

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

**Southeast Community College Continuing Education Center
301 South 68th Street Place Room 304
Lincoln, NE 68510
February 8, 2007**

The meeting of the Nebraska Center for Nursing Board was called to order by Judy McGee, Chairperson, at 9:02 a.m., Thursday, February 8, 2007 at 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:

Judy McGee, Chairperson
Marilyn Valerio, Vice-Chairperson
Rosalee Yeaworth
Linda Dulitz
Shirley Travis
Pam List
Larry Rennecker
September Stone (left at 1:00 p.m.)
Steve Pitkin (out of meeting room from 9:00 a.m. until 10:03 a.m.)
Sharon Hayek
Kim Woods
Florence Brown
Pat Lopez (arrived at 9:28 a.m.)
Carol Wahl (arrived at 9:31 a.m.)

The following members were absent:

Nancy Shirley
Pat Karsk

A quorum was present. The meeting was convened. Also present from the Credentialing Division, HHSS, were: Charlene Kelly, Section Administrator for Nursing and Nursing Support; Karen Bowen, Nursing Practice Consultant; Rosalee Roberts, Public Relations Consultant; Juan Ramirez, Research Assistant; Anne Beckius, Staff Assistant and Joseph Dreher, Graduate Student at Clarkson College.

Anne Beckius served as secretary for this meeting.

B. Approval of Minutes of December 7, 2006 Meeting

Yeaworth pointed out some grammatical errors in the minutes, as well as including information about the Hiruth Grant and the SIM man. That information will be added into the minutes.

Valerio made the motion seconded by Woods **that the board approve the December 7, 2006 Nebraska Center for Nursing minutes as corrected.**

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

C. Project/Activity Reports

1. Nursing shortage environmental scan

Yeaworth belongs to a study group in Omaha that did a study on the use of information technology in the workplace. IT has saved about 2 hours time in an 8 hour shift for nurses on average. There is a statewide group called the Nebraska Health Information Initiative (NHII) that is exploring the creation of a system external to the information system of a hospital that will allow patients to view and correct their own records. Valerio raised a question about the security of the system. Wahl added that there are systems that provide security, and each site accessing the system will have their own security as well. However, there are also systems similar to a centralized server or tier to tier security. Stone asked Kelly if the statewide TeleHealth network had been explored as an avenue of the clinical scheduling system as they already have every hospital set up, including rural health clinics. Woods said that TeleHealth was mostly over the phone and doesn't allow anything beyond videoconferencing.

Kelly distributed a pamphlet entitled "Creating Positive Practice Environments" as well as a copy of an article in the Omaha World Herald naming Registered Nursing as the top job in Nebraska. Also distributed was an article from the Lincoln Journal star about different efforts to fight the nursing shortage.

Roberts had read some various articles and distributed synopses of the articles. Kelly requested that Roberts add the sources to her synopses in the future.

Kelly reported on a statutorily required study done in Florida to determine if nursing regulations contribute to the nursing shortage. Valerio mentioned that facilities in Colorado were recently required to begin meeting nurse/patient ratio requirements, if they do not meet the requirements they will be fined \$5,000 daily.

1. Public Relations Report

Roberts distributed a handout regarding the advantages of telling stories while speaking to the media. Roberts also discussed more about the Michigan governor's "No Worker Left Behind" initiative. Kelly and Roberts met with the Commissioner of the Department of Labor, Fernando "Butch" Lecuona III. They were told that we could link to their website and submit information for distribution with one of the monthly reports that the Commissioner puts out to employers. Kelly had also spoken with him about obtaining aggregate salary information by type of facility and geographic location. Lecuona will follow up and get back with Kelly.

Roberts is looking at how to use the annual report to approach foundations. Roberts also thanks Valerio and Yeaworth for their help on a radio spot. A reporter had approached Roberts to ask for help to fill a half hour radio spot, so Valerio and Yeaworth spoke about the shortage in general, why and how it came about, and activities of the Center for Nursing among other topics. Julie Hicks, a recent graduate from nursing school who works as a general pediatric nurse with Children's Hospital, was included in the interview. Yeaworth mentioned that we should see about getting on Tom O'Connor's show.

