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# Making a Difference



2008 ~ 2009  
Oklahoma's Highlights of Partners Investing in Nursing's Future

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*"We are pleased to offer this grant to Oklahoma Hospital Education and Research Foundation Trust and the Oklahoma Health Care Workforce Center. We believe this partnership will make significant improvements in health care in Oklahoma."*

*Judith Woodruff, JD  
Program Director  
Northwest Health Foundation and  
Partners Investing in Nursing's Future*

# Thank you

The Oklahoma Health Care Workforce Center is pleased to present Oklahoma's Partners Investing in Nursing's Future (PIN) Grant progress report. We greatly appreciate the opportunity to serve nurses in Oklahoma and thankfully acknowledge our funding and organizational partners listed on page seven of this report. The support, resources and contributions from many Oklahoma partners have made the success of this program possible.



*Pictured in the top row (from left to right): Debbie Blanke, EdD, Oklahoma State Regents for Higher Education; Mary Winters, Oklahoma Hospital Association; Kammie Monarch, RN, MS, JD, Oklahoma Health Care Workforce Center; Pam Crawford, MBA, RN, NEA-BC, Oklahoma Health Care Workforce Center; and Sheryl McLain, MS, Oklahoma Health Care Workforce Center. In the bottom row (from left to right): Carol Mannahan, EdD, RN, NEA-BC, Professor Emeritus of Nursing, University of Oklahoma, College of Nursing; Linda Norman, RN, DSN, FAAN, Vanderbilt University, School of Nursing & PIN Director of Evaluation; and Ruth Eckenstein, MEd, RN, Oklahoma Department of Career and Technology Education.*

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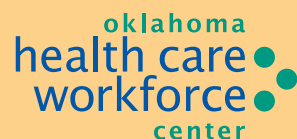




Sheryl McLain, MS



Pam Crawford, MBA, RN, NEA-BC



## Introductory letter

Dear PIN Grant Partners,

Thank you for partnering with us to address the nursing shortage challenges in Oklahoma. Despite current economic trends, the past 18 months have brought a wealth of opportunities and accomplishments to our PIN program. Since the program was launched, several grant goals have been accomplished.

Scholarships (\$10,000 each) were awarded to eight nursing educators interested in obtaining their master's of science in nursing degree. Half of the eight individuals selected currently teach in nursing programs at a rural technology center, while the other four individuals serve as nurse faculty in Oklahoma's rural community colleges. This was the first step toward increasing the number of master's prepared nursing faculty in Oklahoma.

In order to increase nurses' job satisfaction and retention rates, course content was developed to provide six leadership and management courses to nursing leaders from three rural regions of Oklahoma. These courses were provided using two different methods of teaching – distance education workshops and self-paced, Web-based learning. The distance education leadership and management series was launched in fall 2008, followed by the launch of the e-platform courses in spring 2009. Community partners, students and faculty gave positive feedback about the course content and their delivery methods.

As the demand increases for well-qualified and experienced nurses, a higher level of leadership, knowledge, critical-thinking skills and abilities will be needed more than ever before. The PIN grant is significantly contributing towards meeting these needs. With continued support from our partners, who are essential to our success, we can better equip and provide the education needed by Oklahoma nurses to ensure their success in both the education and provider settings.

Sincerely,

Sheryl McLain, MS  
Executive Director  
Oklahoma Health Care Workforce Center

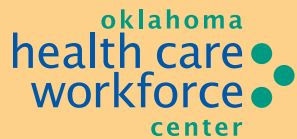
Pam Crawford, MBA, RN, NEA-BC  
PIN Grant Project Director  
Oklahoma Health Care Workforce Center

“Delivering these programs using online and distance learning technology has increased the number of nurses and nurse educators able to participate in balancing work and family commitments. This will inevitably result in the production of more nurses needed to provide essential patient care in our community and will reduce employee turnover, while increasing satisfaction and retention rates.”

