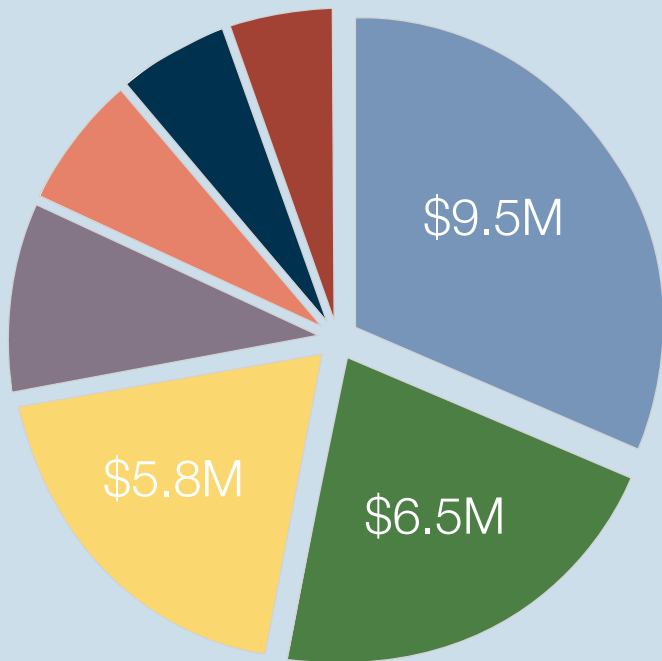


# Hospitals Gave \$30 MILLION to Education, 2005-2007



- Scholarships  
\$9,484,002
- Paid Internships/Externships for Nursing & Allied Health Students  
\$6,479,189
- Employee Tuition Waivers/Reimbursement  
\$5,752,725
- Clinical Supervision of Students  
\$2,956,215
- Other  
\$2,060,660
- Providing Staff as Adjunct Faculty  
\$1,744,575
- Funding Faculty Positions  
\$1,642,435



## Executive Summary

### Background

Health care organizations across the country are bracing for a severe shortage of workers as the first round of baby boomers begin retiring in 2010. Vacancies of registered nurses in U.S. hospitals numbered 116,000 in 2007<sup>1</sup> with RN shortages expected to reach 500,000 by 2025.<sup>2</sup> Oklahoma hospitals were surveyed in 2005 and reported the following vacancies at that time: 1,129 RNs, 90 radiology technologists, 83 physical therapists, 65 lab technicians, 57 respiratory therapists, 44 surgical technologists, 39 pharmacists and 38 occupational therapists.<sup>3</sup> A survey is currently ongoing in order to update the number of Oklahoma health care worker vacancies.

Unless bold steps are taken, Oklahoma will have a shortage of more than 3,000 nurses, 600 lab technicians, 400 physical therapists, 300 surgical technologists and nearly 200 occupational therapists by the year 2012.<sup>4</sup> Critical needs also exist for respiratory therapists, radiology technologists, pharmacists and many other health care workers.

While these shortage projections are significant, they are greatly understated since they do not account for an increased demand in health care services by an aging population, pending retirements of baby boomers from the health care workforce, the additional resources and care necessary to improve our state's poor health status, and the need to reduce the large number of uninsured working poor Oklahomans. All of these factors coming together create a situation likened by many as "a perfect storm."

Oklahoma hospitals, nursing homes, home health agencies, ambulatory care clinics, physician offices and clinics, schools, public health service agencies and other organizations are all impacted by current and future shortages. Unfilled positions on nursing units and in pharmacies, laboratories and X-ray departments contribute to delays in care delivery. Hospitals and emergency departments may be forced to



divert patients to other hospitals, postpone surgeries and reduce or delay outpatient services. These problems are compounded in rural Oklahoma where access to health care can be severely limited. The health care industry, the second largest employing sector in the state, is a major economic engine for Oklahoma and considered key to the state's efforts to recruit and retain new and expanding businesses. Oklahoma's health care industry provided 198,636 jobs in 2004, with an estimated 141,032 additional jobs created indirectly in other industry sectors. The health care industry's direct contribution to Oklahoma's Gross State Product (GSP) was \$6.5 billion (6.4%) in 2003. Health care's direct and indirect contribution to the state's GSP totaled \$11.7 billion in 2003.<sup>5</sup> Support for the industry contributes to the state's overall economic vitality, so efforts to attract new businesses to Oklahoma require that the state develop and maintain a strong health care workforce. When businesses consider relocating from out of state, they tend to view the strength and stability of local health care as an essential infrastructure item, along with transportation and schools.

According to the latest data collected by the Oklahoma State Regents for Higher Education in 2005, only 57 percent of qualified applicants were admitted into Oklahoma public postsecondary education programs in nursing and allied health. The primary reason qualified applicants are being denied opportunities to pursue nursing and health care education is the critical shortage of faculty available to teach.<sup>6</sup> In 2006, the National League of Nursing reported 88,000 qualified applicants to nursing programs were turned away due to insufficient capacity.<sup>7</sup> While solutions to the nursing and allied health shortages are multi-faceted, the issue of educational capacity is a top priority.

## **Bill to Increase Educational Capacity Passes Without Funding**

Despite the fact that SB 1769 cleared the Oklahoma House and Senate in 2008 with no opposition and was signed by the governor, **IT RECEIVED**

**NO FUNDING.** The bill proposed funding to expand educational capacity focused on the following needs: 1) Scholarships for faculty development; 2) Matching grants to educational institutions to create and expand use of innovative education and training methods, such as online and distance learning, simulation, and the expansion of clinical opportunities; and 3) Scholarships for individuals to pursue degrees in high demand nursing and allied health occupations.

