

**MINUTES OF THE MEETING
OF THE
NEBRASKA CENTER FOR NURSING BOARD MEETING**

**Southeast Community College Continuing Education Center
301 South 68th Street Place
Lincoln, NE 68510
August 11, 2006**

The meeting of the Nebraska Center for Nursing Board was called to order by Marilyn Valerio, Vice-Chairperson, at 9:05 a.m., Friday, August 11, 2006, at the Southeast Community College Continuing Education Center, Lincoln, Nebraska. Copies of the agenda were previously sent to Board members and posted.

The following Board members were present at various times throughout the meeting:

Marilyn Valerio, Vice-Chairperson
Rosalee Yeaworth
Linda Dulitz
Shirley Travis
Pat Lopez (arrived at 9:35 a.m.)
Carol Wahl
Steve Pitkin (arrived at 9:10 a.m.)
Sharon Hayek (arrived at 9:40 a.m.)
Florence Brown

The following members were absent:

Judy McGee, Chairperson
September Stone
Pam List
Larry Rennecker
Nancy Shirley
Pat Karsk
Kim Woods

A quorum was not present. The meeting was convened. Also present from the Credentialing Division, HHSS, were: Charlene Kelly, Section Administrator for Nursing and Nursing Support; Sheila Exstrom, Nursing Education Consultant; Karen Bowen, Nursing Practice Consultant; Rosalee Roberts, Public Relations Consultant; Juan Ramirez, Research Assistant; and Anne Beckius, Staff Assistant for the Nebraska Center for Nursing.

Anne Beckius served as secretary for this meeting.

B. Approval of Minutes of June 1, 2006 Meeting

There was not a quorum present and the board made the decision to hold the approval of the previous meeting's minutes until there was a quorum.

9:10 a.m. – Steve Pitkin arrived.

C. Project/Activity Reports

1. Education-Related Projects

a. Demonstration of Clinical Scheduling program from Oregon
The board participated in a conference call from Linda Snow, a representative from the Oregon Center for Nursing. She provided a demonstration of a clinical scheduling software program. Snow illustrated to the board the different ways the software program could be used, including requesting and confirming placement opportunities, and tracking clinical passport forms. Exstrom had explained that the demonstration will be presented to the Deans and Directors in October. The question was asked as to how the Oregon Center for Nursing was funding the software. Snow indicated that the project had been a volunteer operation so far, the Center for Nursing had applied for grants in the beginning, and that they were now charging fees for the rights to use the software. Snow explained that there was a one time “cloning” fee of \$3,000 for the software company to replicate the software. Annual maintenance and upkeep runs right around \$5,480, \$5,000 of which is the annual licensing fee for the software. The software launch was funded by a workforce study group in Oregon for \$30,000. The board raised questions regarding the time it takes to implement a software program of this nature, and Snow replied that it depends on any existing collaboration between hospitals. Snow reiterated that the software program is only a tool, the key to successful use is collaboration, and that participation increases over time. Snow said that schools prepare grids in Excel worksheets to track enrollment, starting with the prior academic year, and that many hospitals already have tracking systems in place. Each year, the information just rolls over, so the only information added to the rosters is information that is additional or that has changed. Pitkin asked what the average downtime is for the software; Snow said that she had never experienced any. The Oregon Center for Nursing holds the license and copyright to the software, and they also host the site that has the software. There was a consensus that the software was very impressive and was something that we should think seriously about. Kelly said she would see about setting up a similar demonstration of a similar program from California for the next meeting..

