Statewide Advisory Board to the Project to prioritize the needs, select state groups and individuals who can best address each need, and organize a sub-committee of approximately ten members each for each of these needs (Since over 300 people have worked with this project over the past year, the timing and interest is excellent for retaining these nursing leaders on sub-committees. Rather than using the nursing leaders in the project in regional committees as in Phase I, they will be in task-oriented committees across the state). During this period of reforming the committees, the myriad of articles, models, and other information gathered during the first year will be disseminated to the appropriate new task committees (information such as staffing models, articulation program models, or the paper on the assessment of the need for and steps toward implementing a doctoral program in nursing). These task committees will set objectives and goals, deadlines to effect them, and complete their work by the end of April, 1982.

October-April: These seven months are the essence of Phase II, as during this time the task-oriented committees will conduct their work. Expert consultants will be brought in to work specifically with the appropriate sub-committee, assess what the committee has effected, and spend a concentrated 1½ days to assist in meeting the objective(s) of the particular need and recommendations being addressed. During the first year files have been maintained on each need and subsequent recommendations that will be of tremendous value to these task committees. In these files are not only the many articles and research models mentioned above, but lists of appropriate expert consultants, relevant statistics on Georgia's nurses that will be necessary background information for making quick yet accurate decisions and assessments, and a systematic outline, complete with planning deadlines, to produce the anticipated outcomes nursing needs for quality health care.

May-June: These final two months will be spent in summarizing and evaluating the various sub-committees' efforts, planning for a third or continuing phase of what has been started (if it is deemed necessary to continue by the Advisory Board), and, of course, submitting project reports and continuing recommendations to the Board of Regents.
The potential benefit in effecting this second phase seems obvious. The initial phase has outlined what needs to be done and has rallied the nursing forces in Georgia to do it. While the interest and energy to effect change is at its zenith, the state needs to move forward in its attempt to improve its nursing situation. Whereas the first year could be considered the "conceptual" phase, this second year is the "action" phase. The expected outcome remains the increased quality of nursing care and, ultimately, better health care for Georgia's citizens.
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Associate Degree Nursing Programs
Fall, 1980

1. Abraham Baldwin Ag. Col.
2. Albany Junior College
3. Armstrong State College
4. Augusta College
5. Brunswick Junior College
6. Clayton Junior College
7. Columbus College
8. Dalton Junior College
9. Floyd Junior College
10. Georgia College
11. GA. Southwestern College
12. Gordon Junior College
13. Kennesaw College
14. Macon Junior College
15. Middle Georgia College
16. North Georgia College
17. South Georgia College
18. West Georgia College
Baccalaureate Degree Nursing Programs
Fall, 1980

1. Albany State College
2. Armstrong State College
3. Georgia College
4. Georgia Southern College
5. Georgia Southwestern College
6. Georgia State University
7. Medical College of Georgia
8. Medical College of Georgia - Athens Satellite
9. Valdosta State College

* Medical College of Georgia School of Nursing at Athens
1. Georgia State University
2. Medical College of Georgia
3. Medical College of Georgia - Graduate Satellite in Savannah
## NURSING

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### NURSING

#### 1980 Fall Enrollment

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</table>

\(^1\) Programs approved but not operating at the present time.
Georgia Southern College admitted students, Winter, 1981.
Mr. Ben Ansley  
Administrator  
Floyd Medical Center  
Box 233  
Rome, GA 30161

Ms. Johnnie Bradley  
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George Mason University
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University of Tennessee

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National League for Nursing, New York

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University of Alabama in Birmingham

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Patient Care Administrator
University of Arkansas
Medical Sciences Hospital
BOARD OF REGENTS NURSING PROJECT
SCHEDULE FOR CONSULTANTS VISIT IN NORTH GEORGIA

AUGUST 6, 7, 8, 1980

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- CONSULTANTS -

Dr. Marie O'Koren  
Dean of the School of Nursing  
University of Alabama in Birmingham

Dr. Helen Kohler  
Director of Outreach Programs  
School of Nursing  
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Dr. Ada Davis  
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BOARD OF REGENTS NURSING PROJECT
SCHEDULE FOR CONSULTANTS VISIT IN CENTRAL GEORGIA