## **Survey Measures Hospitals' Financial Support of Health Care Education**

Oklahoma hospitals cannot afford to take "wait and see" approaches to building the health care workforce, so are already investing significant dollars to support health care education. In 2008, the Oklahoma Health Care Workforce Center, in collaboration with the Oklahoma Hospital Association, surveyed hospitals throughout the state to determine the level of financial support provided to Oklahoma's health care education system from 2005-2007. Of the 158 hospitals surveyed, 72 responded, representing 73% of all licensed hospital beds in the state. Key areas of financial support from hospitals include: scholarships, tuition reimbursement, providing paid internships/part-time jobs to health care students, funding faculty positions, donating hospital staff to serve as part-time or full-time faculty, providing clinical supervisors for students, and funding the expansion of classrooms, laboratory space or equipment and supplies needed for student education and training.

In addition to the contributions summarized in this report, there are many other efforts not quantified here in which hospitals spend an enormous amount of time and resources. Examples of these include: career fairs for high school and college students, classroom presentations, hospital tours, job shadowing opportunities, student mentoring, summer career camps and volunteer programs, and career presentations and outreach to K-12 school teachers and counselors.

# Call to Action

**Ensuring the state has a highly skilled number of health care professionals available to care for the citizens of Oklahoma must be a fiscal and legislative priority for our state.** In order to produce the number of health care workers needed today and in the future, funding to expand Oklahoma’s educational pipeline must be a high priority. Hospitals are already doing more than their “fair share” to support Oklahoma’s health care educational system. While these contributions are significant, these efforts alone are not enough to ensure an adequate health care workforce for Oklahoma. Collaboration from Oklahoma’s educational, professional, policy making, regulatory, community, and workforce and economic development groups is essential in order to make health care workforce solutions a priority. **Legislative funding is critical in order to increase the health care educational pipeline so that Oklahoma has the supply of professionals needed to care for its citizens now and in the future.**

Legislative funding is critical in order to increase the health care educational pipeline so that Oklahoma has the supply of professionals needed to care for its citizens now and in the future.

## Definitions

**Adjunct Faculty:** Professional staff members of hospitals who are appointed on a part-time basis to assist with the education and training of students in nursing and allied health programs.

**Allied Health Professionals:** Persons, who are not nurses or physicians, who have special training and are licensed when necessary, who work under the supervision of a health professional and provide direct patient care. They include, but are not limited to: respiratory, physical and occupational therapists; radiology technologists and technicians; medical laboratory technologists and technicians, and surgical technologists.

**Faculty:** Regular, full-time personnel at colleges, universities and technology centers.

**Preceptor:** An expert or specialist who gives practical experience and training to a student.

<sup>1</sup> American Hospital Association (AHA) Survey of Hospital Leaders, July 2007.

<sup>2</sup> “Blowing Open the Bottleneck: Designing New Approaches to Increase Nurse Education Capacity,” White Paper by Jennifer Joynt and Bobbi Kimball, May 2008.

<sup>3</sup> Oklahoma Hospital Association, Hospital Staffing Assessment, 2005 Survey.

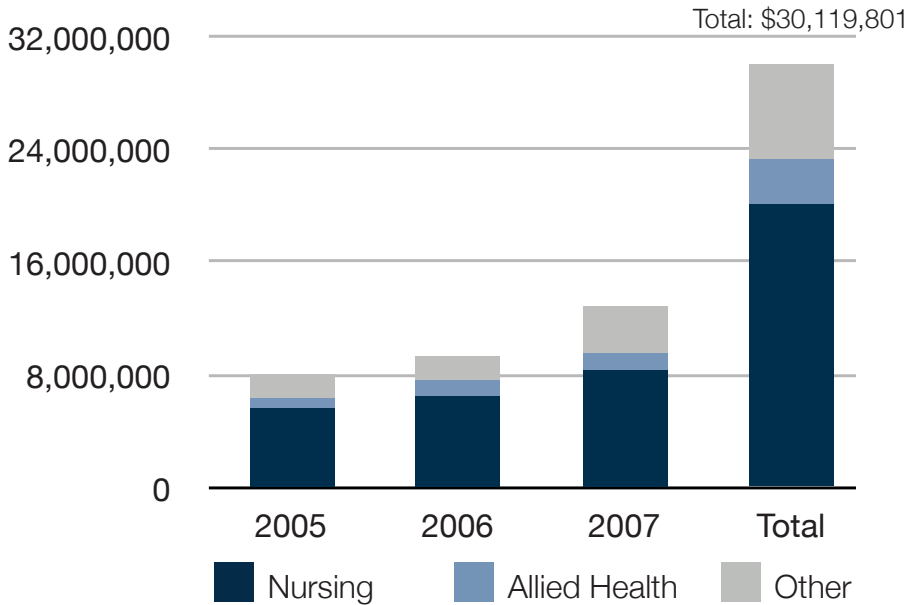
<sup>4,5,6</sup> Governor’s Council for Workforce and Economic Development, Oklahoma’s Health Care Industry Workforce: 2006 Report.

<sup>7</sup> “Blowing Open the Bottleneck: Designing New Approaches to Increase Nurse Education Capacity,” White Paper by Jennifer Joynt and Bobbi Kimball, May 2008.

