BACKGROUND

again with the tree.....

- Shortage of experienced TB nurses in NM & US to provide NCM
- Retirement
- Lack of recruitment
- Etc...
- TB NCM is the Standard of Care
- NTNC 2008 survey
  - 75% of nurses polled not in field in 5 yrs...
- Time to join forces and together we can “hug” the tree.

A MODEL: NM RURAL NURSE RESIDENCY

NEW MEXICO CENTER FOR NURSING EXCELLENCE

- Why Nurse Residency programs
  - Recommended by JACHO 2002 &
  - Institute of Medicine Future of Nursing report 2012
  - Provide experience for new grads or
  - New to area of practice
  - Predominantly in hospitals
    - Need to be developed outside hospitals
    - Community Base settings i.e. public health (TB!)
RURAL NURSE RESIDENCY OVERVIEW
NEW MEXICO CENTER FOR NURSING EXCELLENCE

- HRSA Grant
- Partnered Idaho State Univ
- Focus: Rural Nursing
  - Acute Care
  - Care in the Community
  - Year long program
  - Web based with preceptor
  - Three (3) cohorts per/yr
- Cost to facility = None!
  - HRSA grant covers
  - No enrollment fee
- Facility
  - Provide on work time
  - for completion of work
  - Internet capability
  - Strong support from Leadership....a must!

MORE DETAILS...... RURAL NURSE RESIDENCY

- Yearlong experience & support for rural nurses
- Live web-based seminars
- Self-study based modules
- Preceptors
- Goals:
  - Demonstrate competent practice upon completion;
    clinical learning with preceptor; competence validation
  - 93% retention rate at two year after hiring is demonstrated by graduates!
  - 93% retention rate at two year after hiring is demonstrated by graduates!

MORE DETAILS...... RURAL NURSE RESIDENCY

- Recruitment: Employer decision
- Employer responsibilities:
  - Complete tasks DURING work hours
  - Adequate resources ie internet and etc....
- Employee Benefits:
  - Provide support to transition to new nursing role
  - Educational structure; safety net
  - Increased job satisfaction = nurse retention!
TB NURSE RESIDENCY:
NEW MEXICO PROPOSED PILOT

- Four month long interactive program
- Variety of formats
- Two (2) cohorts are planned for each year
- Non-duplicative of RTMCCs programming
- Collaborate with RTMCC
  - Assure linkage between NCM trainings offered & TB Nurse Residency; will build on NCM trainings not replace!
  - NM has approached Heartland about partnering for the proposed pilot
- Preceptor/Mentor Model: ongoing relationship for the nurse preceptor
  - NTNC nurses could provide pool of nursing mentors

EXPECTED OUTCOMES

- Increase TB NCM competency & autonomy
- Improve & support public health nurse retention in the agency & TB Field
- Increase public health nursing satisfaction in the workplace environment
- Development of additional “modules” for NM
  - Immunizations
  - STD
  - Family planning
- My Pie in the sky goal:
  - Development of a nationwide TB Nurse On-line Residency Program

DIVISION OF RESPONSIBILITY
NEW MEXICO PILOT

- Fiscal agent
- Day to day logistics
- Development & maintenance of technology platform
- Retention of nurses within program

- Faculty identification
- Recruitment of students
- Develop & Maintain curriculum
WE’VE GOT A LONG WAY TO GO….
BUT WE MUST START SOMEWHERE!

SETTING GOALS FOR THE YEAR AHEAD
DEVELOPING A WORK-PLAN

Committee Workgroups
- Changing it up a bit…..
- Some suggestions

Committees:
- Initial meeting today!
  - Let’s get started with the good energy…..
  - Develop work-plan/goals for your committee
  - Elect Chair
  - (people in need of chair for 2+ years – maybe time to refresh & offer new opportunities)
- Participate in monthly NTNCA Board meetings
  - Provide reports & updates
  - Keep board up to date
  - Keep committee motivated throughout the year.

SETTING GOALS FOR THE YEAR AHEAD
DEVELOPING A WORK-PLAN

Membership Committee (Excellent ideas - going strong)
- Deborah Isaacks - CHAIR
  - Creation of Video (you-tube & etc) TB nurse recruitment
    - Mass. Public health nurses have awesome video - check it out!
      [http://www.youtube.com/watch?v=vP3b5s08NCI](http://www.youtube.com/watch?v=vP3b5s08NCI)
  - Workshops
    - Recruitment – January good time!
    - For NTNC nurses only - determine good time…..
      - Work with education committee to develop & promote
    - NTCA may have platform that we can use!
SETTING GOALS FOR THE YEAR AHEAD
DEVELOPING A WORK-PLAN

• Nomination Committee
  - Chair: Tammy McKenna
  - Slate of nominees for NTNC Board
    - Work with NTCA Award Committee
      - Revise form for Nursing Award
      - Develop tool to numerically evaluate nominees to ensure objective look & decision
    - Other goals……think outside the box!

• By-Laws Committee ( I know…..yawn….haha)
  - Chair: Diana Fortune
  - NTCA updating by-laws
    - Update/changes – this is important!
    - NTNC let’s go ahead and get started!
      - Forget the box – let’s just think outside!

• Education Committee ( new committee!)
  - Chair: Pat Iyer
    - Meeting today! Yes by skype – Karen Farrell will help to lead
    - Three (3) tiers of workgroups:
      - chair for each group
    - Workforce Recruitment
      - Bringing in “New” nurses to the field
      - Working with colleges/universities etc…
    - Workforce Development
      - Developing new & current nurses

  - Nursing Certification – ANA or not?
    - Creatively looking at other options
OTHER STUFF:

- CDC Nursing Position:
  - Replacement of Judy Gibson
  - Keep on CDC Radar
  - Sent letter to Ken Castro – with CDC cuts certain it will be delayed
  - But we need to remain vigilant
  - Working with CDC to provide nursing perspective on guidelines and other TB Nurse Consultant activities
  - Talk more in business meeting new

- Mid-year meeting of NTNC membership by teleconference
  - Beneficial: yes or no
  - If yes, we can figure out logistics!
  - Way to keep all involved throughout the year
  - If you have ideas...come to me...anything!

WHAT ARE YOUR GOALS FOR NEXT YEAR?

DIANA’S GOALS

- Professional
  - Continue to develop TB Program in NM
  - NTNC President – reach out & involve all TB nurses
    - There is lots of untapped potential out there!

- Personal fulfillment & achievement
  - Just Hiked Grand Canyon
  - Walk the Camino de Santiago