2. Update on Web Site

Kelly got the contract approved with the Sacco group. The new URL is www.center4nursing.com. Roberts asked if staff will be able to make updates to the site. The update software won't work with the software that the website is currently set up on, so Kelly plans to do an analysis to compare the costs of redesigning the web site so that staff can make updates without paying the Sacco group to make updates. Roberts suggested that if we have Sacco make the updates, updating the site every three months might be more economical than more frequent updates.

3. Report of Distribution and Feedback on Annual Report

The second week in January 766 copies of the annual report were distributed electronically. In addition approximately 250 copies of the report were mailed to contacts that we wanted to ensure they received a printed copy and to contacts for which we had no email addresses. We have received some good feedback and some suggestions of what people wish they could have seen.

4. Faculty Loan Program, Status Update

There have been eight loans out of ten issued so far. Some of the programs are waiting for next semester to issue the loans.

Pitkin rejoined the group at 10:03

The Board took a short break at 10:15 a.m. and reconvened at 10:26 a.m.

5. Finalization of Plans for Retention Conference cosponsored by the Nebraska Hospital Association, The Nebraska Health Care Association and the Nebraska Center for Nursing

The conference is May 8, 2007. The NHA will be doing the fliers, etc. The speaker and hotel are booked, and the location is the Interstate Holiday Inn in Grand Island. The brochures will be sent to hospitals, human resources people and administrators.

6. Update on survey of LPNs and RNs who placed licenses on inactive or lapsed status in 2005 and 2006

Dreher gave a status report on his research project on the nurses who placed their license inactive or lapsed status. By the April meeting he should have the study completed and will present a final report to the board. Dreher is focusing more on the nurses that left the state and whether or not they think they will return, the nurses that have changed careers (why they left nursing and what did they leave to do?) and those that identified workplace

issues as reasons for not renewing. Valerio thinks that what's stopping people from retiring are health benefits, and that if we find a way to insure people that are retired, many more nurses would retire. Rennecker mentioned that if the next administration focuses on healthcare, that might have a radical impact with more nurses leaving the field; many nurses are waiting to be covered by Medicare before they leave the profession.

Valerio asked what criteria was used on determining whether or not someone would be denied their initial license. The Board makes the decision on an individual basis, but some factors are criminal history, chemical dependency, treatment, etc. Sometimes the board will recommend initial probationary licenses. Hayek asked about whether or not theft played a part in the initial denial. Kelly said that she didn't think anyone had been denied on those minor offenses, most are denied for recent felonies, multiple alcohol or drug offenses, etc.

**D. Financial Report
December 31, 2007 Budget Status Report**

Operating expenses are under budget, the personal services were on target and the Board of Nursing transfer was made into the account. Overall, we are under budget. Rennecker asked if there was anything large coming in the next few months where we could expect to make a major expenditure. Beckius and Ramirez are handling the RN workforce data, which is saving around \$6,000. Sacco will cost a little more than Ballyhoo, but not significantly. The travel budget has not been used yet this year, and there are some meetings/conventions coming up that will be discussed later on in the meeting. Kelly said that if we don't spend the money, it will be carried over to the next year so we don't need to worry about spending it all. She added that there was \$1400 in print expenses from the annual report, along with \$600 in postage that are in the more recent January report.

12:00 p.m. – The Board recessed briefly, then continued with the meeting over lunch.

E. The State of Nebraska's Nursing Workforce – An analysis of current nursing workforce data and comparison to supply and demand projections