DECEMBER 10, 11, 12, 1980

WEDNESDAY, DECEMBER 10

(Columbus Area)

9:00 - 11:00 AM  Columbus College
                 School of Nursing

11:00 - 12:30 PM Meet with area Nursing Leaders
                 Room K-215 Illeges Building
                 (Nursing School)

1:30 - 3:00 PM   The Medical Center, Columbus

3:15 - 4:30 PM   St. Francis Hospital (tentative)

THURSDAY, DECEMBER 11

(Macon Area)

9:00 - 11:00 AM  Macon Junior College
                 School of Nursing

11:00 - 12:30 PM Meet with area Nursing Leaders
                 Room 211 Continuing Education Bldg.

2:00 - 4:00 PM   Medical Center of Central Georgia

FRIDAY, DECEMBER 12

(Milledgeville Area)

9:00 - 11:00 AM  Georgia College
                 School of Nursing

11:00 - 12:30 PM Meet with area Nursing Leaders
                 School of Nursing Building

- CONSULTANTS -

Dr. Ada Davis
Chairman of the Nursing Department
College of Notre Dame in Baltimore

Dr. Gwendoline MacDonald
Dean of the College of Nursing
University of South Florida in Tampa

Dr. Evelyn Coughlan
Chairman of the Department of Nursing
George Mason University in Fairfax, Virginia
BOARD OF REGENTS NURSING PROJECT
SCHEDULE FOR CONSULTANTS VISIT IN SOUTHWEST GEORGIA

DECEMBER 16, 17, 18, 1980

TUESDAY, DECEMBER 16 (Albany Area)

9:00 - 11:00 AM
Albany State College
School of Nursing, L. Hall Bldg.

11:00 - 12:30 PM
Meet with area Nursing Leaders
Room 101 Peace Hall

1:30 - 3:00 PM
Phoebe Putney Memorial Hospital

3:15 - 4:30 PM
Palmyra Park Hospital

WEDNESDAY, DECEMBER 17 (Valdosta Area)

9:00 - 11:00 AM
Valdosta State College
School of Nursing

11:00 - 12:30 PM
Meet with area Nursing Leaders
Room 204 School of Nursing
Conference Room

2:00 - 4:00 PM
South Georgia Medical Center

THURSDAY, DECEMBER 18 (Americus Area)

9:00 - 11:00 AM
Georgia Southwestern College
School of Nursing

11:00 - 12:30 PM
Meet with area Nursing Leaders
Conference Room, School of Nursing

CONSULTANTS -

Dr. Helen Kohler
Professor, School of Nursing
University of Maryland

Dr. Sylvia Hart
Dean, School of Nursing
University of Tennessee

Dr. Virginia Allen
Director of Associate Degree Program
National League for Nursing, New York
BOARD OF REGENTS NURSING PROJECT
SCHEDULE FOR CONSULTANTS VISIT IN EAST CENTRAL GEORGIA

January 7, 8, 9, 1981

WEDNESDAY, JANUARY 7 (Augusta Area)

9:00 - 11:30 AM                Medical College of Georgia
                                 School of Nursing

1:00 - 2:30 PM                 University Hospital

3:00 - 4:30 PM                 Talmadge Memorial Hospital

THURSDAY, JANUARY 8 (Augusta - Thomson Area)

9:00 - 11:00 AM                Augusta College
                                 School of Nursing
                                 (Tower Room, Student Activities Center)

11:00 - 12:30 PM               Meet with area Nursing Leaders
                                 Augusta College
                                 Tower Room, Student Activities Center

2:30 - 4:00 PM                 McDuffie County Hospital
                                 Thomson

FRIDAY, JANUARY 9  (Athens Area)

9:00 - 10:30 AM                Medical College of Georgia
                                 School of Nursing at Athens

10:45 - 12:15 PM               Meet with area Nursing Leaders
                                 University of Georgia Health Services

1:30 - 3:00 PM                 Athens General Hospital

- CONSULTANTS -

Dr. Rose Marie Chioni
Dean, School of Nursing
University of Virginia

Dr. Billye J. Brown
Dean, School of Nursing
University of Texas

Ms. Susan Simms
Assistant Administrator
Nursing Services Division
Arlington Hospital, Virginia

