

Health Professions Advisory Committee (HPAC)  
Meeting Summary  
July 8, 2009

Members Present: Dan Rahn (Chair), Roman Cibirka (*for Denise Kornegay*), Freida Hill, Valerie Hepburn, Susan Kelley (*for Dr. Mark Becker*), Arnett Mace (*for Michael Adams*), Gary Means, Linda Roberts-Betsch, Patrick Schloss, Peter Sireno.

Center for Health Workforce Planning and Analysis (CHWPA) staff present: Chris Albrecht, Kristi Fuller, Dara O'Neil, and Ben Robinson.

Opening Remarks:

Dan Rahn opened the meeting by thanking everyone for making the trip. He noted that the agenda was ambitious with the bulk of the emphasis on nursing.

Review and Approved Meeting Summary:

Summary of March 2009 meeting of the Health Professions Advisory Committee was APPROVED.

Nursing Education Expansion Plan:

Dr. Rahn introduced Dr. Lucy Marion, Chair of Nursing Education Task Force (NETF), Dean and Professor of the School of Nursing, Medical College of Georgia. Dr. Marion gave an overview of the Nursing Education Task Force and informed the group of specific work the Task Force had done to create a vision for nursing education through the USG in the future. This vision was established in a document called the Nursing Education Expansion Plan (NEEP). Dr. Marion went through specifics of the NEEP and the group raised questions and provided feedback on the NEEP.

Discussion: HPAC members raised questions and/or concerns with the following goals of the Nursing Education Expansion Plan:

- (2.1: *Provide 75 new nursing faculty positions within the USG and ensure that all vacant nursing faculty positions are filled—faculty raises; flexible staffing*) Dr. Rahn noted the Governor does not want to get into allocating funds for certain faculty disciplines, the ultimate decision may be the BOR. Members discussed that institution presidents typically do not want to make recommendations to enhance salaries of one particular group. It was discussed that some HPAC members would prefer a targeted funding initiative that, similar to the Nursing Education Task Force Targeted Enhancement Funding, that would enable institutions to target new resources to enhance capacity in a manner best suited to the needs of their nursing program.
- (3.2: *Network all USG nursing programs through communications and teaching/learning technology infrastructure to enable collaboration among all USG nursing programs—videoconferencing; regional simulation.*) Concerns with regional simulation centers were raised. Members of the group indicated a need for detailed information as to how simulation will work, costs, and how it would benefit them before they could commit to moving forward in any direction with this concept.
- (4.1: *Advance the overall educational level of the state's nursing workforce by increasing the number of nurses holding a minimum of a BSN degree to 67% of the state's nursing workforce*)

*by 2013; by increasing the number of nurses holding a master's degree by 20% by 2015; by increasing by 20% the number of nurses holding Ph.D. or doctorate degrees; and by increasing to 20% the number of APNs in practice achieving the DNP by 2015—maintain existing ASN programs at 2-year institutions; support conversion of ASN to BSN programs at 4-year institutions; RN-BSN statewide articulation plan; multiple entry pathways for DNP and Ph.D. programs.)* Some HPAC members disagreed with conversion of ASN to BSN programs and note that there is still a market for both degree levels. In some specific cases it was felt that this could lead to a forced conversion of some programs to a BSN level. Others felt that it could degrade the perceived value of the ASN. It was suggested that this goal be re-addressed.

- *(7.2: Improve the nursing work environment in Georgia through research, analysis, and publication; through policy change; and through recognition of positive work environments, resulting in a 15% increase in job satisfaction for nurses by 2012, as measured by annual surveys of the state's nurses.)* Some HPAC members disagree with this goal. Specific concerns related to the relevance of this goal with the responsibilities of the education systems/institutions represented on the HPAC. Concerns were also raised with the potential correlation this section would have with the Nursing Practice Act. Many recommended that this section be revised or removed from the document.

Dr. Rahn noted that NETF's progress toward meeting its goal for new RNs is impressive and requested that HPAC be provided a breakdown of the progress by ASN, BSN, Masters, Doctorate, and RN-BSN.

Dr. Hepburn questioned what HPAC would be asked to do with the NEEP. Ben Robinson responded that the CHWPA was looking to address concerns that the HPAC may have with the NEEP at this time. Dr. Hepburn suggested that flash points of recommendations be identified, noting that HPAC would want to be fully aware of what they were adopting. Ben Robinson recommended that the NEEP be taken back to the NETF to address all of the questions and concerns. A revised NEEP will be brought back to the HPAC at a later date.

#### Proposals to Address Nursing Faculty Shortages:

Ben Robinson gave an overview of the nursing faculty shortage and reviewed four proposed solutions, including:

1. Establishing an academic common market for nursing
2. Revising the Tuition Assistance Program to extend access to the program to part-time nursing faculty
3. Re-establishing a Nursing Faculty Service Cancelable Loan program; and
4. Establishing a tax credit for new nursing faculty

Decision: The committee encouraged further development of these strategies.

#### Next Meeting

HPAC will meet again in three months. Pat Wright will schedule the meeting around the next President's meeting and committee members will be notified.

#### Future Agenda Items:

Developments in Behavioral Health

Committee priorities for future meetings

Submitted by:  
Pat Wright, Administrative Coordinator  
Center for Health Workforce Planning and Analysis  
Board of Regents of the University System of Georgia