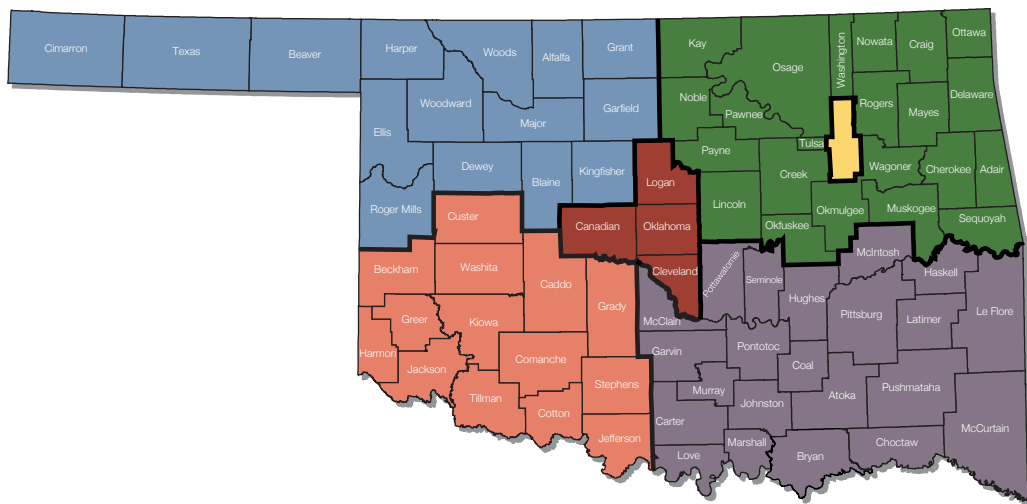
# Total Financial Support from Hospitals

Total: \$30,119,801

Total amount hospitals spent supporting health care education from 2005-2007.



Total contributions by OHA regions, 2005-2007.



<p><b>Northwest Region</b> 9 Facilities \$625,876</p>	<p><b>Southwest Region</b> 11 Facilities \$5,626,202</p>	<p><b>OKC Metro</b> 14 Facilities \$14,179,375</p>
<p><b>Northeast Region</b> 11 Facilities \$1,185,284</p>	<p><b>Southeast Region</b> 14 Facilities \$1,438,815</p>	<p><b>Tulsa Metro</b> 6 Facilities \$7,064,249</p>

## Duncan Regional Hospital

Duncan Regional Hospital recently completed construction on a \$4.5 million, 12,000 sq. ft. learning center complex which houses two schools of nursing – OU College of Nursing’s bachelor of science program and Western Oklahoma State College’s associate degree in nursing program – in order to make attending nursing school more convenient, and to help alleviate the nursing shortage in the southwest region. Duncan Regional also provides the latest in teaching and distant learning technology for the instructor, including state-of-the-art, high fidelity simulation technology for students. This facility and equipment are being provided to the colleges at no cost, in order to assist them in attracting more students and faculty to nursing.

## Valley View Regional Hospital

In 2002, Valley View Regional Hospital, Ada, funded an endowment of \$250,000 to East Central University to supplement nursing faculty salaries; this was matched by the Oklahoma State Regents for Higher Education. The interest from the endowment continues to provide much needed funding for salaries, which in turn helps produce quality health



care workers. In 2008, Valley View, along with the Chickasaw Nation Health System (CNHS), Mercy Memorial Hospital, Ardmore, and Medical Center of Southeastern Oklahoma, Durant, provided \$30,000 in funding to Murray State College in Tishomingo to help expand its LPN-to-RN program. The expanded program will allow the College to produce more RNs for the area. Valley View has also pledged \$100,000 to set up an endowment to subsidize faculty salaries. Currently, several hospital staff members serve as adjunct faculty for the College. A recent partnership between Valley View and CNHS will ensure the continued success of the School of Medical Technology/Clinical Lab at Valley View. Governor Bill Anoatubby provides an annual \$50,000 grant for the school. CNHS will also become a clinical instruction site for students. Because of the partnership and continued growth of the school, both Valley View and CNHS labs stay fully staffed.

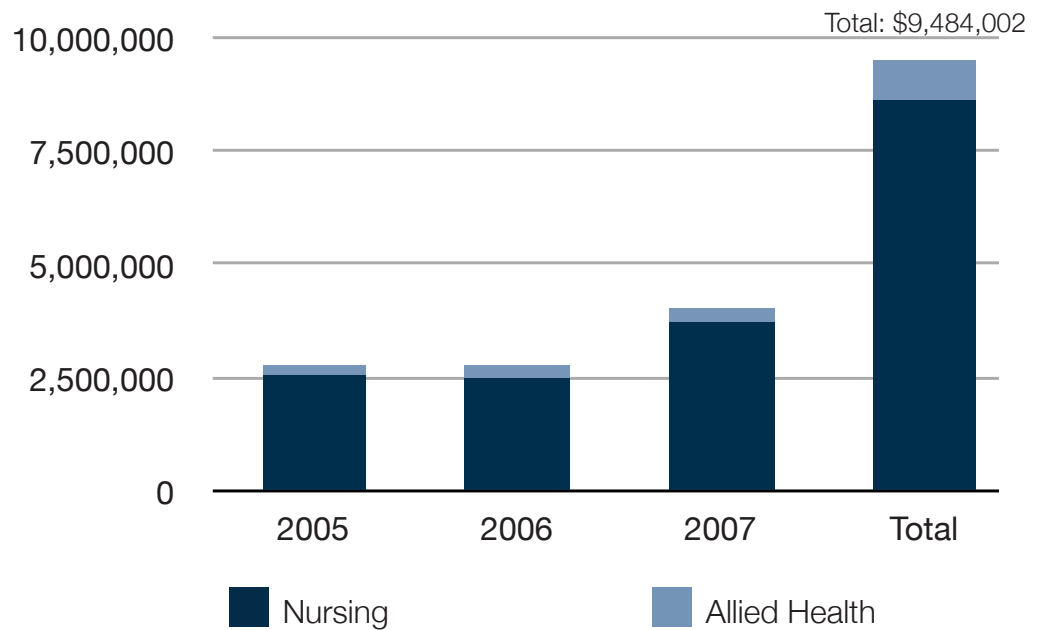
**Great Plains Regional Medical Center**