37
WEDNESDAY, JANUARY 14  (Savannah Area)

9:00 - 11:00 AM  Armstrong State College  
School of Nursing

11:00 - 12:30 PM  Meet with area Nursing Leaders  
Dean's Conference Room,  
Human Services Building

1:30 - 3:00 PM  Memorial Medical Center

3:30 - 5:00 PM  St. Joseph's Hospital

THURSDAY, JANUARY 15  (Statesboro Area)

9:00 - 11:00 AM  Georgia Southern College  
School of Nursing

11:00 - 12:30 PM  Meet with area Nursing Leaders  
Rosenwald Building,  
Georgia Southern College

1:30 - 3:00 PM  Ogeechee Home Health Agency,  
Statesboro

FRIDAY, JANUARY 16  (Brunswick Area)

9:00 - 11:00 AM  Brunswick Junior College  
School of Nursing

11:00 - 12:00 NOON  Meet with area Nursing Leaders  
Library Conference Room

1:00 - 2:30 PM  Glynn-Brunswick Hospital

- CONSULTANTS -

Dr. Marie O'Koren  
Dean, School of Nursing  
University of Alabama at Birmingham

Dr. Lois Maikemes  
Patient Care Administrator  
University of Arkansas Medical Sciences Hospital
BOARD OF REGENTS NURSING PROJECT  
SCHEDULE FOR CONSULTANTS VISIT TO ATLANTA AREA  
FEBRUARY 11, 12, 13, 1981  

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<td>658-3040</td>
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<td>Open Meeting with Consultants Room 305 Urban Life Building Georgia State University</td>
<td>658-3460</td>
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<td>Open Meeting with Consultants Room 305 Urban Life Building Georgia State University</td>
<td>658-3460</td>
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<td>3:15 - 4:30 PM</td>
<td>St. Joseph's Hospital</td>
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THURSDAY, FEBRUARY 12  

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<td>9:00 - 10:30 AM</td>
<td>Clayton Junior, West Georgia, and Kennesaw Colleges' Schools of Nursing at Clayton Junior College</td>
<td>363-7761</td>
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<tr>
<td>11:00 - 12:00 NOON</td>
<td>Emory University School of Nursing</td>
<td>329-7975</td>
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<td>1:30 - 3:00 PM</td>
<td>Georgia Hospital Association</td>
<td>659-1661</td>
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<td>3:15 - 4:30 PM</td>
<td>Georgia Nurses Association</td>
<td>876-4624</td>
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FRIDAY, FEBRUARY 13  

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<td>9:15 - 10:30 AM</td>
<td>Department of Human Resources</td>
<td>656-6852</td>
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<td>11:00 - 12:00 NOON</td>
<td>Visiting Nurses Association</td>
<td>873-1481</td>
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<td>1:15 - 2:15 PM</td>
<td>Georgia Baptist Hospital</td>
<td>653-4000</td>
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</table>

- CONSULTANTS -  

Dr. Nan Hechenberger  
Dean, School of Nursing  
University of Maryland  

Ms. Georgeen H. DeChow  
Assistant Dean, Nursing  
Manatee Junior College in Florida  

Ms. Beth O'Connell  
Vice President for Nursing  
St. Joseph Hospital in Maryland  

Project Director  
Richard A. Hudson  
(404/542-5489)
NEEDS ASSESSMENT CONFERENCE
FLOYD JUNIOR COLLEGE

TUESDAY, JULY 15, 1980
All Sessions in Library Assembly Room

9:30 - 9:45 a.m. Welcome and Introduction  
- Mr. Richard A. Hudson  
  Project Director

9:45 - 10:15 a.m. Health Systems Agency  
- Ms. Elsie Brown  
  Director of Plan Implementation  
  Appalachian Georgia Health Systems Agency

10:15 - 10:45 a.m. Hospitals  
- Mr. Ben Ansley, Administrator  
  Floyd Medical Center, Rome, Georgia

10:45 - 11:00 a.m. Break

11:00 - 11:30 a.m. Nursing Homes  
- Mr. Clark Peek, Administrator  
  Fifth Avenue Health Care Center  
  Rome, Georgia