9:35 a.m. – Pat Lopez arrived.
9:40 a.m. – Sharon Hayek arrived.
10:30 a.m. – the meeting recessed.
10:40 a.m. – the meeting reconvened.

b. Enrollment data from 2005 Annual Reports

The board members reviewed an informational packet compiled by Exstrom. Exstrom went over the basics of the report with the board. One of the main points was that in 2005, there were 1,043 graduates from nursing programs in Nebraska, and there are 1,177 projected to graduate in 2006. The data is received from pre-licensure programs, and there have been activities and emphasis relative to increased educational capacity. Another key point was that the total number of students in LPN programs has skyrocketed because of the four new programs in the state. Yeaworth made the comment that there were a very low number of BSN completion graduates. Lopez mentioned that it looked like enrollment numbers were increasing, but not necessarily graduation numbers. Exstrom explained that a lot of students were taking classes part time, so it extends their graduation dates, and that Deans and Directors analyze that information very thoroughly. Kelly noted that enrollment looked to be up about 70%. The board discussed the fact that a lot of students are not taking very many hours of classes, and the lower the number of credit hours they're taking, the less of a chance that they will pass the exams. Yeaworth expressed that a lot of the older nursing students put family first, work second, and school third, and unfortunately that also decreases the chances of successful completion of written and clinical exams.

c. Summary of Supplemental Questionnaires on 2005 Annual Reports

There was discussion about the representation of minority and male students. The data was sorted by the number of minority and male students per level of education, and displayed how many of those students were international minorities. Exstrom pointed out that of 397 minority students, only 55 were international, but that the data varies by program. Pitkin was surprised at the number of places that indicated they had difficulty with clinical placement. There was discussion about why nurses and faculty would work for significantly less money than they could make in other places and there was a consensus that they wouldn't – nurses just aren't paid enough. Valerio reiterated that nurses aren't paid enough in the first place, and then on top of that, facilities and schools of nursing are asking nurses to take on faculty roles, or asking faculty to perform clinical functions. The board members agreed that this practice is not safe, it's not comfortable, and nurses aren't paid enough to be expected to work like that. Lopez said that you can't mandate teaching, that some nurses just aren't interested in teaching.

d. Update on Student Passport Project

Exstrom provided an overview of the students passport project that the Deans and Directors have been working on. The goal of the project is to eliminate duplicate orientation and transference of information such as HIPAA awareness, OSHA requirements, CPR certification and immunization records. Yeaworth raised the question as to whether social security numbers and marital status needed to be included with the information on the passport – the general consensus was no. Pitkin suggested issuing ID numbers for the students, and the student's birth date would be a good way to validate the student. One of the members asked if the passport would be student property. The response was, "Yes, they would carry it with them as they move from facility to facility for clinical experience. The goal of the passport is to standardize the requirements, ease the sharing of information and reduce the duplication and paperwork. Every school would have the same database and they would keep the records updated for their own school. Travis thinks it would work well, that employers where the student is performing clinical training could send out letters periodically to verify and validate the passports, and that they would only have to produce evidence when joint commission comes and for audit purposes..

2. Nursing Shortage Environmental Scan

The National Association of City Council Health Organizations (NACCHO) has asked Lopez to help them look at health provider shortage area issues. Lopez said that they have talked about the supply demand model for the nursing shortage. Pitkin asked who the program director was, Lopez answered that it was Jean Moore. This group is advising HRSA on adjusting the health provider shortage designation model.

The board discussed the unionization activities that have been occurring at BryanLGH.

It was mentioned that it's ironic that healthcare is becoming the deciding factor in whether or not people accept new positions; if you have a small business, it's almost impossible to hire someone if you don't provide healthcare.

3. Public Relations Report

Roberts passed out handouts: *Media Training and Presentation Tips*. There were tips about telling stories during presentations and interviews that are a good way to get the public to remember what you're talking about. Roberts discussed the importance of building the key message – use the most common language, avoid using acronyms that non-medical people don't understand.

In 2004, the Center for Nursing was asked if they'd like to participate in a documentary with production company who planned to air the production on the Discovery Health Channel. The video was produced and we have it. To the best of our knowledge the documentary never aired. Roberts said that the video, or parts of it, could be used as a background for other promotional materials or to

accompany television interviews. Roberts said that she has been unable to locate the production company, but that these types of production companies come and go so that is not unusual. The Center for Nursing owns the rights to the video, so we can use it any way that we want to, possibly streaming it onto our website. Yeaworth asked what the chances would be of getting it on a health channel or public television. Roberts said that NETV does quality segments and that she would see if they'd be interested in doing something original regarding the Nebraska Center for Nursing and the nursing shortage in the State of Nebraska. The Center for Nursing has several newsworthy pieces of information, including new board members and the faculty student loan program. We are waiting to receive the names of the first loan recipients that will be something to put in the electronic newsletter. Yeaworth said that she wished there was a way to use the story about the Missouri hospital that got sued for not having adequate nursing care – that might alert people to the seriousness of the nursing shortage. It was also noted that the interview that Lopez and Kelly did was aired on the radio again recently.