Great Plains Regional Medical Center, Elk City, has been actively involved in funding nurse recruitment activities for more than two decades. A nursing scholarship program established in

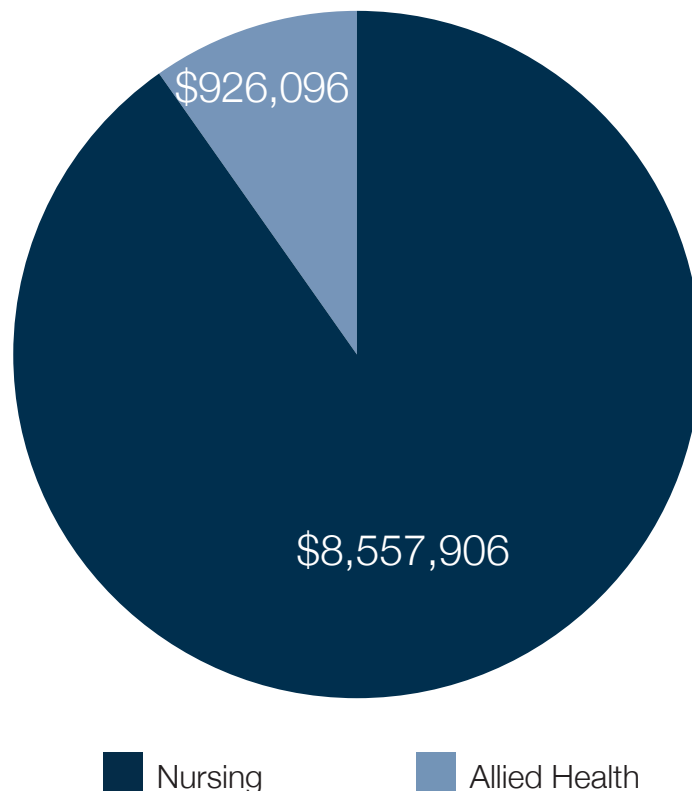
# Scholarships

Total: \$9,484,002

Total nursing & allied health scholarships hospitals provided, 2005-2007.



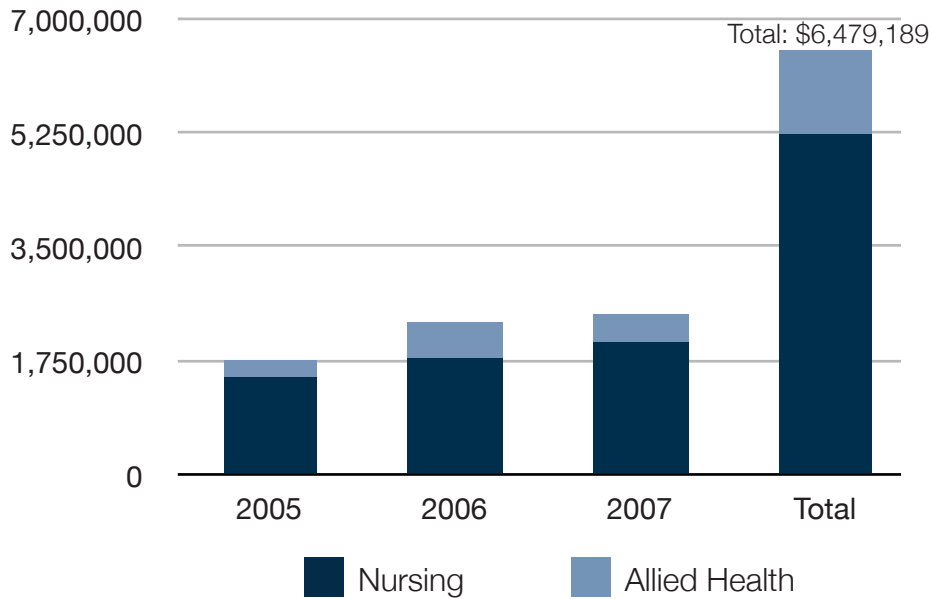
Total distribution of nursing & allied health scholarships, 2005-2007.



