

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

**Staybridge Suites  
2701 Fletcher Avenue  
Lincoln, NE 68504  
September 28, 2006**

The meeting of the Nebraska Center for Nursing Board was called to order by Judy McGee, Chairperson, at 9:00 a.m., Thursday, September 28, 2006 at Staybridge Suites, 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 (arrived at 11:19 a.m.)  
Shirley Travis  
Pam List  
Nancy Shirley  
Larry Rennecker  
September Stone  
Steve Pitkin  
Sharon Hayek  
Florence Brown

The following members were absent:

Pat Lopez  
Carol Wahl  
Pat Karsk  
Kim Woods

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; and Anne Beckius, Staff Assistant for the Nebraska Center for Nursing.

Anne Beckius served as secretary for this meeting.

## **B. Approval of Minutes of August 6, 2006 Meeting**

McGee made the motion seconded by Travis **that the board approve the August 11, 2006 Nebraska Center for Nursing minutes as corrected..**

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

## **C. Project/Activity Reports**

### **1. Demonstration of Clinical Scheduling program from California (tentative) (45 minutes)**

Kelly was unable to reach the contact person from California to set up the conference call. She said we should decide whether Oregon or California had the most desirable program, get support from the deans and directors, then continue with other organizations. Kelly began discussing the Robert Wood Johnson packet that was distributed to Board members and staff. The packet contained information relating to grant applications and proposals. The board discussed the fact that a government entity can not be the applicant, that the applicant must be a foundation, which means that we would need to partner with a foundation in order to be able to apply for grants; that foundation must also be a 501C3 organization. Yeaworth mentioned the importance of partnering with a foundation that wouldn't favor any health profession over another, like NNA. Kelly mentioned that finding an organization that would match with us would be hard to find. Travis asked if, when we partnered with someone, they would be solely responsible for matching the funding? Kelly said she didn't think so, that we could also help contribute. Stone asked what the money would be used for – Kelly said a number of things, the clinical placement program, student passport project, etc. The items of highest priority are strategies to recruit and retain faculty, the retention conference, the simulation center(s), and diversity. Stone was unclear as to why the clinical scheduling was such an important item for centers for nursing. Kelly said that it is an online system where all the clinical opportunities are and that it would need to be centrally operated for use. Travis mentioned when she had worked with RWJF in the past, it was nice to get the money and project, but the people from Washington were very involved and almost bothersome, and that we should keep that in mind. There was a consensus that this was something the Board would like to explore, and that focus should be from the educational capacity standpoint. Shirley said there was a teleconference next week (October 4, 2006), Kelly asked Beckius to schedule a conference call immediately following the teleconference to discuss thoughts and ideas.

### **2. Nursing Shortage Environmental Scan**

Pitkin found an article in the lobby of Staybridge that had information relating to the number of jobs healthcare has created compared to other industries. Yeaworth had a couple of articles from the Colorado Center for Nursing Excellence that went into detail regarding their simulation centers. Stone talked about an article she had read this morning regarding re-evaluating every state's health practice acts.

### **3. Public Relations Report – Roberts**

Roberts discussed the Annual Report and the fact that we need to determine recipients, and do the news release on the student loan recipients. She contacted NETV to see if there was something we could do with them as far as a nursing shortage segment. Roberts also mentioned that there was a new program called Living in Omaha. They do a daily public affairs show. They have segments for which companies can purchase a section, mostly Home/Health/Community related items. Roberts distributed another handout relative to talking to media and speaking tips.

The Board recessed at 10:32 a.m., then reconvened at 10:50 a.m.

### **4. Update on Web Site Issues**

Kelly updated the Board and staff on the website issues. The reason we decided not to put our website through the State system was so we could do more and so that it would be easier to find. We contracted with Kim Bartek, who is a free lance entrepreneur who did website design. She contracted with Global Hosting and was charged a contract fee each year for hosting the site. In turn, Global Hosting paid the licensing fee to Ecom for the domain fee. In 2000, 2002 and 2004, Global Hosting always paid Ecom directly. Global Hosting had been bought out and neither Bartek nor Kelly had received a notice saying they needed to renew the license, so the license expired and the domain name was picked up by a another group. Kelly and Roberts are looking for a vendor who will both maintain and host the website. Kelly said that if the asking price to buy the domain back is less than \$1,000, we would do it, and that we do have the content of the website on a disc. Roberts said that she was told to go out and buy all of the center4nursing.com, .net, etc. and that we shouldn't be calling the current owner asking for prices too much because otherwise they may keep increasing the buying price. Stone mentioned that she knows of a local vendor that is very good but would talk to Kelly about it after the meeting.

### **5. Review of Annual Report and discussion of plans for dissemination**

The Board members were given estimates of what it would cost to print the report at various quantities (500, 1,000, 1,500, 2,000). Roberts suggested sending the report electronically to as many people as possible to reduce postage costs. Kelly discussed the revisions that had been made to report, and that the length was kept as the report could be used as a resource for information as well as an annual update. Kelly also contacted the publishing company that does Nursing News, they said they could lower the prices if we would allow advertising on the front and back covers, and one page in the middle of the report. There was consensus that if we could afford to print the report without advertising, that would be favorable, however if there is advertising, Pitkin suggested putting in a note stating that we allowed advertising so we could spend money on other ongoing projects.

### **6. Update on Faculty Loan Program**

To date, we have received the names of two students to receive the loans and are in the process of getting the checks processed. Kelly explained all of the criteria involved in the loans and the issuance of loans.