Ramirez distributed a Fact Sheet summary of the data and projections that we have from the surveys and reports. Earlier analysis had projected that the nation would be facing a shortage of around 1 million nurses by the year 2020; however, the newest research conducted by Buerhaus, Staiger and Auerbach projects that we will be facing a shortage of only 340,000 nurses by 2020. The earlier projection of a 1 million nurse shortage was made in 2000 with data from the 1998 census whereas the new report uses data from 2005. The reasons for the differences in numbers are mostly because we have many new demographic changes. More women in their late 20s and early 30s are entering the nursing workforce, and in the earlier report the authors could not predict that this new cohort would be entering the workforce. The authors state that other reasons could be 9/11, as well as more foreign born nurses entering the workforce and Johnson & Johnson initiatives providing more funds to promote nursing as a career. Pitkin raised the concern that because we are getting additional younger people in the profession, policymakers could see that and assume that the shortage isn't so serious. Discussion followed about traditional vs. nontraditional students. Pitkin said that for a long time he had more traditional students than nontraditional students. Valerio added that more graduates seem to stay when they are fairly nontraditional. The board then discussed the impact of how

hard nurses are working. Valerio said that the group of nurses in the 40-65 age range start feeling that hard work, and we could potentially start losing more seasoned nurses because of how physically and mentally difficult it is. Yeaworth raised the point that in the 1980s, the projections went up and down, and she hopes we aren't getting ourselves into that type of situation again. Travis suggested that we look at the average age of a nursing student and see what effect that has on the predictive model. Travis noted that she sees the largest turnover rate from those employees that are 2-5 years out of nursing school because they have experience and are marketable. Yeaworth said that loyalty to employers has changed, she thinks because of pensions. Businesses are getting out of pensions and are going into 401-ks, which employees can take with them employer to employer. AARP along with other organizations are mounting a project to propose that the nation should have a retirement system and healthcare for everyone. They are calling it "Divided We Fail". Yeaworth then discussed creating statewide pools that employers wouldn't have to deal with as far as insurance company negotiations, etc. Everyone would be required to have insurance and everyone would be required to pay something. Yeaworth said that it wouldn't cost anything more than what we are paying for the system now.

The board then discussed younger nurses not expecting to work 12 hour shifts or nights, as they had in previous generations. At McGee's facility, all nurses take turns working the 12 hours shifts, which are 3 to 3; that way, everyone has to work some part of the night.

Ramirez moved on to the graphs that he obtained from HRSA. Nebraska is above average at 1,061 nurses to 100,000 people. In the past, Pitkin had asked Ramirez about comparing the 2006 vacancy data with the 2002 vacancy data. Ramirez did this, and found it interesting that approved positions in rural hospital facilities accounted for 549 positions in 2002, while in 2006 there were 606 positions. All rural facilities followed the same pattern. Urban facilities reported a decrease in the number of approved positions. Rennecker thinks that a lot of this is due to rural nursing homes as they moved off the cost reimbursement system when the state changed the payment system.

Ramirez also had data pertaining to the numbers of new graduates and students in RN programs. From 1999-2005, the total students in RN programs grew from 2012 to 3090. Ramirez said that we need to keep monitoring the supply and demand of nurses closely, including the new graduates, turnover rates and aging nursing population. He suggested that we do some sort of update on the status of the nursing shortage during each meeting.

Yeaworth mentioned that in 1999 and 2000, many states implemented Centers for Nursing, but the Buerhaus, et al., report gives a lot of credit to 9/11 for the growth in the number of nurses. Kelly mentioned that the Center can't take the credit for the increased enrollment in nursing education programs. We do serve as a information coordination center and the best source for current reliable data on factors related to the shortage. Pitkin distributed handouts that pertained to projections of the most lucrative positions. Stone raised the concern that someone could take this data and say "there is no nursing shortage". Roberts said that if someone really understands the figures, they could say that, but the real threat is still coming as the baby boomers retire.

1:00 – Stone left the meeting.

F. Strategic Plan:

Goal 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.

1. Apply the Nursing Supply and Demand Projection Model to monitor Nebraska's nursing workforce trends

The National Council of State Boards of Nursing would like to start trending workforce data next year. We will be collecting LPN data this year. The nursing demand survey was completed and Ramirez would like to know when we would like to do the nursing demand survey again? The board thinks that every two years would be sufficient, so 2008 will be the next time that we conduct that survey. Valerio asked about the Omaha hospitals being represented in the survey. Ramirez said that they were represented, but only around 25% of them responded. The group brainstormed on different techniques to get more responses back from Omaha hospitals. Some board members volunteered to help out in the effort to have more surveys completed. Travis suggested that we add 'increase participation' to the goal related to the demand survey.