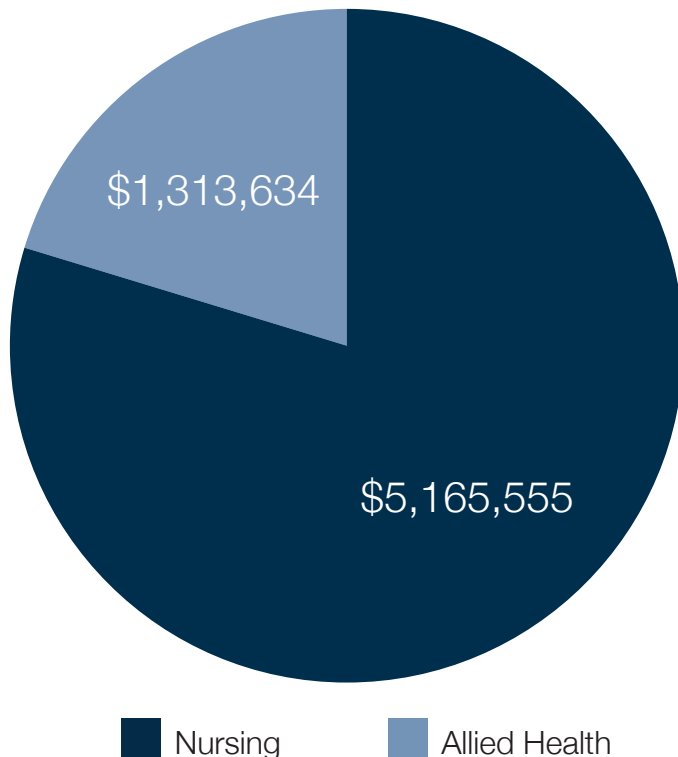
# Paid Internships & Externships

Total: \$6,479,189

Total paid internships & externships hospitals provided to students, 2005-2007.



Distribution of paid internships & externships, 2005-2007.



1987, in memory of former hospital board chairman Al Hildebrand, has flourished over the years due to additional support received from the community and others. GPRMC recently funded an endowment of \$250,000 to Western Oklahoma State College (WOSC) to supplement nursing faculty salaries, which was matched by the Oklahoma State Regents for Higher Education. Two years ago, the hospital began a partnership with WOSC to provide a distance learning campus for an associate's degree in nursing program. GPRMC converted existing space into classrooms and funds the salaries for 2.5 instructors. Graduates range from 10-14 annually. GPRMC also works with Southwestern Oklahoma State University by funding one adjunct faculty and providing clinical training for its RN students. GPRMC's Foundation recently received a large private donation designated for nursing scholarships. In recent years, GPRMC scholarships to LPNs and RNs have been in excess of \$300,000. GPRMC also offers scholarships to respiratory therapists, medical laboratory technicians, physical therapy assistants, and other high-demand professions.



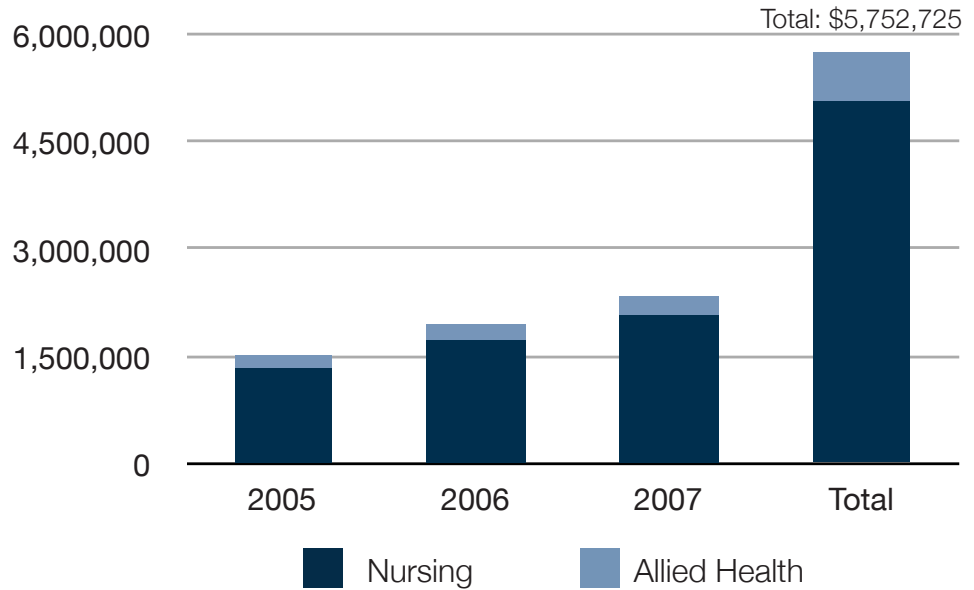
**Comanche County Memorial Hospital**

Comanche County Memorial Hospital (CCMH), Lawton, has provided more than \$500,000 to nursing and allied health education over the past four years. CCMH also provides free education, orientation and continuing education opportunities to all nursing students in both RN and LPN programs in southwest Oklahoma. An annual day-long seminar, funded and presented by personnel from CCMH, in collaboration with other agencies prepares nursing students for the transition from student to practicing nurse. Preceptors are provided to nursing students during their clinical experiences at CCMH. In addition, several nursing staff members serve as clinical instructors for colleges in the area. Clinical conference space, computer orientation, and access to in-house clinical continuing education are provided at no fee, along with donations of equipment to support educational learning labs. Funding to Western Oklahoma State College's associate degree in nursing program supports salary costs for faculty who teach nursing prerequisites at Cameron University as well as guidance counselors and facility rental. In addition to CCMH's support of nursing programs, the