#### **D. Financial Report**

##### 1. End of FY06 cash balance Report

The expenditures this year so far have been around \$14,800. As of a year ago we are cash funded, we have no more general funds. If we spend the money, that's fine, but if not, it stays in our account for the next year. As of 6/30/06, we had \$33,000. Those are the previous donations that have never been spent. The Board of Nursing at their meeting last week did agree to transfer \$80,000 again this year. The BON is in a deficit right now, but as we are in an RN renewal year nursing's revenue we erase the deficit. Kelly said that we may be looking at some fee increases for nursing licensure fees again sometime soon.

##### 2. Current Expenditures Report

Kelly went through the expenditures with the Board; postage for annual reports, printing costs, staff assistant salary, conference fees, rent for board meeting space, exhibit space rental, hotel rooms, overhead. Travis asked why we were paying overhead. Kelly said that because the staff occupied space in the state office building, use administration, accounting services and the mail room, all of that gets utilized for the work of the Center. Stone raised a question regarding meeting places and if we could meet somewhere for free. Kelly explained that when we meet at SCC it is free, so we do that as often as possible. Data entry of workforce surveys from paper renewals can possibly be done by Beckius also. Stone asked if the point was for the CFN to sustain forever, Kelly said she didn't think so, but for the processes and projects to sustain.

##### 3. Proposed 2007 Budget

\$110,889.

##### 4. Request to Board of Nursing for transference of funds

At their meeting last week, the BON agreed to transfer \$80,000 to our fund again.

12:15 p.m. – The board recessed briefly and then continued meeting over lunch

#### **E. Plans for Presentation at Minority Health Conference – October 31- November 1, 2006 – Kearney, NE**

Ramirez described the PowerPoint presentation that he was going to present (6 slides). They relate to the minority presence of nurses in the State in comparison with national data. In detail, the slides show that Hispanic representation in Nebraska is lower than the national rate, both for LPNs and RNs. Also, African American distribution is concentrated mainly in Douglas and Sarpy Counties, as well as Asian/Pacific Islanders. Brown is going to present what the Center is doing in order to recruit more minorities into nursing. Brown will pose a series of questions so that we can possibly bring back ideas to the CFN as to how to go about recruiting/retaining ethnic minorities into nursing. Brown mentioned that African Americans tend to feel the need to leave the state just

because they can relate more to places like Atlanta, Chicago and Texas, and that we need to start looking at how we can compete with that. She mentioned developing a “buddy system” for minorities that come to Nebraska from out of state, or going to their churches when they have health fairs to talk about careers in healthcare. Pitkin also mentioned that we now have the Hispanic Nurses Association in Nebraska as of last year.

#### **F. Work on Strategic Plan (12:45) – Individual Board/Workgroups**

##### ***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***

Group 1 is planning to convene some focus groups, Hayek, Pitkin and Dulitz are covering the middle part of the state – Grand Island, Kearney, North Platte, Norfolk. Pitkin may also do the western part. Kelly will cover Lincoln, Omaha-Metro areas. They will send out an invitation to schools to give to all of their male students explaining what the Center for Nursing does and inviting them to a focus group. Group 1 will ask questions such as “why did you choose to go into nursing? What influenced you? What challenges/barriers/stereotypes have you encountered while in school? What strategies need to be put in to place to eliminate those kinds of barriers, and how can we recruit more men into nursing? For minority recruitment and junior high school students, Group 1 decided to hold off until after the Minority Health Conference to see what kind of feedback we get from that, then continue with minorities and junior high school students.

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

Data on why RNs placed their license on inactive or lapsed status is being collected during RN renewal. It was hoped that a graduate student would take on the project of analyzing this data, but the timing was not right for the graduate student who had inquired. There are plans to collect data from LPNs who did not renew last year also. Bowen said that we will have that information and just need to put it together. There was a lot of discussion based on all of the literature that is out there regarding retention. McGee was talking about having a retention conference and having the attendees do a survey – analyze that information, and have them address it with potential solutions. The point would be to use ideas that have been used and proven and to give that information to attendees. Co-sponsors could include NHA, NHCA, NONE, and Shirley will check with NNA. Travis brought up that people don’t leave their organization, they leave their manager; List added that in rural communities the managers are there only because of their longevity, they’ve had no formal management training so they aren’t great at dealing with management issues.

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

Valerio mentioned that we should review the California scheduling program before we make a decision as to whether we want to model California’s or Oregon’s program. A stakeholders meeting will be extremely important. Next week with deans and directors we should pose the question about simulation – where are we as educational institutions

with simulations – is there something we could do with a traveling simulation type of program? NHA had talked about wanting to take hold of the Johnson & Johnson gala, but as Roberts pointed out, the gala has not been explored yet, and Helene Fold is someone we should look to for funds. Valerio brought up the fact that groups 2 and 3 should figure out who each is going to approach for funds so we're not asking the same people.

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

Group 4 went through the stakeholder list and made a few additions, there are approximately 20 different key organizations. They're going to make sure they get a copy of the annual report, and are planning on hosting a meeting with the stakeholders the first or second week of January to present annual report, our history, what we've accomplished, and get feedback. A 2-hour meeting in the morning would be sufficient. They need to decide on a location, time, etc. Rennecker wants Kelly to get a list of what other centers are doing to get funding.

**G. Sharing/Discussion of workgroup planning session and identification of next steps** See Above.

**H. Set priorities for next meeting agenda – Board and Staff**

Kelly mentioned that she forgot to put on the budget that group that is the think tank of all the Centers for Nursing cost \$500. She will add it.

Items for the next agenda include: update on our website, report from groups on progress, annual report distribution update, information on Helene Fuld, have 1-2 page description of loan program, Minority Health Conference follow up, feedback from Deans and Directors, California scheduling program, Ramirez and Beckius - matching employer for employer on past surveys.

The meeting adjourned 2.19 p.m.

Respectfully submitted,

Anne C Beckius  
Staff Assistant  
Nebraska Center for Nursing