12:05 – the meeting recessed briefly and then reconvened over lunch.

4. Progress Report on Employer Vacancy Survey

Ramirez did a presentation on the analysis of the Employer Survey. One of the questions on the survey asked facilities what challenges they'd faced in recruiting and retaining men on their nursing staff. As the board was told how the answers came in, they both agreed and disagreed with the way the nursing administrators had answered. The board was also very surprised at the way the nursing administrators had answered another one of the survey questions: Do you have an unmet need for bilingual nurses on your staff? 80% of respondents indicated that they did not, while only 20% indicated that they did have an unmet need. There was some discussion that the question might have been phrased in a confusing way, and that in the future this should be made into two questions: Do you have a need for bilingual nurses on your staff? And is that need met? That might clear up some of the confusion in the future. Pitkin asked if we have matched facility to facility to look at those results before – no, we had not. That is something that Ramirez and Beckius should do because those results and analysis would be good for us to see.

5. Summary of Exhibits/attendance/advertising for Fall Conferences

Kelly went over the exhibits and meetings, advertisements and things that we'll be participating in this fall. Brown and Ramirez agreed to be involved with the Minority Health Conference in October. We have exhibit space at the NHA Convention at the Qwest Center, and Kelly also mentioned the bottled water with our logo on it that we will be handing out during the health walk at the NNA 100th anniversary convention.

6. Plans for Survey of Nurses Whose Licenses have Recently been Placed on Lapsed or Inactive Status

Kelly reviewed plans for the survey. If someone selects ‘inactive’ or ‘lapsed’ options on the online renewal, the website will direct them to the questionnaire to find out why they’re going inactive or lapsed – for the paper renewals, Kelly said that we’d mail them a survey to get their responses as well.

7. Plans for next issue of the electronic newsletter

Ramirez reported on the newsletter. The next issue is set to roll out in September. Things to be put in the newsletter would be the faculty loan program, the new board members, our attendance at conferences, and possibly the annual report. The board agreed that the look of the newsletter was nice.

8. Review of draft of annual report

The board reviewed the draft of annual report and found a few grammatical errors that were noted. Yeaworth mentioned that the columns in the report are kind of hard to follow, but Ramirez explained that we formatted it that way because it is easier to read. Wahl asked who we would send the report to; Roberts said that we could send it to the media, legislators, stakeholders, and it would be something we could hand out at exhibits and conferences and that we should also put it on the website. Hayek commented that it was a very good orientation for a new board member.

9. Update on faculty loan program

Kelly met with the representatives of the graduate programs. There was \$150,000 appropriated, and that we are starting to get the \$1 nurse licensure fees on renewal, so that will add another \$20,000-\$30,000 to the fund over the next 18 months. Kelly said that we have to have \$15,000 in the fund for each \$5,000 loan that we issue in order to guarantee three years of loans for each recipient. Schools were awarded the loans based on enrollment. Schools were encouraged to select students to receive the loans who are not current faculty going back to school to further the degrees. The intent of the loan program is to grow new faculty by encouraging graduate students to pursue a career in teaching. Roberts said she would organize a press release, even if we aren’t yet sure of the names of the students receiving the loans, we can do a general overview of the legislation. The schools of nursing would probably publish something in their own publications. Roberts said that it might be possible to have Senator Price come to the press conference; Roberts would try to reach her.

D. Financial Report

Kelly presented the financial report. Our total budget is \$97,046, and we have spent \$92,000. \$80,000 is transferred from the Board of Nursing into our cash fund. Kelly mentioned that we need to go back to the board and ask for another allocation for FY2007. It was discussed that the allocation from Board of Nursing cash fund is our only source of operating funds. The elimination of general funds was one of the conditions of the Center for Nursing being continued for an additional five years.