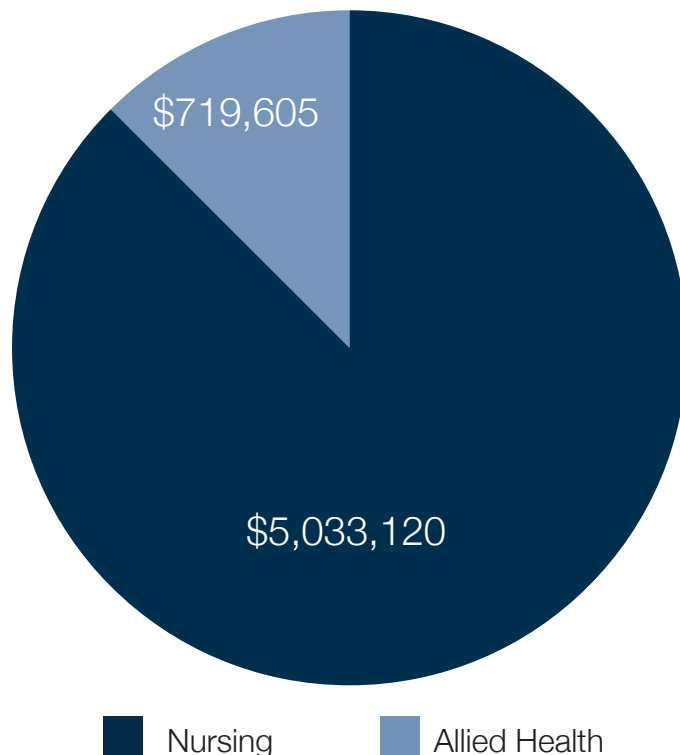
# Tuition Waivers & Reimbursement

Total: \$5,752,725

Total nursing & allied health tuition waivers/reimbursements provided by hospitals, 2005-2007.



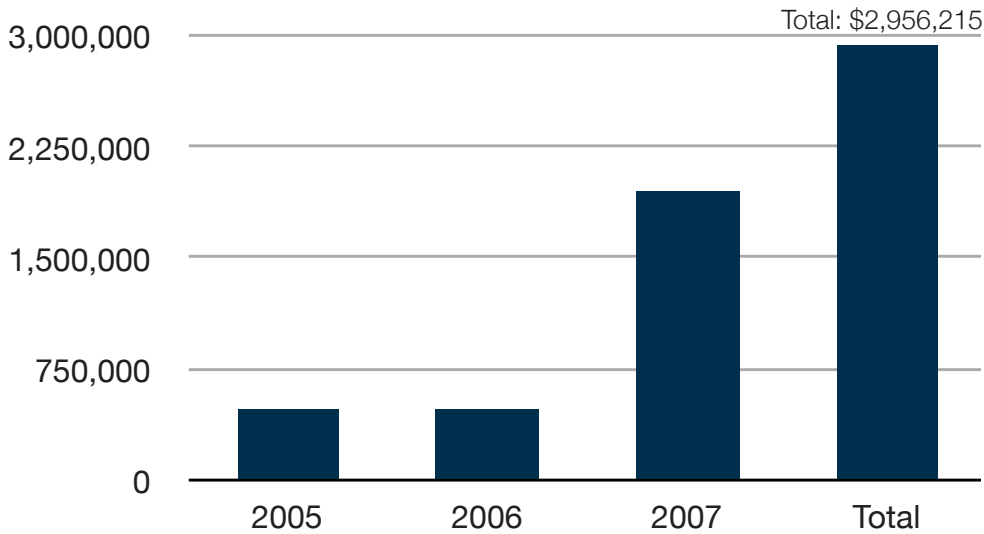
Distribution of total nursing & allied health tuition waivers/reimbursement, 2005-2007.



## Clinical Supervision of Students

Total: \$2,956,215

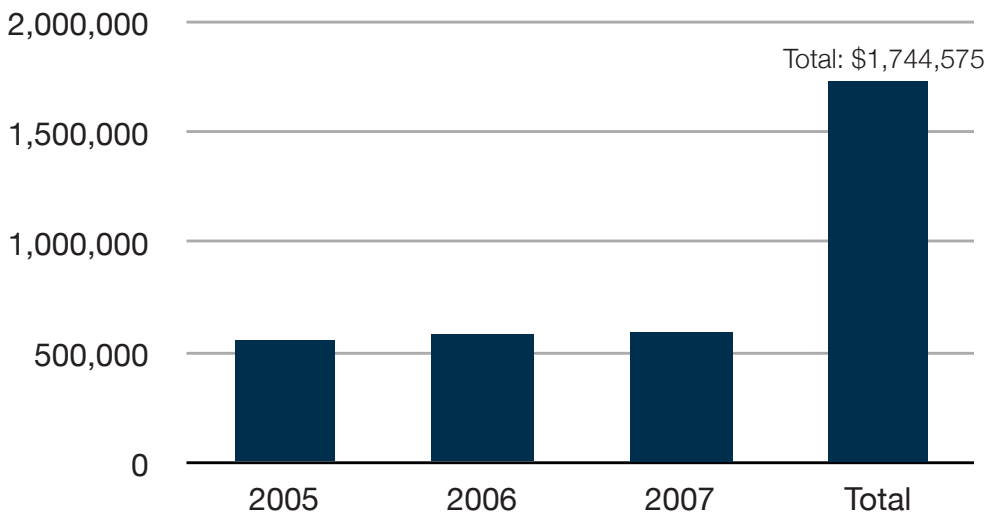
Hospital resources contributed for clinical supervision of students, 2005-2007.



## Providing Staff as Adjunct Faculty

Total: \$1,744,575

Resources contributed providing hospital staff as adjunct faculty, 2005-2007.



hospital has a long-standing dedication to the training and education of numerous health professions through affiliations with various technology centers and higher education programs. CCMH also has its own medical technology training program in which students complete a medical technology internship after completion of their bachelor's degree through hands-on training and course work on the hospital campus. This is taught by hospital-based instructors and prepares students for the national exam. In addition, one of the state's largest medical explorer groups is based at CCMH, and introduces high school students to health care and the numerous available careers.