Brian Woodliff  
Chief Executive Officer  
Tahlequah City Hospital

“Our scholarship recipients, who were each highly praised by those recommending them for the PIN program, represent the future of nursing education in Oklahoma. They, among others in their field, hold the promise of having the most positive impact on health care in Oklahoma by educating tomorrow’s nursing workforce.”

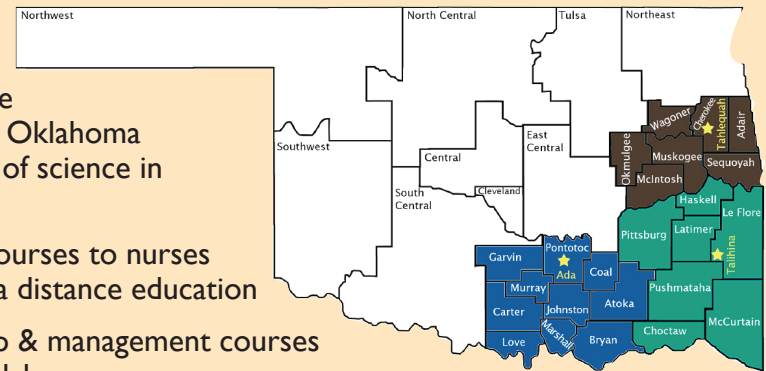
Sheryl McLain, MS  
Executive Director  
Oklahoma Health Care  
Workforce Center



# The purpose of Oklahoma’s PIN grant project

## Objectives

- To award scholarships to current nurse educators from three rural regions of Oklahoma so that they can obtain their master’s of science in nursing education
- To deliver leadership & management courses to nurses in three rural regions of Oklahoma via distance education
- To provide a series of online leadership & management courses to nurses in three rural regions of Oklahoma



## Intended Outcomes

- Increased the number of masters prepared nurse educators in Oklahoma
- Improved nurse educator competencies, based on the National League of Nursing (NLN CNE criteria for leadership & management development)
- Increased the retention of staff nurses & nurse leaders
- Enhanced nurse leader & employer satisfaction

*“The greatest advantage of the PIN Grant program for our organization was the training. It provided participating nurse managers with confidence in their ability to lead and emphasized their importance in our health care system. The class encouraged nurse managers to play a bigger role in trying to shape the workplace by finding ways to build positive relationships with both the nursing and the physician staff.”*

*Rhonda Stanley, RN, BSN  
Nursing Advisor, Health Services  
Cherokee Nation*

*“As a leader of nursing practice, I have learned that recruitment and retention is heavily impacted through differentiating the work environment. This shift is most easily maintained through building leaders. This investment is the ‘real’ business of chief nursing officers...the rewards are impressive!”*

*Jackye Ward, MSN, RN, CNAA-BC  
Vice President  
of Patient Care Services & CNO  
Valley View Regional Hospital (VVRH)*

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# The nursing shortage concern

## The Challenge

Nurses comprise the largest sector of the health care workforce, and their competence is critical to keeping patients safe and healthy. When people are most vulnerable – experiencing chest pains in a hospital emergency department, recuperating from stroke in a skilled nursing facility, learning to care for a newborn or managing a chronic condition in their own home – nurses are the health care providers that individuals are most likely to encounter, spend the greatest amount of time with, and depend upon for their recovery. The quality of our health care system relies upon a sufficient supply of well-qualified, educated and highly skilled nurses.

In some communities around the country, the nursing shortage has become so severe that it threatens patient care and safety, while impacting health care costs and patient outcomes.

Partners Investing in Nursing’s Future has helped regional foundations and other organizations, such as the Oklahoma Health Care Workforce Center, support and create local solutions to address the nursing shortage. As nursing shortages vary across communities, so must the solutions.

## The Impact

Oklahoma is expected to have a shortage of more than 3,000 nurses, 500 lab technicians, 400 physical therapists, 300 surgical technologists and 200 occupational therapists by 2012.

In addition to these professions listed above, there is also a great need for respiratory therapists, imaging technologists, pharmacists, emergency responders, mental health care professionals, and medical and laboratory technologists.