11:30 - Noon Georgia Nurses Association  
- Ms. Veta Massey  
  Stephens County Hospital  
  Toccoa, Georgia

Noon - 1:15 p.m. Lunch (on your own)

1:15 - 1:45 p.m. Department of Human Resources  
- Ms. Ruth Melber, Chief Nurse  
  Division of Physical Health

1:45 - 2:15 p.m. Home Health Nurses  
- Ms. Anne Shahan  
  Coosa Valley Home Health Care Agency  
  Rome, Georgia

2:15 - 3:00 p.m. Schools of Nursing  
- Ms. Edith Larson, Chairman, Nursing Division  
  Dalton Junior College

3:00 - 3:15 p.m. Break

3:15 - 4:00 p.m. General Discussion of Needs  
(input from audience)

4:00 - 4:30 p.m. Compilation of List of Needs and Problems,  
Completion of brief evaluation sheet.

4:30 p.m. Adjourn
NEEDS ASSESSMENT CONFERENCE
CENTRAL GEORGIA
MACON JUNIOR COLLEGE
TUESDAY, SEPTEMBER 9, 1980

All Sessions in Lecture Complex Building, Room 103

9:00AM  Welcome and Introduction
         - Mr. Richard A. Hudson, Project Director

9:10AM  Health Systems Agency
         - Mr. Charles Laug, III, Health Systems of Central GA, Inc.

9:30AM  Hospitals
         - Mr. Dan Maddock, Administrator, Taylor Memorial Hospital
         - Ms. Juanette Nelson, Director of Nursing Service, Laurens Memorial Hospital
         - Ms. Sylvia Bond, Assistant Administrator, Medical Center of Central Georgia, Macon
         - Mr. Patrick J. White, Director of Nursing Service, The Medical Center, Columbus

10:45AM Break

11:00AM Nursing Homes
         - Ms. Clara Brown, Oak Manor Nursing Home, Columbus
         - Ms. Marguerite Thurmond, Macon

11:30AM Georgia Nurses Association
         - Ms. Catherine Summerlin, Chairperson, Education Committee of the Commission on Nursing Service Administration/Education, Georgia Nurses Association

NOON  Lunch (on your own)

1:15PM  Department of Human Resources
         - Ms. Linda Hubbard, Department of Human Resources, Macon

1:40PM  Home Health Agencies
         - Ms. Betty Howard, Director of Nurses, Central Georgia Home Health Agency, Macon

2:00PM  Schools of Nursing
         - Columbus College
         - Georgia College
         - Gordon Junior College
         - Macon Junior College
         - Middle Georgia College
         - Tift College

2:45PM Break

3:00PM  Medical Association of Georgia

3:20PM  Discussion, Audience Input

4:00PM  Completion of Brief Evaluation Sheet
        Adjourn
NEEDS ASSESSMENT CONFERENCE
EAST CENTRAL GEORGIA
MEDICAL COLLEGE OF GEORGIA
TUESDAY, SEPTEMBER 16, 1980

All Sessions in Dental School Building, Room 100

9:00AM  Welcome and Introduction
- Mr. Richard A. Hudson, Project Director

9:10AM  Health Systems Agency
- Ms. Terry Voight, Director of Data, East Central Georgia Health Systems Agency

9:30AM  Hospitals
Urban:
- Ms. Betty Golden, Director of Nursing, Talmadge Memorial Hospital, Augusta
- Mr. Donald Bray, Administrator, University Hospital, Augusta

Rural:
- Ms. Marilyn Parrish, Director of Nursing Service, Screven County Hospital, Sylvania
- Mr. Melvin Jacobs, Administrator, McDuffie County Hospital, Thomson

10:45AM  Break

11:00AM  Nursing Homes
- Mr. Ben Snyder, Georgia War Veterans Nursing Home, Augusta

11:30AM  Georgia Nurses Association
- Ms. Virginia Edwards, Director of Nursing, Athens General Hospital and Member of Georgia Nurses Association Committee, Task Force on Entry into Nursing Practice

NOON  Lunch (on your own)

1:15PM  Department of Human Resources
- Ms. Linda Johnson, Department of Human Resources, Augusta

1:40PM  Home Health Agencies
- Ms. Linda Dickerson, Patient Care Supervisor, St. Joseph's Home Health Care and Hospice, Augusta