### Stillwater Medical Center

Stillwater Medical Center has contributed more than \$500,000 over the past three years to support nursing education. It partners with the Northern Oklahoma College School of Nursing to supplement one full-time faculty position and pays rent for their local classroom facility each year. SMC also serves as a clinical rotation site for NOC, Langston University and Meridian Technology Center. In addition, SMC awards 10 nursing student scholarships yearly, at \$8,000 each, and provides 20 hours of training to





graduate nurses in order to prepare them for their licensure exam.

### **INTEGRIS**

INTEGRIS Baptist and Southwest Medical Centers provided more than \$5 million in support of nursing and allied health education from 2005-2007. Of this amount, \$2.4 million was spent providing scholarships to nursing and allied health students; \$597,000 provided paid student internships and externships. Funding for nursing faculty positions at Oklahoma City Community College and the University of Central Oklahoma totaled \$300,000 during this same time period. Each year, nine hospital nursing staff members and one respiratory therapist serve as faculty for students on both campuses. The hospitals host 450-500 students on their campuses for clinical experiences each year.

### **Tulsa Hospital Council**

During the 2004-2007 academic years, the Tulsa Hospital Council, with the following members listed below\*, contributed \$500,000 in support of nursing program expansion at Rogers State University; Langston University; the University of Oklahoma, Tulsa campus; and Tulsa Community College (TCC).

\*Hillcrest Medical Center, Saint Francis Hospital, St. John Medical Center, Tulsa Spine Hospital, OSU Medical

## **Other**

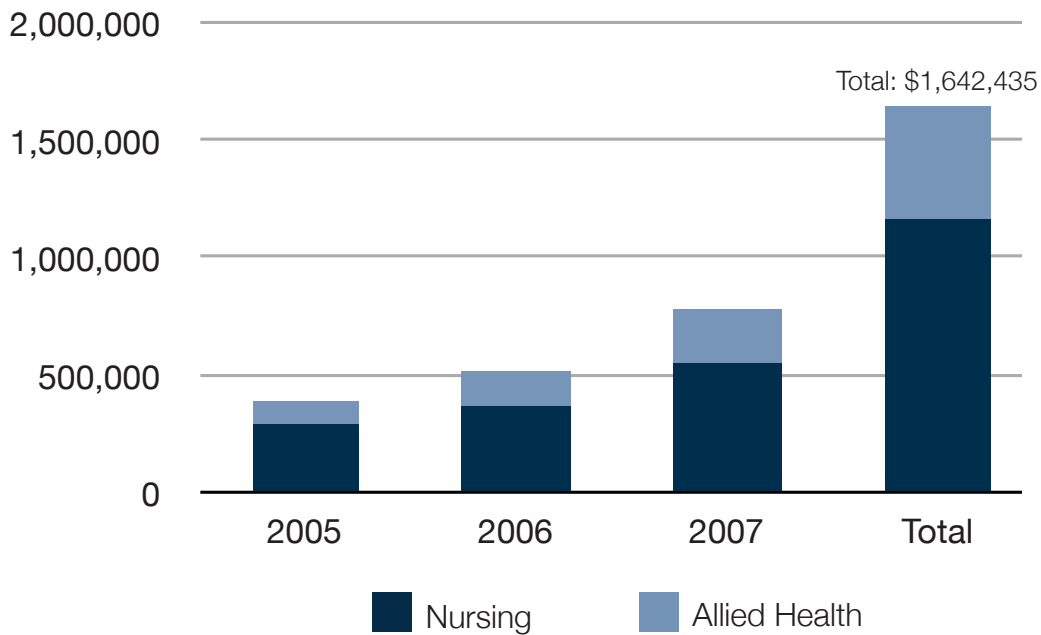
Total: \$2,060,660

This category comprises a variety of other financial support provided by hospitals to nursing and allied health care education. This includes additional support given to nursing and allied programs at community colleges and technology centers, including educational skills labs. Other items include nursing and allied health careers recruitment and community outreach events, along with support for student events.

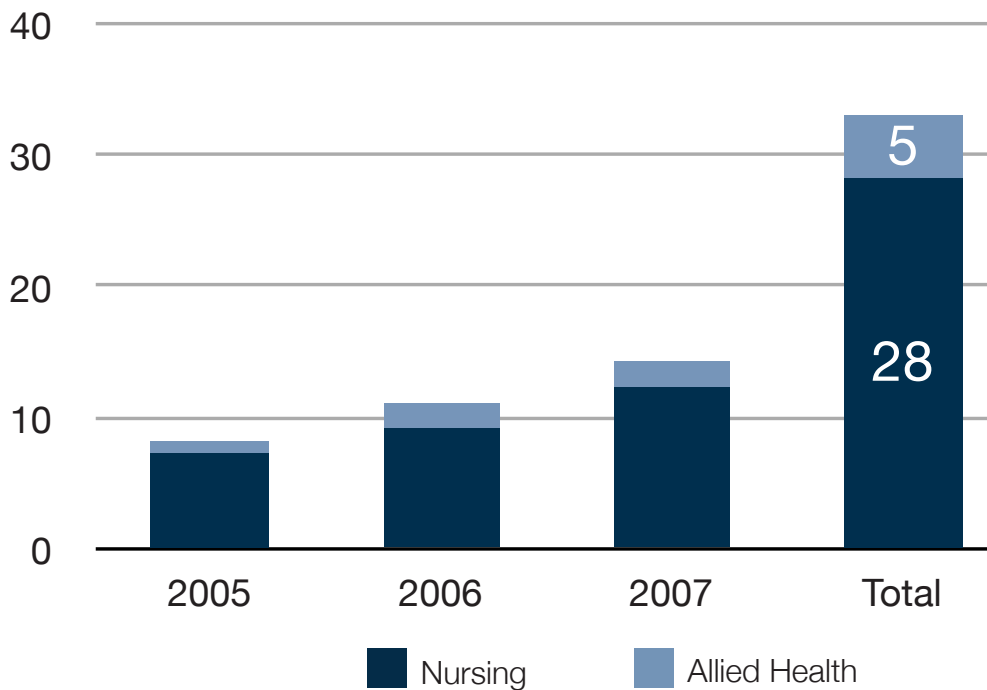
# Funding Faculty Positions

Total: \$1,642,435

Total hospital funding for faculty positions, 2005-2007.