E. Minutes of the June Meeting

A quorum now being present, the minutes from the June 1, 2006 meeting were reviewed and several grammatical errors were corrected. **Wahl made the motion seconded by Pitkin that the board approve the June 1, 2006 minutes with corrections.**

Voting Aye: Valerio, Brown, Dulitz, Travis, Wahl, Yeaworth, Pitkin, Lopez, Hayek.
Voting Nay: None. Abstain: None. Absent: McGee, Stone, List, Rennecker, Shirley, Karsk, Woods.
Motion Carried.

F. Identify content/presenters for Minority Health Conference, October 31- November 1, 2006 – Kearney, NE

Brown and Ramirez agreed to present at the Minority Health Conference. Kelly will assist with the development of the presentation.

G. Work on Strategic Plan

The board members decided to break into their workgroups, then reconvene and share ideas.

Group 1: *Recruit new nurses for the state through examination and endorsement in order to ensure an adequate nursing workforce for Nebraska, in terms of number, diversity, educational mix and geographic distribution*

There was consensus that this group would do some research to see if high schools have any already established focus groups that we could tap into. It was mentioned that junior high school students might be a better target audience since many high school students already have their minds made up about their career paths. Hayek mentioned Youth Leadership Groups – they would be able to provide us with some information as far as what students look for when selecting careers. There was talk about the sexual stereotypes in nursing. Pitkin thinks it is going away, but said that he would discuss this issue with some of his students to get their perceptions. The group agreed that the thing that draws men into nursing is typically money, and that there's a big difference between those who enter accelerated programs and those who enter traditional programs.

Group 2: *Identify and promote known successful strategies for retention of nurses in the workforce.*

Wahl and Bowen were the only two present from this workgroup. They discussed having a speaker/panel at a retention conference coming up, and having separate panels for each facility type. Location? Kearney and Lincoln seem to be the two places that would bring the most people in. Pitkin asked if someone from a Magnet hospital staff should come to present: Yeaworth offered some pamphlets that she had regarding the questions students should ask their prospective employers. Valerio stressed the importance of offering retention tips that have been proven – “this has been effective in this setting”. Wahl said that we need to develop new roles to keep the older nurses at work and keep them involved in research projects, theses, etc. Travis said that she would finish writing her position paper on keeping the older nurse by the bedside.

Group 3: *Increase the enrollment capacity of Nebraska's Nursing Education Programs.*

Group 3 discussed various sources of funding for the faculty student loan program – Roberts brought up the Johnson and Johnson gala. The group mentioned that rather than jumping in and saying “this is what the people want”, we should get a group of stakeholders together to see what they want and need. Who are important stakeholders for us to identify? Exstrom had asked what kinds of simulation are being used, and the board discussed the idea of a simulation center – either centrally located or something that could be mobile. Exstrom reiterated that the Deans and Directors would be deciding on the student passport plan in October. There was consensus of the board members that we need to make sure we aren’t getting into competition with other groups who might be going after the same grants/funds as we are.

Group 4: Take *action to sustain the work of the Nebraska Center for Nursing*

Beckius was given an updated list of stakeholders, prepare the list for review within the committee and the rest of the board. Group 4 wants to schedule a think tank meeting to brainstorm more strategies. We need to review how other Centers for Nursing are being funded again, that hasn’t been reviewed for a while. Exstrom expressed that it seemed more beneficial for the board to break into subgroups at each meeting, there was consensus of this.

H. Set priorities for next meeting agenda

The next meeting will be Thursday, September 28, 2006 at Staybridge. Kelly will do some research on the California System. Exstrom asked Ramirez if he could manipulate the data from the annual report to perform further analysis, he said he would do that. Beckius and Ramirez agreed to work on matching facility to facility from the 2002 and 2006 Employer Survey data.

The meeting adjourned at 3:55 p.m.

Respectfully submitted,

Anne C Beckius
Staff Assistant
Nebraska Center for Nursing