2:00PM  Schools of Nursing
- Dr. Mary Conway, Dean, School of Nursing, Medical College of Georgia
- Ms. Louise Bryant, Director, School of Nursing, Augusta College

2:45PM  Break

3:00PM  Discussion, Audience Input

3:45PM  Completion of Brief Evaluation Sheet
Adjourn
NEEDS ASSESSMENT CONFERENCE
SOUTHWEST GEORGIA
RURAL DEVELOPMENT CENTER, TIFTON
TUESDAY, SEPTEMBER 23, 1980

All Sessions at Rural Development Center

9:00AM Welcome and Introduction
   - Mr. Richard A. Hudson, Project Director

9:10AM Health Systems Agency
   - Mr. Roger Cochran, Director, Southwest Georgia Health Systems Agency, Inc.

9:30AM Hospitals
   - Mr. Charles Y. Davis, Administrator, Dorminy Memorial Hospital, Fitzgerald
   - Ms. Betty Brannon, Director of In-Service Education, Tift General Hospital, Tifton
   - Ms. Betty Hackney, Director of Nursing Service, South Georgia Medical Center, Valdosta
   - Ms. Rebecca Short, Assistant Director of Nursing, Phoebe Putney Memorial Hospital, Albany

10:45AM Break

11:00AM Home Health Agencies
   - Mr. Ken Beverly, Associate Director, John D. Archbold Memorial Hospital

11:30AM Nursing Homes
   - Ms. Nancy Herndon, Administrator, Rosewood Medical Nursing Center, Byromville

NOON Lunch (on your own)

1:15PM Department of Human Resources
   - Ms. Winona Herbst, Chief Nurse, District 8, Albany

1:40PM Schools of Nursing
   - Abraham Baldwin Agricultural College, Ms. Mabel J. Hamrick, Director, Department of Nurse Education
   - Albany Junior College, Ms. Cecyle Hopkins, Director, Department of Nursing
   - Albany State College, Dr. Lucille B. Wilson, Chairman, Division of Nursing
   - Georgia Southwestern College, Ms. Rosella Deriso, Chairman, Division of Nursing
   - South Georgia College, Mr. Carter Maddox, School of Nursing
   - Valdosta State College, Dr. Virginia Harmeyer, Director, Division of Nursing

2:45PM Break

3:00PM Discussion, Audience Input

3:30PM Completion of Brief Evaluation Sheet
Adjourn
NEEDS ASSESSMENT CONFERENCE
SOUTHEAST GEORGIA
ARMSTRONG STATE COLLEGE
THURSDAY, SEPTEMBER 25, 1980
All Sessions in Continuing Education Auditorium,
Human Services Building

9:00AM  Welcome and Introduction
         - Mr. Richard A. Hudson, Project Director

9:10AM  Health Systems Agency
         - Mr. Patrick Jansen, Executive Director, Southeast
           Georgia Health Systems Agency, Inc.

9:30AM  Hospitals
         - Mr. Jonathan Farr, Administrator, Wayne Memorial
           Hospital, Jesup
         - Ms. Joann Rollison, Director of Nursing, Candler General
           Hospital
         - Sister Mary Faith McKean, Vice President, St. Joseph's
           Hospital, Savannah
         - Ms. Frances Huff, Director of Patient Education, Glynn-
           Brunswick Memorial Hospital, Brunswick

10:30AM Break

10:50AM Hospitals (continued)
         - Ms. Emily Groover, Director of Nursing, Evans Memorial
           Hospital, Claxton
         - Mr. Aldine Rosser, Administrator, Bulloch Memorial Hospital,
           Statesboro

11:20AM Nursing Homes
         Non-Profit:
         - Mr. Bo Smith, Assistant Administrator, Chatham Nursing
           Home, Savannah
         Proprietary:
         - Mr. Tommy Stroud, Jr., Administrator, Heritage Inn and
           Villas Nursing Home, St. Simons Island

NOON   Lunch (on your own)

1:15PM  Office Nurses
         - Dr. Donald Wright, Georgia Medical Society, Savannah

1:35PM  Home Health Agencies
         - Ms. Charlotte White, Executive Director, Ogeechee Home
           Health Agency, Statesboro