Total number of hospital-funded faculty positions, 2005-2007.



Center, Laureate Psychiatric Hospital, SouthCrest Hospital and Saint Francis at Broken Arrow.

In addition, individual hospital council members made additional contributions and provided support for these and other public and private nursing and allied health programs. A state-of-the-art nursing simulation lab at TCC, which opened in 2006, was funded in part with contributions from the following Tulsa hospitals:

SouthCrest Hospital, Cancer Treatment Centers of America, Saint Francis Hospital, Hillcrest Medical Center and Tulsa Spine Hospital.

# Survey Respondents

Total: 72 hospitals representing 73% of all licensed beds.

Atoka Memorial Hospital	Medical Center of Southeastern Okla., Durant
Bone and Joint Hospital, OKC	Memorial Hospital & Physician Group, Frederick
Bristow Medical Center	Mercy Health Center, OKC
Carnegie Tri-County Municipal Hospital	Midwest Regional Medical Center
Choctaw Memorial Hospital, Hugo	Muskogee Regional Medical Center
Choctaw Nation Hlth Svcs Authority, Talihina	Newman Memorial Hospital, Shattuck
Claremore Regional Hospital	Norman Regional Health System
Comanche County Memorial Hospital, Lawton	Oklahoma NeuroSpecialty Center, OKC
Cordell Memorial Hospital	Oklahoma State University Medical Center, Tulsa
Craig General Hospital, Vinita	OU MEDICAL CENTER, OKC
Creek Nation Community Hospital, Okemah	Okeene Municipal Hospital
Deaconess Hospital, OKC	Oklahoma Heart Hospital, OKC
Duncan Regional Hospital	Orthopedic Hospital, OKC
Fairview Regional Medical Center	Pauls Valley General Hospital
George Nigh Rehabilitation Institute, Okmulgee	Perry Memorial Hospital
Grady Memorial Hospital, Chickasha	Ponca City Medical Center
Great Plains Regional Medical Center, Elk City	Purcell Municipal Hospital
Haskell County Healthcare System, Stigler	Pushmataha Hospital, Antlers
Hillcrest Medical Center, Tulsa	Seiling Municipal Hospital
Holdenville General Hospital	Share Medical Center, Alva
INTEGRIS Baptist Medical Center, OKC	SouthCrest Hospital, Tulsa
INTEGRIS Baptist Regional Health Ctr., Miami	Southwestern Medical Center, Lawton
INTEGRIS Bass Baptist Health Center, Enid	Saint Francis Hospital, Tulsa
INTEGRIS Canadian Valley Regional Hospital, Yukon	Shadow Mountain Behavioral Health System, Tulsa
INTEGRIS Clinton Regional Hospital	Solara Hospital of Muskogee
INTEGRIS Grove General Hospital	St. Anthony Hospital, OKC
INTEGRIS Marshall County Medical Center, Madill	St. Mary's Regional Medical Center, Enid
INTEGRIS Seminole Medical Center	St. John Medical Center, Tulsa
INTEGRIS Southwest Medical Center, OKC	Stillwater Medical Center
Jackson County Memorial Hospital, Altus	Surgical Hospital of Oklahoma, OKC
Jack C. Montgomery VA Medical Center, Muskogee	Tahlequah City Hospital
Kingfisher Regional Hospital	Unity Health Center, Shawnee
Lakeside Women's Hospital, OKC	Valley View Regional Hospital, Ada
Mangum Community Hospital	Veterans Affairs Medical Center, OKC
McAlester Regional Health Center	Weatherford Regional Hospital
McCurtain Memorial Hospital, Idabel	Woodward Regional Hospital

**Thank you to those hospitals listed above for providing the data and information used in this report.**



The Oklahoma Health Care Workforce Center is a private non-profit organization dedicated to alleviating Oklahoma's health care worker shortages. It was created through legislation (SB 1394) in 2006 and is privately incorporated. It operates as a public/private partnership. For more information about the Center's purpose, goals and strategic initiatives, go to [www.ohcwc.com](http://www.ohcwc.com).



Established in 1919, the Oklahoma Hospital Association represents 134 hospitals and health care entities across the state of Oklahoma. OHA's primary objective is to promote the welfare of the public by leading and assisting its members in the provision of better health care and services for all people. Go to [www.okoha.com](http://www.okoha.com) for more information.

**Oklahoma Health Care Workforce Center**

655 Research Parkway, Suite 440  
Oklahoma City, OK 73104

Phone: (405) 319-8690  
Fax: (405) 319-8698  
[www.ohcwc.com](http://www.ohcwc.com)

**Sheryl McLain, MS**

Executive Director  
[sheryl@ohcwc.com](mailto:sheryl@ohcwc.com)

**Kammie M. Monarch, RN, MS, JD**

Chief Nursing Officer  
[kammie@ohcwc.com](mailto:kammie@ohcwc.com)

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