2. Develop creative mechanisms to attract a diverse group of students to nursing as a strong career option.

The group is still exploring approaches to ensuring that high school guidance counselors are informed about preparation for careers in nursing. Pitkin has been working with the AHEC director in central Nebraska. McGee asked if that was something we were still interested in doing with them. Pitkin thinks the best thing might be to work with the AHECS since it really is their responsibility. Kelly suggested that we generalize item A – "Provide information to high school counselors with the help of AHECs – possibly go to their annual meeting and present information as a breakout speaker".

Valero mentioned that when she walked into an accelerated program class, she noted that 11 of the 29 students were men. Pitkin asked if the Men in Nursing Calendar would be something that would return. Roberts said that she would talk to Runestad and find out if that was something the NHA was planning on doing.

Ramirez thinks that we should seek to participate with the Minority Health Conference again this year. Brown added that she couldn't attend any exhibits because of the way that the conference was structured (many speakers/presentations, not a lot of free time). Brown and Ramirez both expressed desire to present at the next year's conference.

A previous brochure developed by the Center for Nursing was mentioned. It had content about developing housekeeping workers, janitorial staff, etc. into nurses. List said that it is definitely an issue, especially in rural communities. Valerio mentioned that some rural students were asking when nursing programs are going to be available online. The concern would be the preceptor clinical studies. Kelly said the Good Samaritan system has a video-linked program throughout their whole network. They partner with one of the universities in South Dakota. The program provides nurse aide training. A nurse aide to LPN program and possibly an LPN to AD program. Kelly will provide more information on this program at the next meeting.

There was discussion of the 'Grow your Own' campaign. Beckius will bring those brochures to the next meeting. Travis suggested that nurse aides and medication aides might also be people who could be developed into nurses.

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

1. Following each license renewal period determine percentage of nurses who did not renew their license.

McGee pointed out that the calculation of non-renewal of RNs is at 5.9%. Kelly explained to the group how she did the equation. McGee suggested holding off setting a goal for 2010 until we get the results back from Dreher's studies. Pitkin suggests that a goal be set for maintaining 6% or less and Kelly added that if we can maintain 6% we will most likely be ahead of the game. Kelly also noted that when people retire they don't put their license on inactive status; they wait for the next renewal period so that's when a lot of activity occurs. McGee suggested that we build a trend line for what is going on in relation to non renewal of licenses.

2. Conduct a random survey of nurses who did not renew their license to determine reason for non-renewal.

The survey has been sent out, and Dreher will be entering the data and analyzing it.

3. Based on the survey results, develop strategies to retain nurses in the workforce as evidenced by reduction in percentage of non renewal of licenses.

Kelly said that we had done the position paper on the faculty shortage, and that Travis was to work on the position paper for retaining older nurses. However, the Robert Wood Johnson Foundation has done the position paper on maintaining the older nurse in the workforce. Kelly asked the board if we should add that paper to our website; the general consensus was yes. McGee added that it may be something to do at the retention conference as well. We are looking at ways to give the conference attendants practical things they can do for retaining nurses. A board member asked if we had done any research about retaining 62+ nurses. Ramirez will pull that information and share it. Bowen said that she gets a lot of calls from older nurses trying to find out how they can retain their licenses. They are usually interested in volunteering as well. Valerio suggested putting something on the CFN website listing ways of maintaining licensure and opportunities to keep your license. Lopez asked how we let people know that it is there. We could put an article in *Nursing News*.

The tactic related to posting nursing positions on our website will be deleted. The tactic related to implementing the Nurse-Friendly program will be noted as explored and found not to be feasible. A tactic related to the Retention Conference needs to be added.