1:55PM  Department of Human Resources
         - Ms. Patricia Purse, Director of Nursing, East Health
           District, Chatham County Health Department, Savannah

2:15PM  Schools of Nursing
         - Armstrong State College, Dr. James Repella, Dean
         - Brunswick Junior College, Ms. Helen Bloodworth, Director
           of Nursing
         - Georgia Southern College, Ms. Em Bevis, Director of Nursing

3:00PM Break

3:15PM Discussion, Audience Input

3:45PM Completion of Brief Evaluation Sheet / Adjourn
NEEDS ASSESSMENT CONFERENCE
NORTH CENTRAL GEORGIA
URBAN LIFE BUILDING, GEORGIA STATE UNIVERSITY
TUESDAY, DECEMBER 9, 1980

All Sessions in Urban Life Building Auditorium

9:00AM Welcome and Introduction
- Mr. Richard A. Hudson, Project Director

9:10AM Health Systems Agency
- Ms. Gwen Ochoa, Urban Program Development Specialist,
  North Central Georgia Health Systems Agency, Inc.

9:30AM Hospitals
- Mr. Tim Porter-O'Grady, Associate Nursing Administrator,
  St. Joseph's Hospital, Atlanta
- Ms. Betty Noyes, Assistant Hospital Administrator,
  Georgia Baptist Hospital, Atlanta
- Ms. Peggy Moss, Director of Nursing Services, Newton
  County Hospital, Covington
- Ms. Mary Manning, Instructor, School of Nursing,
  Piedmont Hospital, Atlanta

10:45AM Break

11:00AM Nursing Homes
- Mr. George Hunt, Associate Director, Georgia Health Care
  Association

11:15AM Public Health
- Ms. Rowana Ligon, District Chief Nurse, DeKalb County
  Health Department
- Ms. Lynne Farkas, Cobb County Health Department

11:45AM Primary Health Care Centers
- Ms. Daisy Warris, Executive Director, West End Medical
  Center, Atlanta

NOON Lunch (on your own)

1:15PM Home Health
- Ms. Kathy Ziegler, Special Projects Coordinator, Visiting
  Nurse Association of Metropolitan Atlanta, Inc.

1:30PM Georgia Nurses Association
- Ms. Diane Dillon, Executive Director, Georgia Nurses Assoc.

1:45PM Schools of Nursing
- Dr. Cecilia Cantrell, Dean, Department of Nursing, Georgia
  State University
- Ms. Julia Perkins, Director, Department of Nursing,
  Kennesaw College
- Ms. Barbara McCant, Head, School of Nursing, Clayton
  Junior College
- Ms. Jeanette Bernhardt, Chairman, School of Nursing,
  West Georgia College
- Ms. Anne Tidmore, Director, Division of Nursing, DeKalb
  Community College
- Dr. Sylvia Fields, Professor and Director of Baccalaureate
  Programs, Nell Hodgson Woodruff School of Nursing,
  Emory University

3:00PM Discussion, Audience Input / Adjournment
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<td>Abraham Baldwin Agricultural College</td>
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<tr>
<td>Ms. Mabel J. Hamrick</td>
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<td>Ms. Cecyle Hopkins</td>
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<td>Dr. Lucille B. Wilson</td>
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<td>Dr. James Repella</td>
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<td>Ms. Marilyn Buck</td>
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<td>Ms. Mary Miller</td>
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<td>Ms. Louise D. Bryant</td>
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<td>Ms. Em O. Bevis</td>
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<td>Dr. Sylvia Fields</td>
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<td>Ms. Margaret Duckworth</td>
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CONFEREE POSITION PAPERS