The PIN program is a unique collaboration of the philanthropic community to foster innovations that help address the nursing crisis.

*"The PIN Grant personally helped me reach my goal of obtaining a master's degree in nursing, that I would have probably not have been able to do myself. They were very supportive, and great to work with during the past year and a half. I also had set a goal in my mind that I wanted to have a master's, and they made it possible for me. I will always be grateful and hope to give back to my nursing profession as they have given me a great opportunity to succeed."*

*Christy Boswell, RN, MS  
Practical Nursing Instructor  
Indian Capital Technology Center  
Tahlequah, OK*

## The solution

Led by the Robert Wood Johnson Foundation and the Northwest Health Foundation, the PIN Grant program encourages local foundations to act as catalysts in developing grassroots strategies to establish a stable, adequate nursing workforce. To help develop solutions and lead efforts within the region, the Oklahoma program was awarded a two-year grant of \$250,000, which was combined with an additional \$125,000 from local partners.

In Oklahoma, the goals of the PIN grant are threefold:

1) To provide six Web-based self-paced leadership courses for nurses working in rural hospitals, long-term care, home health, and public health entities; 2) To offer these six courses via distance learning technology to three training sites in rural Oklahoma; and 3) To grant tuition for eight BSN nurse educators in three rural and diverse communities to complete an online MSN degree.

Using the advanced technology of the OneNet system, distance education courses were instructor-led and delivered live and in real-time to three distance learning sites in rural Oklahoma: Talihina, Tahlequah and Ada. By providing these three distance learning classrooms, 60 nurses from hospitals, long-term care, home health, public health, and other settings received training in their area in the fall 2008. The bottom line benefits for nurses participating in the distance education or online courses were reduced expenses, minimized travel, and decreased time away from work and family.

PIN is now in its third year of a five-year, \$10 million initiative. During the program's first year, the 10 foundation partners established more than 215 partnerships between nursing organizations, funders and workforce development boards to address the nursing shortages.



*Pictured left to right: Dr. Carol Mannahan, Christy Boswell and Pam Crawford*

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"The PIN program in Oklahoma was valuable because I learned to become more professional and open in how I grow in my duties. To apply what I learned, I had to look into who I was as a past nurse leader and, hopefully, as a future nurse leader."

Debra Dill, BSN  
Education Coordinator  
Choctaw Nation Health  
Services Authority  
Talihina, OK

"The PIN grant has given me the tools to become a knowledgeable, well-rounded, instructor who knows how to deliver teaching methods that work, are timely, and enhance the student experience. Education never stops and I am showing this to the students by actively participating in my own education. Personally, it is very rewarding. I am very grateful for the PIN Grant scholarship as well as the Oklahoma Health Care Workforce Center to have given me this opportunity."

Tish Bryan, RN, BSN  
Faculty, Nursing Department  
OSU-Institute of Technology

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## Our partners

### National Funding Partners:

Northwest Health Foundation  
Robert Wood Johnson Foundation

### Local Funding Partners:

Atoka Memorial Hospital  
Cherokee Nation  
Choctaw Nation Health Services Authority, Talihina  
Memorial Hospital of Stilwell  
Oklahoma Department of Commerce (ODOC)  
Tahlequah City Hospital  
Valley View Regional Hospital, Ada

### Organizational Partners:

Governor's Council for Workforce & Economic  
Development (GCWED)  
Oklahoma Department of Career and Technology  
Education (ODCTE)  
Oklahoma Health Care Workforce Center (OHCWC)  
Oklahoma Hospital Association  
Oklahoma State Regents for Higher Education (OSRHE)  
University of Oklahoma Health Sciences Center,  
College of Nursing



Dr. Carol Mannahan teaches a  
Leadership & Management Class  
in Tahlequah, OK - September 2008



Scholarship recipients with  
Tahlequah City Hospital and PIN partners in  
Tahlequah, OK - September 2008

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This PIN Grant Annual Report was created by  
the Oklahoma Health Care Workforce Center

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