3. Promote a positive image of nursing.

McGee reminded members that we had done some exploration of the Johnson & Johnson gala. The Board decided that it would be a lot of work, and the money wouldn't come back to the Center. Roberts thought that something more localized would be better. Yeaworth briefly discussed an article that she had read saying that nurses value the amount of time that they spend with patients, but it is decreasing due to the amount of paperwork needed. Kelly suggested that we have a campaign asking the public to tell us about a nurse that made a difference. Each nurse nominated would receive a letter and a certificate from the CFN acknowledging their nomination. Valerio added that we should 'cc' the nurses' employer and maybe the employer will congratulate them as well. The

campaign could also be publicized on the website. There was consensus that this was a good idea, and Roberts will look more into it.

Goal 3: Increase the enrollment capacity of Nebraska's nursing education programs.

1. Identify methods to increase funding for faculty education.

The board discussed various foundations that might be approached for funding for faculty education.

2. Implement procedures to recruit, maintain and utilize existing faculty to the fullest extent possible. Creative ways to increase the number of faculty positions were discussed. One approach that has been successful in other areas is to identify practicing nurses who meet the qualifications to serve as faculty. The nurse's employer releases the nurse for part time teaching. In return, the nursing education program banks credit that can be used by the employing institution for further education for their nurses. The program in place in Colorado was discussed in more detail.

3. Increase the availability of laboratory and clinical facilities to all nursing programs.

A report of the findings of a recent survey conducted by faculty at Bryan LGH on the use and need for simulators will be presented to the board at a future meeting.

GOAL 4: Take action to sustain the work of the Nebraska Center for Nursing.

1. Identify and engage stakeholders, policy makers and decision makers who can influence the supply and demand for nurses.

The stakeholder list is pretty well finalized, and Lopez suggested that we just disseminate the information from the model and the tactic related to researching groups and organizations that have identified the nursing shortage as an issue off of the strategic plan.

2. Disseminate data to ensure that stakeholders, policy makers and decision makers are accurately and broadly informed.

Tactics related to the annual report and the press conference are completed. The Workforce Development group will be contacted. The target timeline was updated to 2007. Roberts suggested changing the wording to say something like "Create a plan with a timeline and list of organizations for input into data from the projection model" Tactics related to maintaining data on the Web site and the electronic newsletter will be maintained. A plan to get the word out about the website change was discussed. It was suggested that we put something in *Nursing News* and include the information in our exhibit at the summit.

3. Form alliances with stakeholders to meet the outcomes for Goals I-IV of the Strategic Plan

Roberts will create a plan and list the organizations that we would want to work with on that project.

4. Seek external funding to support activities beyond the basic operations funded through licensure fees

No grants have been identified yet, but Kelly said that we need to figure out specific target activities before we ask for money. Travis suggested that as we want to spend money, we should look for sources that support what we want to spend the money on. Kelly had previously asked about joining the brainstorm think tank group to network with the workforce centers. She will re contact the organization.

Kelly will go through and update the plan and make a 2007 plan based on the discussions during the meeting.

F. Upcoming Meetings:

1. Nursing Recruitment and Retention Conference – May 4-6, Chicago, IL
Kelly went to this last year and said that it was quite good. McGee and Kelly talked about the different topics that this year's conference would be covering. The cost is \$400 for registration. It was decided to forego this conference this year.

2. Annual Conference of State Nursing Workforce Centers – June 7-8, San Francisco, CA – In the past, we have sent two or three people to this. Lopez said that she thinks that Kelly should definitely go to this one, and Travis added that whoever the chairperson will be at the time of the conference should go as well. Rennecker added that this conference would be priority.

3. Governor's conference – April 10 and 11 – Cornhusker in Lincoln
The registration for the conference is \$395. It was decided not to attend this conference this year.

Kelly clarified that there is \$1000 in registration, \$1400 in commercial traveling, and \$2800 for board and lodging in this year's budget that has not been expended.

G. Set priorities for next meeting agenda

Should Valerio go back to Deans and Directors with the clinical scheduling program?
The consensus was yes. Hayek thinks that the program would be great. Kelly suggested that we just ask if they would want us to pursue the program again.

H. Adjournment

The meeting adjourned 2:35 p.m.

Respectfully submitted,

Anne C. Beckius, Staff Assistant, Nebraska Center for Nursing