HOSPITALS

Mr. Tim Porter-O'Grady, St. Joseph's Hospital, Atlanta
Ms. Betty Noyes, Georgia Baptist Hospital, Atlanta
Ms. Peggy Moss, Newton County Hospital, Covington
Ms. Mary Manning, Piedmont Hospital, Atlanta
Mr. Dan Maddock, Taylor Memorial Hospital, Hawkinsville
Ms. Juanette Nelson, Laurens Memorial Hospital, Dublin
Ms. Sylvia Bond, Medical Center of Central Georgia, Macon
Mr. Patrick J. White, The Medical Center, Columbus
Mr. Charles Y. Davis, Dorminy Memorial Hospital, Fitzgerald
Ms. Betty Brannon, Tift General Hospital, Tifton
Ms. Betty Hackney, South Georgia Medical Center, Valdosta
Ms. Rebecca Short, Phoebe Putney Memorial Hospital, Albany
Mr. Jonathan Farr, Wayne Memorial Hospital, Jessup
Ms. Joann Rollison, Candler General Hospital, Savannah
Sister Mary Faith McKean, St. Joseph's Hospital, Savannah
Ms. Frances Huff, Glynn-Brunswick Memorial Hospital, Brunswick
Ms. Emily Groover, Evans Memorial Hospital, Claxton
Mr. Aldine Rosser, Bulloch Memorial Hospital, Statesboro
Mr. Ben Ansley, Floyd Medical Center, Rome
Ms. Betty Golden, Talmadge Memorial Hospital, Augusta
Mr. Donald Bray, University Hospital, Augusta
Ms. Marilyn Parrish, Screven County Hospital, Sylvania
Mr. Melvin Jacobs, McDuffie County Hospital, Thomson
CONFERENCE POSITION PAPERS

DEPARTMENT OF HUMAN RESOURCES

Ms. Rowanne Ligon, Atlanta
Ms. Lynne Farkas, Atlanta
Ms. Linda Hubbard, Macon
Ms. Winona Herbik, Albany
Ms. Patricia Persse, Savannah
Ms. Ruth Melber, Atlanta
Ms. Linda Johnson, Augusta
CONFERENCE POSITION PAPERS

NURSING HOMES

- George Hunt, Georgia Health Care Association
- Clara Brown, Oak Manor Nursing Home, Columbus
- Marguerite Thurmond, Georgia Health Care Association
- Nancy Herndon, Rosewood Medical Nursing Center, Byromville
- Bo Smith, Chatham Nursing Home, Savannah
- Tommy Stroud, Jr., Heritage Inn and Villas Nursing Home, St. Simons Island
- Clark Peek, Fifth Avenue Health Care Center, Rome
- Ben Snyder, Georgia War Veterans Nursing Home, Augusta
CONFERENCE POSITION PAPERS

HOME HEALTH AGENCIES

Ms. Kathy Ziegler, Visiting Nurse Association of Metropolitan Atlanta, Inc.
Ms. Betty Howard, Central Georgia Home Health Agency, Macon
Mr. Ken Beverly, John D. Archbold Memorial Hospital, Thomasville
Ms. Charlotte White, Ogeechee Home Health Agency, Statesboro
Ms. Anne Shahan, Coosa Valley Home Health Care Agency, Rome
Ms. Linda Dickerson, St. Joseph's Home Health Care and Hospice, Augusta
CONFERENCE POSITION PAPERS

GEORGIA NURSES ASSOCIATION

Ms. Diane Dillon, Atlanta
Ms. Catherine Summerlin, Milledgeville
Ms. Veta Massey, Toccoa
Ms. Virginia Edwards, Athens
CONFERENCE POSITION PAPERS

PRIMARY HEALTH CARE CENTERS

Ms. Daisy Harris, West End Medical Center, Atlanta
CONFERENCE POSITION PAPERS

OFFICE NURSES

Dr. Donald Wright, Georgia Medical Society, Savannah
CONFERENCE POSITION PAPERS

HEALTH SYSTEMS AGENCY

Ms. Gwen Ochoa, North Central Georgia Health Systems Agency
Mr. Charles Lang, III, Central Georgia Health Systems Agency
Mr. Roger Cochran, Southwest Georgia Health Systems Agency
Mr. Patrick Jansen, Southeast Georgia Health Systems Agency
Ms. Elsie Brown, Appalachian Georgia Health Systems Agency
Ms. Terry Voight, East Central Georgia Health Systems Agency
Licensed Registered Nurses Residing in Georgia According to Initial Nursing Education, 1979

BACCALAUREATE 15%
ASSOCIATE 25.6%
DIPLOMA 58.7%
OTHER 0.7%

Source: Georgia Board of Nursing, Relicensure Application; 1979